

Appendix B:
Selected IBEW® Convention Resolutions



APPENDIX B: SELECTED IBEW® CONVENTION RESOLUTIONS

This appendix contains some of the resolutions passed by the delegates to various Conventions of the IBEW. The resolutions address issues such as discrimination, sexual harassment, equal rights, and full participation.

Resolutions passed at an International Convention provide the administration with a general consensus of the Convention delegates regarding various domestic and international social and economic issues.

**1978 – 31st CONVENTION
RESOLUTION NO. 9**

ERA

Submitted by Local Union 1245, Walnut Creek, California

“WHEREAS, We as a Union have declared ourselves to be dedicated to the cause of human justice, human rights and human security; and

WHEREAS, The AFL-CIO, of which we are members has called for our support in obtaining passage of the Equal Rights Amendment; and

WHEREAS, The denial of full equality to women because of their sex is an obstruction of American democracy; and

WHEREAS, We as a labor organization must provide a prime example of equal opportunity within our own organization if we are to create support of such a program by others;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Electrical Workers, AFL-CIO go on record at its 31st International Convention as being in support of the Equal Rights Amendment; and

THEREFORE BE IT FURTHER RESOLVED, That the International Brotherhood will support ratification of the Equal Rights Amendment in the remaining three states necessary for ratification and will block efforts to rescind passage in states that have already passed the Equal Rights Amendment.”

**1978 – 31st CONVENTION
RESOLUTION NO. 10**

Committee on Women's Affairs

Submitted by Local Union 1245, Walnut Creek, California

“WHEREAS, An enduring goal of the International Brotherhood of Electric Workers, AFL-CIO, is to ensure all workers their full share in the benefits of union organization; and

WHEREAS, Women have been historically denied full equality because of their sex; and

WHEREAS, This denial of equality has not only hindered their progress on the job but within the labor movement; and

WHEREAS, The International Brotherhood of Electrical Workers, AFL-CIO, at its 30th International Convention established a Minority Affairs Committee that specifically deals with the plight of minorities in obtaining responsible positions within the Brotherhood; and

WHEREAS, Women within the International Brotherhood of Electrical Workers are in need of a committee similar to structure and purpose to that of the Minority Affairs Committee;

THEREFORE BE IT RESOLVED, that the International Brotherhood of Electrical Workers, AFL-CIO, at its 31st International Convention establish a standing committee on Women's Affairs to identify problems and make recommendations to improve the participation of women in the IBEW.”

**1996 – 35th CONVENTION
RESOLUTION NO. 14**

Full Participation

WHEREAS, our great union must continue to be a leader within the American and Canadian labor movement by effectively addressing the issues of discrimination and its impact on IBEW members; and

WHEREAS, not only union members but also unorganized workers, look at unions to see if their leadership, staff and structure reflect an atmosphere in which all members are visible and welcome to participate; and

WHEREAS, one of the most critical challenges facing the IBEW today is organizing; and

WHEREAS, African-Americans, Latinos, Asian-Pacific Americans, Native Americans, women and immigrants will represent a majority of the work force in America by the year 2000; and

WHEREAS, diversity is the strength of the labor movement, and should be represented at every level of the IBEW;

THEREFORE, BE IT RESOLVED, that the IBEW achieve greater visibility for African-Americans, Latinos, Asian-Pacific Americans, Native Americans, other people of color and women in union activities and as representatives of the IBEW by continuing to hire and train qualified people of color and women for all positions; and

THEREFORE BE IT FURTHER RESOLVED, that the IBEW continue to foster development of leadership from among historically under-represented groups of workers; to develop plans for inclusion of more African-Americans, Latinos, Asian-Pacific Americans, other people of color and women in educational programs; to provide opportunities for people of color and women in delegations and other representation activities; and

BE IT FINALLY RESOLVED, that the IBEW strive for full participation and integration of its diverse membership into leadership positions at every level.

**1996 – 35th CONVENTION
RESOLUTION NO. 31**

Sexual Harassment

WHEREAS, the IBEW's founding principles have long championed the cause of human justice, dignity, and respect for all workers; and

WHEREAS, the IBEW recognizes sexual harassment is a universal problem that continues to plague our society. Studies reveal that many women, as well as an increasing number of men, have been victimized at some time during their work life; sexual harassment is discriminatory, abusive, exploitative, and humiliating and can have devastating psychological, physical, and economic consequences for those affected by it; and

WHEREAS, sexual harassment is a serious problem in the workplace because it is persistent and pervasive; it is most often about the abuse of power by the harasser; and can take place in every kind of occupation and in every industry; and

WHEREAS, the IBEW recognizes that sexual harassment is a union issue because it creates barriers to rights and privileges enjoyed by other workers. It also pits members against members and creates disharmony and distrust at a time when cooperation and unification is most needed among union members; and

WHEREAS, Title VII of the Civil Rights Act of 1964 affords all workers the right to work in an environment free from discrimination, intimidation, ridicule or insult, regardless of race, color, sex, religion, disability or country of origin. Sexual harassment is discrimination based on sex and prohibited by Title VII;

THEREFORE, BE IT RESOLVED, that the IBEW reaffirms its commitment to fight sexual harassment by expanding its current education and training programs on sexual harassment.

**2001 – 36th CONVENTION
RESOLUTION NO. 29**

Discrimination

WHEREAS, the IBEW has always been a leader among the great unions in the American and Canadian labor movements; and

WHEREAS, the IBEW Constitution and the principles upon which it was founded, include the cause of human justice, human rights, human security, and opposition to oppression of any kind; and

WHEREAS, the principles enumerated in the Constitution and its Declaration and Objectives, while written for the membership over 100 years ago, are as relevant and meaningful for the IBEW membership today, as they were when first written; and

WHEREAS, the membership continues to grow and has become more diverse over the last two decades and is expected to become increasingly diverse in years to come; and

WHEREAS, organizing continues to be the priority to build and strengthen the IBEW; and

WHEREAS, there is strength in a diverse membership and strength in using their skills and abilities to elevate the moral, intellectual, and social conditions of the IBEW membership as a whole; and

WHEREAS, bigotry, prejudice, social inequality, and economic injustice, continue to plague our nations; all of which perpetuates a society divided by hatred and intolerance for one another's differences; such as intolerance affects our schools, communities, and the workplace;

WHEREAS, employment discrimination based on race, gender, age, religion, ethnicity, disability, national origin, or sexual orientation is illegal and it creates and fosters an unjust society; and

BE IT FURTHER RESOLVED, that all members of the IBEW shall be treated with dignity and respect and afforded fair representation in the handling of discrimination issues; and

BE IT FURTHER RESOLVED, that the IBEW will continue to lead by example in taking proactive steps to reinforce tolerance and diversity in its policies, procedures, education programs, and employment practices.

Submitted by International President Edwin D. Hill

**2001 – 36th CONVENTION
RESOLUTION NO. 42**

Sexual Harassment

WHEREAS, the IBEW's founding principles have long championed the cause of human justice, dignity, and respect for all workers; and

WHEREAS, sexual harassment is a form of discrimination prohibited by the Federal Provincial and State legislation in Canada and the United States of America; and

WHEREAS, the IBEW recognizes sexual harassment is a universal problem that continues to plague our society. Studies reveal that many women, as well as an increasing number of men, have been victimized at some time during their work life; sexual harassment is discriminatory, abusive, exploitative, and humiliating and can have devastating psychological, and economic consequences for those affected by it; and

WHEREAS, sexual harassment is a serious problem in the workplace because it is persistent and pervasive; it is most often about the abuse of power by the harasser; and can take place in every kind of occupation and in every industry; and

WHEREAS, the IBEW recognizes that sexual harassment is a union issue because it creates barriers to rights and privileges enjoyed by other workers. It also pits members against members and creates disharmony and distrust at a time when cooperation and unification is most needed among union members; and

WHEREAS, employers are obligated under law to maintain a work place free of sexual harassment, investigate complaints of sexual harassment and act accordingly on the findings of the investigation; and

WHEREAS, a complaint of sexual harassment made within the First District Staff was not initially taken seriously; resulted in an investigation which was not expeditious; reached incomplete resolution to all matters raised and leaves unanswered questions as to the application of the IBEW Sexual Harassment Policy;

THEREFORE BE IT RESOLVED, that the IBEW reaffirms its commitment made at the 35th Convention, to fight sexual harassment by expanding its current education and training programs on sexual harassment; and

BE IT FURTHER RESOLVED, that the IBEW establish an “arms length” process to address complaints of sexual harassment within, the IBEW Staff, IBEW Local Unions, and within the IBEW membership; and

BE IT FURTHER RESOLVED, that the process ensures timely action to: a complaint of sexual harassment; investigation of the complaint; provision of a written report of the findings including recommendations; action against the wrongdoer; protection from reprisals for the complainant and restatement and enforcement of the policy in the strongest terms; and

BE IT FURTHER RESOLVED, that if a complaint is against any Representative, Staff, or Officer of the IBEW, it be immediately forwarded to an independent body free of political nuances, for investigation, reporting, and recommendations; and

BE IT FURTHER RESOLVED, that recommendations and actions resulting from all investigations be acted upon forthwith; and

BE IT FINALLY RESOLVED; that the IBEW undertake to ensure that it is clearly understood the IBEW policy on Sexual Harassment pertains to all members, Local Unions and Staff of the IBEW.

**2006 – 37th CONVENTION
RESOLUTIONS NO. 14 & 15 Combined**

Diversity and Full Inclusion

WHEREAS, the IBEW is and must continue to be a leader within the American and Canadian labor movements by effectively addressing the issues of discrimination and its impact on IBEW members; and

WHEREAS, the labor movement is facing an undeniable crisis today, and if unions continue to fail to address this crisis, the decline in membership and, thus, power will be precipitous and fatal; and

WHEREAS, one of the most critical challenges facing the IBEW today is organizing; and

WHEREAS, in the last several decades the growth in the labor movement has come substantially from African American, women, Hispanic, Asian Pacific Islander, Native American, and immigrant workers, and it is projected that any growth realized in the next decade will come primarily from this labor pool; and

WHEREAS, people of color and women have joined unions in far greater numbers than other workers in the past 25 years, and this growth would have been even greater if the labor movement had adequately addressed issues important to them; and

WHEREAS, in the past 15 years the IBEW has made great strides and taken proactive measures in its efforts to address the changing needs of the diverse membership through its hiring practices, education, communications, relationship with the EWMC, diversity, anti-harassment, leadership, English-as-a-second-language and women's programs; and

WHEREAS, the IBEW must continue to retain its leadership status in the American and Canadian labor movements and be the progressive voice for all of its members, without regard to race, gender, sexual orientation, ethnicity, culture religion, nationality or disability; and

WHEREAS, the IBEW recognizes that managing diversity is not only an economic and business imperative, but is a political, social, and moral imperative as well; and
WHEREAS, in order to grow and maintain power and standing as a great union, it is imperative to take decisive action now in the areas of recruitment, hiring, training, organizing, representation and in the core programs of the IBEW, to otherwise meet the growing needs of a diverse membership; and

WHEREAS, out of necessity, greater steps must now be taken, and each member must shoulder more responsibility for organizing, building solidarity, unity and strength in our great union through greater commitment and activism;

THEREFORE, BE IT RESOLVED, that the IBEW reaffirms its commitment to full participation, inclusion and equality of opportunity for all members of our great union through strategic goal setting, education and outreach programs; and

BE IT FURTHER RESOLVED, that in unity there is strength and power and the IBEW is only as great as its members; therefore, this commitment shall be the responsibility of each and every member of this great union at the International, district and local level; and

BE IT FURTHER RESOLVED, that the International President or his designee shall have the ultimate authority and responsibility to devise a strategic diversity plan for the IBEW membership and will work with the Human Services Department to study, among other things, policies and procedures related to recruitment, hiring, access to education, career paths, mentoring and leadership to realize diversity as a core structural element to achieve inclusion and full participation for all members at every level of the IBEW; and

BE IT FURTHER RESOLVED, that the IBEW achieve greater visibility for African-Americans, Latinos, Asian-Pacific Americans, native Americans, and other people of color, women, and other underrepresented groups in union activities, and as representatives of the IBEW, by expanding recruitment programs to identify, hire and train qualified members of those groups, including expansion of training and promotional opportunities; and

BE IT FURTHER RESOLVED, that diversity is the strength of the IBEW and the labor movement, and that all IBEW members, including historically underrepresented workers, shall have equal access to education, apprenticeships, career paths, mentoring programs, appointed and elected leadership positions, representation on official union delegations and a voice on governing bodies at all levels within the union structure; and

BE IT FINALLY RESOLVED, that the IBEW reaffirms its commitment to full participation and to the integration of its diverse membership into leadership positions, is united in the fight to improve the lives of all workers and their families, and will lead the labor movement by example.

**2006 – 37th CONVENTION
RESOLUTION NO. 38**

Sexual Harassment

WHEREAS, the IBEW's founding principles have long championed the cause of human justice, dignity, and respect for all workers; and

WHEREAS, sexual harassment is a form of discrimination prohibited by Federal, Provincial and State legislation in Canada and the United States of America; and

WHEREAS, the IBEW recognizes sexual harassment is a universal problem that continues to plague our society. Studies reveal that many women, as well as an increasing number of men, have been victimized at some time during their work life; sexual harassment is discriminatory, abusive, exploitative, and humiliating and can have devastating psychological, and economic consequences for those affected by it; and

WHEREAS, sexual harassment is a serious problem in the workplace because it is persistent and pervasive; it is most often about the abuse of power by the harasser; and can take place in every kind of occupation and in every industry; and

WHEREAS, the IBEW recognizes that sexual harassment is a union issue because it creates barriers to rights and privileges enjoyed by other workers. It also pits members against members and creates disharmony and distrust at a time when cooperation and unification is most needed among union members; and

WHEREAS, employers are obligated under law to maintain a work place free of sexual harassment, investigate complaints of sexual harassment and act accordingly on the findings of the investigation; and

WHEREAS, the IBEW believes everyone has a right to work in a safe, respectable atmosphere and is committed to providing its officers, staff and members with a work environment that is secure, productive and free of gender bias and sexual harassment in all of its forms;

THEREFORE, BE IT RESOLVED, that the IBEW adopt a policy on sexual harassment and reaffirm its commitment made at the 35th and 36th Convention, to fight sexual harassment by expanding its current education and training programs on sexual harassment; all of which shall be made available to local unions, officers and staff to prevent sexual harassment from taking place; and

BE IT FURTHER RESOLVED, that the IBEW continues to process complaints of sexual harassment within the IBEW promptly, impartially, judiciously, without political bias and with regard to confidentiality for all parties involved; and

BE IT FURTHER RESOLVED, that the process includes an investigation of the complaint; findings and recommendations, protection from reprisals for the complainant and restatement and enforcement of the policy; and

BE IT FINALLY RESOLVED, that the IBEW encourage all local unions, and system councils to adopt the minimum standards established by the IBEW Policy on Sexual Harassment and undertake efforts to ensure that it is clearly understood that the IBEW policy on Sexual Harassment pertains to all members, local unions, staff and officers of the IBEW.

SUBMITTED BY:

Edwin D. Hill, International President

Jon F. Walters, International Secretary-Treasurer

Statement of Committee: A resolution pertaining to sexual harassment has been previously submitted to the 35th and 36th IBEW International Conventions, in both instances the Resolutions Committee has supported and recommended concurrence. Your committee reiterates the position that the IBEW is strongly opposed to any form of harassment, either sexual or otherwise, and recommends **CONCURRENCE**.