

UDW August 2021 Convention Resolutions

Resolution #1: Caregiving for A Just Recovery

WHEREAS:

The COVID-19 pandemic has shown us what our members already know: caregivers are the first responders who keep seniors, people with disabilities and children safe, and;

WHEREAS:

For too long caregivers have seen no recognition for their efforts to protect and care for our communities; our members work in the lowest paying jobs in the state and the country, and;

WHEREAS:

Caregivers, who are true heroes in saving lives every day, including in the pandemic, go under-recognized for their contribution and essential role in the health care delivery system of this country, and;

THEREFORE BE IT RESOLVED:

That UDW/AFSCME Local 3930 will continue to demand hazard pay and increases in compensation, benefits, retirement and job quality such as access to training and other improvements for IHSS providers, and all direct care workers in our state;

THEREFORE BE IT FURTHER RESOLVED:

That any effort to plan for a future response to health emergencies in our state and in our nation needs to include serious attention to addressing the working conditions and pay of direct care providers, that will in turn improve the quality of care for our clients and our communities.

THEREFORE BE IT FURTHER RESOLVED:

That caregivers require stable housing, access to food, healthcare and all the requirements of daily life to perform their vital jobs and, must be a top priority in the funding of relief efforts and the rebuilding of our country from the impacts of the pandemic.

THEREFORE BE IT FURTHER RESOLVED:

That UDW/AFSCME Local 3930 will engage all levels of state, local and even federal government to strengthen the role of direct care providers in our health care delivery system, and address the conditions to allow providers to thrive and continue to provide excellent care for the years to come.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #2: Universal Long Term Supports and Services and Child Care

WHEREAS:

Most Americans will need access to at least one year of direct care in the home in their lives, and;

WHEREAS:

The vast majority of care is provided by unpaid family caregivers, who sacrifice their own retirement and economic security to provide necessary care to their loved ones, and;

WHEREAS:

The members of UDW/AFSCME Local 3930 know all too well that many providers themselves become clients without access to the care and support they need, and;

WHEREAS:

Childcare is the work that makes all other work possible, as the pandemic revealed, there is a true crisis of affordability in childcare, with far too few having access to childcare they need to lead full lives and participate in society, and;

WHEREAS:

In the pandemic, efforts were made by the state to provide access to childcare for essential workers, showing that it can be done, and;

WHEREAS:

Our families need the full support of our public institutions to care for children, seniors and people with disabilities.

BE IT RESOLVED:

That UDW/AFSCME Local 3930 supports the principle of social insurance, that all should be allowed to pay into a system to access the care that they need, and;

BE IT FURTHER RESOLVED:

That care should not be available to only those who can pay for it, that all members of our society deserve access to the care they need to live their full lives, be they young or old.

BE IT FURTHER RESOLVED:

That UDW/AFSCME Local 3930 calls on local, state and federal government to create and fund a system of universal family care.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #3: The Master Plan on Aging

WHEREAS:

California is ready to lead the way for seniors with the leadership of Governor Gavin Newsom and the legislature, and;

WHEREAS:

At the request of the Governor, stakeholders including UDW/AFSCME Local 3930 worked in 2019 and 2020 to draft and recommend a full-scale approach to aging with dignity in our state, and;

WHEREAS:

In January 2021, the Governor released the Master Plan on Aging, a comprehensive road map to improving and expanding services for seniors, including the recommendation that the state work with the federal government to create a universal long term care benefit.

BE IT RESOLVED:

That UDW/AFSCME Local 3930 will advance the work of the Master Plan to address access and affordability to direct care for seniors, and all the additional services they need to age well and in place in the least restrictive environment, and;

BE IT FURTHER RESOLVED:

That UDW/AFSCME Local 3930 will pursue the goals of the Master Plan in our policy and legislative work until they are fully achieved.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #4: Racial and Economic Justice for All

WHEREAS:

The members of UDW come from every community in California; we are one of the most diverse unions in the nation.

WHEREAS:

Care providers, including home care and child care, are largely women of color who directly experience impacts of racism and other forms of discrimination.

WHEREAS:

UDW is a social justice union, dedicated to improving the conditions for all of our communities, and ending racism is a top priority for our union.

WHEREAS:

Our country is undergoing a transformation, to end racial discrimination in all our institutions: schools, workplaces, and policing.

WHEREAS:

UDW is committed to uplifting all care providers, and fighting for economic justice for our members and their communities, and ending racial discrimination is a key component of improving wages and conditions for caregivers.

THEREFORE BE IT RESOLVED:

That UDW/AFSCME Local 3930 will work to support racial justice efforts to end discrimination in all public institutions, and continue to lead efforts to end the legacies of slavery and discrimination that continue to suppress wages and job quality improvements in the caregiving industry.

THEREFORE BE IT FURTHER RESOLVED:

That UDW/AFSCME Local 3930 will make racial and economic justice a continuing focal point of the Union, part of every campaign we run and at the forefront of all our priorities.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #5: Stop Anti-Asian Violence

WHEREAS:

Stop AAPI Hate, a coalition based in California, has recorded nearly 7,000 hate incidents involving Asian Americans and Pacific Islanders nationwide since the beginning of the COVID-19 pandemic, and;

WHEREAS:

This violence, over 100 hate crimes per day, is the latest iteration of the “Yellow Peril,” a form of white supremacy used to spread fear and justify exploitation and the expulsion of Asian immigrants in the United States, and;

WHEREAS:

What we are experiencing now is tied to the violence of the mid-1800’s when Chinese immigrants were targeted, while risking their lives to build rail road tracks, and as a result of suspicion and fear, the US passed racial bans on immigration, and this made racism towards the API community a core element of US national identity, and;

WHEREAS:

The onset of the pandemic fit the ready-made story of the “Yellow Peril” in the US, and racist responses to the spread of the disease are consistent with the history of treating Asians as a foreign threat, and;

WHEREAS:

Hatred towards Asian Americans is embedded in the history of this country, starting with the Page Act which barred Chinese women from entering the US, and led to the exclusion of Chinese men, and the Chinese Exclusion Act, the only piece of legislation barring an ethnicity of people in the history of this country, and;

WHEREAS:

In the late 1800's, over 100 settlements up and down the West Coast violently forced out their Chinese immigrant residents, and thousands of people were displaced, and their possessions stolen, and;

WHEREAS:

Despite policies against their land ownership, Japanese farmers grew nearly 40% of California produce by 1940, and resentful of their success, white farmers seized the opportunity to support the incarceration of Japanese Americans during WWII in order to rid themselves of competition, and by 1960 only a quarter of Japanese American owned farms were left, and;

WHEREAS:

Women reported more than two thirds of all incidents, 44% involved Chinese Americans, 12% of survivors said they experienced some form of physical assault, more than two-thirds reported verbal harassment, and others reported civil rights violations, such as workplace discrimination, or online attacks, and;

WHEREAS:

API members of UDW experience anti-Asian discrimination and are asking their union to take decisive action to put an end to anti-Asian violence and attitudes for once and for all, and;

WHEREAS:

The 2021 California State Budget includes \$156 million in support for non-carceral approaches to ending Anti-Asian Violence, which is a strong investment in the health and well-being of API communities.

BE IT RESOLVED:

That UDW/AFSCME Local 3930 will work tirelessly to end all forms of discrimination against Asian and Pacific Islander members of our community, including uplifting the contributions of the API community and celebrating their role in our union and in our commitment to racial and social justice.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #6: Solidarity with the Palestinian People

WHEREAS:

Over 1,500 Palestinians from neighborhoods in Jerusalem are facing the threat of forced displacement and home demolitions by Israeli authorities, and children make up a large percentage of the families threatened with homelessness.

WHEREAS:

This pattern and practice of dispossession and expansion of settlements has been found to be illegal under international law.

WHEREAS:

Since May 10 the Israeli Defense Force (IDF) has began an intense campaign of bombing and mortar fire on the territory of Gaza. At the time of writing nearly 200 people, more than a quarter of them children have been killed. Over 1,300 have been wounded, and 40,000 Gazans have lost their homes.

WHEREAS:

As caregivers in the United States we have a special responsibility to stand in solidarity with the Palestinian people because of the 3.8 billion dollars annually that the US government gives to Israel, thus directly using our tax dollars to war crimes.

THEREFORE BE IT RESOLVED:

That UDW/AFSCME Local 3930 expresses our solidarity with the Palestinian people and the call for Israel to end bombardment of Gaza and stop displacement at Sheikh Jarrah.

THEREFORE BE IT FURTHER RESOLVED:

That UDW/AFSCME Local 3930 endorses the international campaign for boycotts, divestment, and sanctions against apartheid in Israel, and calls on the Biden administration to end US government financial support for Israel.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #7: Supporting Environmental Justice

WHEREAS:

The scientific basis for global warming is well-known and the climate crisis is linked to extreme weather events across the globe, as well as widespread drought conditions, wildfires, and flooding in California and internationally, and;

WHEREAS:

Greenhouse gas emissions continue to rise as a result of even greater amounts of fossil fuels being extracted and burned; and whereas, if present trends continue, the world is facing a catastrophic increase in average global temperature between 3.7 and 6 degrees Celsius, and;

WHEREAS:

More than 8 million deaths worldwide are directly attributable to air pollution, primarily from the burning of fossil fuels and lack of access to clean energy, and;

WHEREAS:

Further global warming and climate change will deepen the climate crisis that will magnify the already catastrophic health impacts of fossil fuel pollution, hunger, and malnutrition due to desertification, devastation, and displacement from severe weather events and sea level rise — all leading to immeasurable human suffering and economic devastation, and;

WHEREAS:

UDW members and our families live in communities that are at the greatest danger from the effects of climate change and pollution. For example, climate change is leading to longer, more severe droughts which in turn lead to deadlier wildfires like that one that displaced hundreds of our members in Butte County in 2018, and;

WHEREAS:

Oil and gas extraction (also known as fracking) is usually located near low-income communities. Our members in Kern County, where most of California's oil and gas wells are, breathe some of the most polluted air in the United States, and;

WHEREAS:

The connection between UDW/AFSCME Local 3930 and climate justice is clear: Changes to the environment, including pollution, poor air and water quality and rising sea levels affect working people and people of color more than anyone else, and;

WHEREAS:

Environmental changes cause and worsen serious health problems such as asthma, COPD, lead poisoning and depression. The people in our care are more vulnerable to these threats than the general public. Air and water quality are lower in poor communities and communities of color. Toxic waste sites are usually located near poor communities and communities of color. Wealthy communities are more able to advocate for themselves and move environmental hazards out of their own neighborhoods. Extreme weather—like fires, droughts, floods and hurricanes—caused by climate change are more likely to cause injuries, death and catastrophic property loss in low-income areas, and;

WHEREAS:

We reject the falsehood that we have to choose between good jobs and healthy communities with clean energy. We recognize that we can have both and we refuse to allow oil and gas corporations to pit us against other workers.

THEREFORE BE IT RESOLVED:

This year, UDW has increased our commitment to fighting environmental injustices in California and joined together with 18 other labor unions to launch the [California Climate Jobs Plan](#), which seeks to transition oil and gas jobs into clean energy jobs. We will continue on this path to fight for environmental justice through statewide policy, local policy and in our various communities. This plan is at the forefront of UDW's mission to protect those in our care and better the lives of home care and child care providers, our families and our communities—where we work and where we live. Environmental justice means standing up for the rights of our members and our clients to live healthy lives.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #8: Supporting Alternatives to Police to Keep UDW Members and Families Safe During Crises

WHEREAS:

There have been continued uprisings across the nation over the last year in response to police violence, including in California, and COVID-19 has exacerbated these issues by drawing out the extreme inequalities that communities of color bear during this pandemic, including the issue of over-policing, and;

WHEREAS:

There is a continued trend of law enforcement employed by cities and government as first responders in mental health crises and other non-violent emergencies when social workers and other support professionals would do a better job, and;

WHEREAS:

People experiencing mental health crises and other emergencies continue to be harmed and even killed by police, as was the case with our member, Myra Micalizio in 2018, and;

WHEREAS:

Nearly 1/3 to half of all people killed by police are individuals with disabilities and or mental illness making the need for alternatives to police as urgent as ever so they can get the care and treatment they need without abuse, trauma and violence, and;

WHEREAS:

As home care and childcare providers we care for people with disabilities, many of whom are our family members making this issue of particular importance to us, and;

WHEREAS:

Since the 1980s, public funding and investment have prioritized policing at the expense of education, housing, and all other social supports. The result of this organized abandonment of the public sector is that several major cities across the nation spend as much as 30 percent of their budget on policing, leaving fewer resources for public needs. As cities face steep budget gaps due to COVID-19 and the pandemic, mayors cut public services but not policing budgets leaving many without access to the social services they desperately need. In many instances, policing continues to expand into, and act in place of, community institutions such education and schools, housing and homelessness prevention, mental health services and youth services, requiring police officers to act as first responders, social and welfare agency workers, etc., when they have little training for those roles, and;

WHEREAS:

The safest communities are the ones with the most resources, not the communities with the most police. Now is the time to reinvest in our communities and fund those services that help to prevent and respond to harm -- including but not limited to, mediation and intervention teams, community safety and restorative justice councils, the decriminalization of nonviolent offenses in favor of social supports, alternatives to police, meaningful mental health care, adequate and affordable housing, and healthcare for all, and;

WHEREAS:

There are a number of grassroots organizations across the state that are already on the ground with mobile response teams like Mental Health First Oakland, Mental Health First Sacramento, Community Alternatives To 911 (CAT 911) and others that are responding to calls about crises and they are keeping people safe and ensuring they have the resources they need to get care and treatment without police.

THEREFORE BE IT RESOLVED:

That UDW/AFSCME Local 3930 understands the need to invest in initiatives that create alternatives to police in communities throughout the state in an effort to keep our members and their families safe.

THEREFORE BE IT FURTHER RESOLVED:

That UDW will commit to investing in initiatives that create alternatives to police through statewide policy, like our bill, [AB 118 – The C.R.I.S.E.S. Act](#) and other local policies with the understanding that those closest to the pain have the solution and mental health crises require non-violent responses with trained community members and clinicians who are skilled in de-escalation, not law enforcement and weapons. UDW will always fight to keep our communities safe and to protect those most vulnerable from harm, including state violence, and committing ourselves to shoring up social services and alternatives to police is one of the best ways we can do that.

Submitted by the UDW/AFSCME Local 3930 Executive Board

Resolution #9: Secure Retirement and Paid Time Off

WHEREAS:

Home care providers in the state's In Home Supportive Services program are the frontline of response to the COVID 19-pandemic and likely future health emergencies our society will face, working tirelessly to keep seniors and people with disabilities healthy and safe from harm, and;

WHEREAS:

The vast majority of IHSS providers have little or no access to retirement, as the IHSS program does not provide a retirement benefit of any kind and many providers left their jobs and the formal workforce to become care providers for clients and loved ones, and;

WHEREAS:

In joining the vital front lines of care work, and facing the pandemic, the majority of IHSS providers face the hard truth that when their client or loved one passes, they will have no income, and as a result little housing or economic security to assist them as they age, and in turn, many become IHSS clients and experience poverty and even homelessness, and;

WHEREAS:

At the same time the state of California is in a desperate shortage for care providers, with a documented need for more than 500,000 direct care providers to meet the needs of the aging population in the next ten years, and;

WHEREAS:

IHSS providers have little more than a day or two of paid time off, and this lack of time to rest and recuperate as front line workers puts their health and ability to stay in the work in jeopardy, and;

WHEREAS:

Caregivers, in some cases, risk their lives to protect and serve their clients, and have little protections against mistreatment and abuse, and;

WHEREAS:

We need every direct care worker in the state to be able, to the best we can support them, to stay in the caregiving workforce, providing necessary care to our most vulnerable populations.

THEREFORE BE IT RESOLVED:

UDW/AFSCME Local 3930 calls on the state of California and the federal government to create meaningful access to a secure retirement, safety and access to paid time off for IHSS providers.

THEREFORE BE IT FURTHER RESOLVED:

UDW/AFSCME Local 3930 will use every means possible to achieve retirement and paid time off through the bargaining process, and beyond.

Submitted by members of District 6, UDW/AFSCME Local 3930