

ALL IN *on* SOLIDARITY



RESOLUTIONS

LAS VEGAS, NEVADA
APRIL 7-10, 2025

Index of Resolutions

Resolution	Page
Introduction.....	1
1. Our Past Leaders	3
2. In Memoriam	5
3. All In.....	8
4. Next Generation: Education, Collaboration and Visibility	13
5. Global Unity and Activism.....	16
6. Women of Steel: Know Your Power.....	21
7. Civil and Human Rights.....	24
8. Steelworkers Organization of Active Retirees (SOAR)	29
9. Collective Bargaining	31
10. Building Worker Power with Strategic Campaigns	34
11. Fighting Together for Fair Trade	36
12. Organizing For Power.....	40
13. Our Impact on Local, State, Provincial, and Federal Elections	43
14. Rapid Response, Steelworkers Vote, and Government Advocacy	45
15. Health, Safety & Environment.....	48
16. Emergency Response Team.....	53
17. Amalgamation	55
18. The Fight to Keep Basic Labor Rights	57
19. Affordable Healthcare - A Basic Human Right.....	59
20. Building Unity Through Helping Others	63

21.	Securing Our Retirement, Health Care and Social Safety Net	67
22.	Supporting Our Veterans	70
23.	Healthcare, Service Sector, Education, Security, Telecommunications, Office, Technical, Professional and Public Employees	72
24.	Securing Our Future: Advancing Industrial Policy to Grow Manufacturing and Protect the Environment	76
25.	Education and Membership Development: Building a Fighting Union.....	81
26.	Training and Career Development.....	86
27.	Worker Ownership and Workers' Capital	88
28.	All In on Political Power	91
29.	A 21st Century Manufacturing Economy.....	93
30.	All In on Balancing the Scales	96
31.	Executive Board and Other Referrals	99

**POLICY RESOLUTIONS
OF THE
UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY, ALLIED
INDUSTRIAL AND SERVICE WORKERS
INTERNATIONAL UNION (USW)
AFL-CIO-CLC**

**2025 CONSTITUTIONAL CONVENTION
LAS VEGAS, NEVADA**

"All In"

April 7 through April 10, 2025

Introduction

One of the primary responsibilities for delegates at our Constitutional Convention is to debate and pass policy resolutions. Resolutions provide us the opportunity to articulate our priorities and lay the foundation for future growth. They reflect a shared confidence in each other and our work, as well as the willingness to make necessary changes.

The 2025 Convention celebrates our union's deep, unwavering commitment to our core values: unity and solidarity, mentorship and education, safety and security, activism and empowerment, and above all, the opportunity for workers everywhere to build better lives for themselves and their families.

Our union works in every sector of the North American economy and the Caribbean. Strengthened by the rich history and experience of many predecessor unions that also fought hard for economic and social justice, we resolve to fight together for a future that allows all workers to succeed.

To this end, we must resolve to redouble our efforts to reach out and organize more workers who need a voice on the job, providing them with the opportunity to engage in collective action so that they can realize their power and we can all become stronger through our greater numbers.

As we look to the future, our union continues to provide mentorship and educational opportunities for the next generation, laying a firm foundation for our movement to continue to grow and evolve well into the future. We know that we all have a role to play, and it's our responsibility to provide the tools and resources every individual needs to help make our union stronger.

Our primary mission is to bargain strong contracts, and we will always fight for family sustaining wages, affordable health care, safer and healthier work environments, workers' rights and dignity in retirement. But our efforts far transcend these goals. We also strive for a global economy that respects the rights of all workers and for trade policies that allow our industries and communities to thrive.

We must resolve to continue using all legal avenues to protect our members' jobs in both the United States and Canada against illegally subsidized foreign products dumped in our countries, including filing petitions, testifying at hearings, improving our trade remedy laws and advocating for elected representatives who stand up against bad trade policies.

As we fight to protect existing jobs, our union is also constantly looking for ways to create new, high-quality jobs by advocating for strategic investments in our supply chains and infrastructure and ensuring that they come with requirements to respect workers' rights.

We need governments that work for everyone, not just for corporations and billionaires. We must protect our democracies from attacks on voting rights that threaten to disenfranchise racial and ethnic minorities, women, young people and the elderly, and we must fight at every turn against efforts to discount legally cast ballots and tear down the vital democratic institutions in our two nations. As a union, we pledge to be inclusive in the fight for equality.

While our siblings in Canada issue a more thorough statement of the Canadian agenda in documents passed by its National Policy Conference, all of the resolutions here include items that are important to workers in both countries as we move forward with our shared mission as USW members.

All of the resolutions we will consider at this convention are aimed at drawing on our collective power to build a brighter future. Through hard work, organization and solidarity, we will all succeed and grow.

Resolution No. 1

Our Past Leaders

WHEREAS, while we gather for this Constitutional Convention to chart a future course for our union, it is fitting that we acknowledge the foresight, courage and dedication with which former international presidents met past challenges; and

WHEREAS, Philip Murray (1942-1952), as the president of the Steel Workers Organizing Committee, was instrumental in organizing and founding our union, and as first international president of the United Steelworkers of America (USWA) and as president of the Congress of Industrial Organizations, shaped the basic philosophy of our union. He was a visionary force in the American labor movement who championed the principles of economic, workplace and social justice; and

WHEREAS, David J. McDonald (1952-1965) focused the USWA on the importance of a bargaining agenda which included major improvements to pensions, healthcare, unemployment benefits, lay-off rights and other fringe benefits and played a key role in the merger of the AFL and CIO; and

WHEREAS, I. W. Abel (1965-1977) further developed the USWA's strength in wage policy and membership involvement in bargaining, and was influential in the enactment of the Occupational Safety and Health Act of 1970 and the Pension Reform Act of 1974; and

WHEREAS, Lloyd McBride (1977-1983) guided our union during some of the darkest days of offshoring and plant closings during the first major steel collapse when our union lost hundreds of thousands of members, but still held to its principles of unity and fairness; and

WHEREAS, Lynn R. Williams (1983-1994) held the union together through the worst of times in the U.S. steel industry, and when confronted by unfairly traded imports, unrelenting bankruptcies and consolidations, used concession negotiations to bargain innovative employment agreements and secure for the union a seat in corporate boardrooms, management meetings and sale discussions; and

WHEREAS, George Becker (1994-2001) established a reputation for strong fighting leadership during his presidency, revitalized our political and legislative operations and founded our innovative Rapid Response Program. He led our union through a period of growth that included the USWA's mergers with the United Rubber Workers and the Aluminum, Brick and Glass Workers; and

WHEREAS, Leo W. Gerard (2001-2019) led the union on a course of unprecedented activism, demanding – and winning – government action to halt a flood of illegal imports. Under his leadership, the union negotiated precedent-setting labor agreements and grew through mergers including those with the Paper, Allied Industrial, Chemical and Energy

Workers International Union (PACE), the Flint Glass Workers (AFGWU), Industrial, Wood, and Allied Workers of Canada (IWA), the Telecommunications Workers Union (TWU), and the Glass, Molders, Pottery, Plastics and Allied Workers International Union (GMP); and

WHEREAS, Thomas M. Conway (2019-2023) successfully navigated our union through the chaos of the Covid-19 pandemic, providing strong, steady leadership as the crisis gave way to opportunities for workers to negotiate record contracts across the USW's major industries. As president, he spearheaded innovative initiatives to organize more workers into the labor movement, extending the benefits of union representation to workers in a variety of fields. President Conway relentlessly advocated for fair trade, demanding that the government enforce trade laws and protect good-paying jobs. He worked not just to save jobs but to create them, finding new ways to engage both companies and elected officials to expand manufacturing, secure domestic supply chains and invest in healthy, flourishing communities; and

WHEREAS, Boyd D. Young led the United Paperworkers International Union (UPIU) (1996-1999) as president before serving as president of PACE (the Paper, Allied-Industrial, Chemical and Energy Workers International Union), which was formed in 1999 by the merger of the UPIU with the Oil, Chemical and Atomic Workers International Union (OCAW). President Young promoted progressive alliances and, with courage and foresight, led PACE to its historic merger with the USWA in 2005, before stepping down from active office to become president emeritus of the United Steelworkers (USW); and

WHEREAS, Ken Coss, president of the United Rubber Workers; Ernie LaBaff, president of the Aluminum, Brick and Glass Workers; Tim Tuttle, President of the Flint Glass Workers; Dave Haggard, president of the Industrial, Wood and Allied Workers of Canada; and Bruce Smith, president of the Glass, Molders, Pottery, Plastics and Allied Workers International Union also provided strong leadership to their unions, guiding them to merge with the United Steelworkers; and

WHEREAS, before the formation of PACE in 1999, both Wayne Glenn and Bob Wages provided the UPIU and OCAW respectively with distinctive top officer leadership; and

WHEREAS, throughout our history, our union and its predecessors have benefited from the dedication of many talented secretary-treasurers, vice presidents and national directors of Canada as well as district directors, assistants, department heads, technicians, staff representatives, organizers and local union leaders;

THEREFORE, BE IT RESOLVED that we honor our past leaders and dedicate ourselves to continuing the tradition of leadership and distinction that they have established for our great union.

Resolution No. 2

In Memoriam

WHEREAS, it is fitting at each Convention that we pause to remember our sisters, brothers, and siblings who were instrumental in advancing our union to its current position of power and prestige, but who have passed away since our most recent Convention; and

WHEREAS, words alone are never adequate to eulogize those who gave so much towards the establishment and continued progress of our union and whose lasting contributions to the USW and to the Labor Movement serve as monuments to their memories; and

WHEREAS, since our union's convention in 2022, we were saddened by the deaths of: USW President Tom Conway, former URW President Kenneth Coss, and former PACE Vice President Robert Smith; and

WHEREAS, we are also saddened by the passing of the following members of our international staff and retired staff employees who have passed away since our 2022 Convention:

William D. Warmbier
John N. Dignazio
Irving L. Thomas
Thomas G. Mattocks
Darwin T. Benson
Gloria Oles
Freddie J. Abernathy
Kathy Kernaghan
Beth A. Haynie
John M. Reynolds
M. Florence Gorton
Richard T. Blin
Jerry T. Johnson
James L. Bowen
Janis Zommers
Rose A. Malec
Steven L. Brown
Norma A. Leslie
Rene T. Ouellette
Pauline F. Cowan
Dorothy DesRoches
B. Jean Vidnovic
Ernest C. Kinney
Theresa A. Luna

Sheila O. Hyland
Michael J. Carney
Connie S. Malloy
Leonard J. Rose Jr.
Carolyn A. Langer
William H. Davis, Jr.
Garnell Yarbrough
Hilary L. Chiz
Gerard Proulx
Thomas Spurlock
Linnie M. Hatcher
Jack E. Draper
Kenneth R. Williams
Anna A. Cumming
Salvador Aguilar Jr.
Donna J. Churilla
Willoughby Sharp
Maude Baker
Norma J. Turner
Margaret M. Fagan
R. L. Pace
Steven R. Pidcock
Helen M. Kletzly
Shirley Wilson

John N. Barcellona
Cathryn N. Fiordelis
Frank F. Romano
Victoria Greene
Joan M. Rich
Marion M. Tobin
Rosemary Hogue
Elaine A. Bentley
Ronnie Walraven
Patrick S. Trepanier
Larry P. Bryant
Michael Hunter
Phillip P. Pynaert
Thomas F. Hoffman
John Stapay
Richard G. Morgan
Carolyn Boone
Robert Flournoy
Ramon L. Mundsinger
Janet M. Okoneski
Maisie Patricia Armstrong
Nothrice R. Edwards
Mary L. Kiefer
Boniface S. Gamino
Helen Smuda
Delphine Carter
Ernest J. Esposito
Robert W. Ligon
Joseph Zifer, Jr.
Evert J. Flannery
Fred F. Praxel
Leslie Simonffy
Norene Conley
James Hadley
Joan E. McNelis
Lee Byrnes
Michael J. Williams
Joseph W. Liberatore
William G. Scoggins
Rene Brixhe
Evelyn Marlene Whitaker
Wayne A. Clary
Thomas J. Maki
Theodore J. Lesauskis
Chris E. Lovitt, Sr.
Charles G. Canelakes

Harold Schladweiler
Phillip B. Bischoff
Shirley A. Caruso
Dale W. Bayer
L. Roy Simmonds
James Pudge
Eugene Beyer
Raul R. Ramirez, Sr.
William Stetson
Donald C. Wagner
Edmund Ayoub
Morris Anderson
Cecil L. Peters, Jr.
Robert J. Young
Beverly K. Yacapraro
Judith A. Schmaltz
Steven E. Brady
Jack Erskine
Lois F. Heath Mills
Rodney E. Bezo
Adeline S. Lawson
Larry F. Ratliff
Larry D. Brooker, Sr.
Isabelle Proulx
Larry G. Ogden
Donald D. Faulkner
Harlan T. Yoshida
William C. Kennedy
Shirley M. Mattson
Craig F. Langele
Joseph G. Sebastian
Paul E. Aldridge
John F. Johnson
Samuel Santoro
David C. Dowling
Lucien Deschaine
Neil Menard
Emilia Poulin
Virginia Woodward
Nancy L. Bradley
Iris Nelly Torres (Quinones)
Albert M. Wulf
Bonnie B. Rupinsky
Betty Heiby
Ida T. Michael
Barbara C. Wilson

Mildred D. Johnson
Richard A. Breitenbach
Shirley A. McVay
Shirley M. Hanna
William J. Pointon
Calvin Griffin

Donald J. Bujold
Robbie L. Haynes
Patricia A. Sybo
William W. Kitchens
Rupinder (Robin) Saini
Jessie Uppal

THEREFORE, BE IT RESOLVED that we offer this memorial tribute to all of those union leaders and members who have passed away since our 2022 Convention. They have passed away, but will never be forgotten.

Resolution No. 3

All In

WHEREAS, Canada and the United States share a proud history of a strong middle class, economic security and living standards built on the productivity and solidarity of organized labor; and

WHEREAS, as USW members we are committed to the core principles that anyone who wants to work should have a job; that all workers and their families should live in dignity with health care and retirement security; that every worker – regardless of race, creed, ethnicity, nationality, disability, age, gender identity, or sexual orientation – should enjoy the freedom to form a union and bargain collectively; and that all workers should share equitably in a strong economy; and

WHEREAS, we recognize that our union is wholly committed to advancing workplace health, safety and environmental protections, retirement security, family supporting wages and more; and

WHEREAS, we emerged from the Covid-19 pandemic ready to use our collective voice to bargain record contracts, organize thousands of new members and maintain key workplace health and safety provisions; and

WHEREAS, in both the United States and Canada, it has fallen to us to defend our democracies, advance social and economic justice and give union members a strong voice – on the job and in our halls of government; and

WHEREAS, we continue to hold our elected leaders accountable to our priorities, including affordable health care, retirement security, and workers' rights, while never backing away from protecting our core values; and

WHEREAS, greedy corporations sought to leverage the fallout from the pandemic to increase their profits, fueling inflation and exacerbating longstanding economic imbalances between the very rich and everyone else; and

WHEREAS, our union refused to let working families take the fall for higher prices, pushing back on executives who lined their own pockets long after the global economy stabilized, and negotiated strong wage increases and other protections across key USW sectors; and

WHEREAS, transformative investments in infrastructure and supply chains, partnered with worker-centered trade, provided the foundation for badly needed industrial policies, providing opportunities to grow our industries and build safer communities using union-made goods and services; and

WHEREAS, we will always fight for Buy American and Buy Canadian provisions to promote quality products that support fair labor standards and protect good-paying jobs, despite local authorities who make excuses for using foreign products for major infrastructure projects and procurement needs; and

WHEREAS, bad trade deals and the so-called free markets have left us vulnerable to foreign dumping and subsidization, putting American and Canadian jobs at risk, destabilizing our economies and further necessitating the diligent enforcement of trade laws and the development of new trade policies and trade remedy laws; and

WHEREAS, we believe that while the market is an effective way of creating and delivering products, citizens have certain social and economic rights that we must fight to maintain, including the right to form unions; and

WHEREAS, through our organizing efforts, we continue to extend the benefits of collective bargaining to more workers, empowering them to negotiate for their futures and build economic security for themselves and their families; and

WHEREAS, we take our values and vision to the bargaining table to build safer workplaces with fair wages, benefits and workplace rules. The collective action we take across sectors builds bargaining power, while departments like Strategic Campaigns help local unions face elevated bargaining challenges by honing their negotiating and advocacy skills. These factors combine to help us make gains that benefit union and non-union workers alike; and

WHEREAS, we prioritize clear and effective communication between our members as the bedrock of our solidarity while striving to share our stories far and wide in order to help combat dangerous misinformation and demagoguery; and

WHEREAS, through our union-wide education efforts, we provide the resources to arm members with the information and skills needed to confront challenges in their workplaces and communities while becoming stronger leaders to fight for a better future; and

WHEREAS, programs like Women of Steel, SOAR, Steel Pride, NextGen and Veterans of Steel build activism and demonstrate that there is a role for every member and every voice inside our union; and

WHEREAS, we remain committed to building the next generation of union members, providing mentorship and opportunities for young workers to find their voices; and

WHEREAS, legislative and political processes in Canada and the United States continually demand our attention and involvement and we can advance our members' interests by working together across our leadership, staff, and members. We fight against bad trade deals and so-called "right-to-work" legislation, just as we fight for retirement security, anti-scab legislation, card check certification, stronger safety provisions and a guarantee that the voices of working families are heard in all aspects of government; and

WHEREAS, in the United States, our union demands that trade laws be enforced. We pursue innovative cases in many industrial sectors to defend our members' jobs when they are threatened by illegal and unfair trade, initiating and winning major gains that have saved jobs in sectors ranging from steel to tire to paper; and

WHEREAS, in Canada we oppose bad trade deals and practices, including circumvention and dumping and have secured the right for unions to initiate unfair trade cases in Ottawa, because it is workers who ultimately suffer the consequences of unfair trade practices; and

WHEREAS, we utilize our education and activism networks, such as Rapid Response in the United States, to engage USW members in key legislative fights and to ensure that our members understand the policy implications of workplace issues; and

WHEREAS, we have expanded our influence by creating new organizations with key partners like the BlueGreen Alliance, Blue Green Canada and the Alliance for American Manufacturing. Our work in the policy arena is magnified through these relationships and has helped us become the leading voice in Washington and Ottawa for a clean energy economy and a revitalized manufacturing sector, helping secure our members' jobs now and in the future; and

WHEREAS, as union members, we work globally for livable wages, safe working conditions and decent benefits in workplaces across the United States, Canada and the Caribbean. We use our collective strength, bargaining ability and international relationships, and we acknowledge that a threat to one is a threat to all; and

WHEREAS, we believe that our communities largely define who we are, and healthy communities develop when we care for each other, treat people fairly, keep them safe and help them achieve; and

WHEREAS, we rely on our diversity and inclusivity to make us a force greater than the sum of our individual parts; and

WHEREAS, we take on this challenge to preserve what the labor movement has fought for, what countless workers have died for and for what we believe our countries can become;

THEREFORE, BE IT RESOLVED that:

- (1) We will hold nothing back when it comes to pursuing economic justice. We are all in this fight together as our union works to reduce inequality, bargain for family-supporting wages, and help all workers build better lives for themselves and their families.

- (2) We will help all workers who seek to organize across every sector of the economy, welcoming them into our union. We will continue to push for legislation that facilitates organizing so that our fellow workers, regardless of industry or demographic, can receive the well-documented benefits of a union contract while also increasing our bargaining power through increased density.
- (3) As a union, we will work to promote equity and social justice, refusing to let greedy corporations and the ultra-wealthy weaken us by turning us against each other. We know that we are strongest when we fight together, and we will remain fully committed to lifting each other up and keeping each other safe.
- (4) Our union will work in Canada and the United States to capitalize on the momentum we are seeing thanks to robust investments in our physical and social infrastructures. We will continue to advocate for industrial policies that pair these investments with strong guardrails so that through these initiatives, we are creating good jobs and respecting workers' rights as together we build healthier communities.
- (5) We will always advocate for better health care and retirement security for all. Security and dignity in retirement and access to quality medical care are fundamental, universal rights, regardless of an individual's economic circumstances.
- (6) As a union, we will continue to fight to ensure that all levels of government are properly financed and empowered to ensure quality public services and education; to provide effective regulation of our workplaces, marketplaces and economies; and to protect us from environmental degradation. Governments at all levels have important roles to play in providing essential services, defending the vulnerable, encouraging environmental sustainability, facilitating economic growth and ensuring a fair and just society. We must have a progressive tax structure in which corporations and the wealthy also pay their fair share.
- (7) Our union will support regulations on the financial sector and insist on corporate accountability. As long as our economic policy puts the interests of corporations before the interests of working people, corporate short-term profiteering and financial speculation will jeopardize our economic future.
- (8) Trade agreements must include enforceable protections for workers and the environment as well as prohibitions against child labor, forced labor, sweatshops, illegal subsidies, circumvention and other forms of unfair and illegal trade. We will fight to protect domestic jobs and eliminate tax incentives and loopholes that encourage corporations to invest abroad. Together, as a union, we will promote a global economy in which the rights of all workers and the environment are protected, trade is fair and balanced and trade agreements do not undermine the rights of sovereign governments or ignore the impact of globalization on workers and the environment.

- (9) We will foster a movement in which we all have a place, providing opportunities for workers to learn and grow, advancing our shared priorities and taking our union boldly into the future.

Next Generation: Education, Collaboration and Visibility

WHEREAS, the Next Generation program (NextGen) is designed to empower new and young workers, providing a supportive space for collaboration, visibility, and education and the opportunity to connect with peers, voice ideas, and engage in meaningful activities to build worker power.

WHEREAS, since our founding days, we have been a union that welcomed all regardless of age and have worked to mentor, educate and empower the next generation of activists and leaders to ensure our sustainable future; and

WHEREAS, the USW has shown leadership and courage by investing in its future by establishing a Next Generation department and creating a permanent structure for the NextGen program, including the commitment of staff and resources at the International, District and Local levels, appointing of NextGen coordinators in every district in the United States and Canada, and providing various education and training opportunities geared to this demographic; and

WHEREAS, the NextGen program introduces new and young workers to the diverse world of activism. It provides ample opportunities for members to engage, learn and contribute through both constitutionally mandated and voluntary local union committees so that, together, we can foster personal growth and community and local union impact; and

WHEREAS, NextGen members have participated in bargaining, labor disputes, organizing new members into our union, building stronger local unions, working collaboratively with other activist programs of our union, and becoming allies in our communities; and

WHEREAS, we understand that a strong, sustainable, global labor movement is the key to a better life for young workers and their families because unions improve wages, worker health and safety, block anti-worker legislation, demand equality by leading the fight for social, economic and racial justice; and

WHEREAS, corporations concerned about profits above people, continue to try and break unions, drive down wages, erode benefits and push inequity with multi-tier and other divide-and-conquer strategies at the bargaining table; and

WHEREAS, we continue to lead the charge for strong domestic manufacturing policies and economic security by supporting fair trade deals that promote workers' rights and create good jobs in all sectors, as well as to fight against forced and sweatshop labor and environmental destruction in the name of higher profits in bad trade deals; and

WHEREAS, young workers have a significantly more positive view of unions than their older peers and yet union membership rates among young people are far lower than those of older workers, exposing an opportunity to connect more young workers with the USW; and

WHEREAS, at the heart of the NextGen program is the belief that activism takes many forms, not every member will choose the same path; some may lead as elected officials, while others may prefer to engage in different capacities, and this diversity is essential for strengthening our union both internally and externally.

THEREFORE, BE IT RESOLVED that:

- (1) Our union pledges to support and create a respectful atmosphere for USW members of all ages at every level to be active in the labor movement throughout their lifetimes with the understanding that we need to work together in order to have the best union possible for current and future generations. The USW NextGen will work closely with the Steelworkers Organization of Active Retirees (SOAR) and others to protect the promises made to our retirees and understand their hard-fought protections that are currently at risk of being dismantled.
- (2) We re-dedicate ourselves to the commitment that we will include NextGen members in the important work of our union, including bargaining, so that we unite to fight against injustice, including the multi-tier trap and attacks on retiree benefits that corporations push to try to divide and conquer our movement. We also encourage discussions about new and different ways of doing our work, including transnational solidarity efforts and the use of modern technology.
- (3) The USW will continue to develop USW NextGen district coordinators in the United States and Canada, as well as complete a formal mentoring program, and together these leaders will endeavor to help every local union create a NextGen committee.
- (4) We commit to training and empowering NextGen members so that they may contribute in meaningful ways to growing and strengthening our union through organizing, both internally and externally, and we support including NextGen in union-wide efforts to welcome, educate and engage new workers from all ages, professions and backgrounds into our union with open arms, including through new employee orientation programs.
- (5) We continue to support the integration and involvement of younger members into current programs in the United States and Canada, including Education and Membership Development, Rapid Response, Political Action, Legislative Action, Health, Safety and Environment, Civil and Human Rights, Women of Steel, Bargaining Committees, the Leadership Scholarship program and all other integral parts of our union.

- (6) The USW supports increased legislative, political, community and union activism at the local, district and International levels for USW members of all ages, and endorses the continued focus on developing our newest Steelworker activists to take on increasingly greater roles in our union, their governments and their communities.
- (7) NextGen will continue to be leaders in important economic, social, gender and racial justice movements consistent with our union's values to fight for equality and better lives for all working people.
- (8) We commit to encouraging the participation of NextGen members during events, meetings, conferences and conventions and other union-related work. Our commitment extends to mentoring and developing the next generation of leaders to ensure a sustainable future for our union and the labor movement.

Resolution No. 5

Global Unity and Activism

WHEREAS, increasing inequality and concentration of wealth threaten the stability of democratic institutions and the human rights of working people around the world; and

WHEREAS, the Covid-19 pandemic highlighted inequalities between rich and poor nations in access to vaccines and life-saving technologies, while at the same time demonstrating our dependence on global supply chains; and

WHEREAS, the threat of climate change requires urgent and effective measures to reduce our dependence on carbon-based energy sources; and

WHEREAS, China's domination of key supply chains, including shipbuilding, critical minerals, solar panels, batteries and other essential technologies, and its repression of labor rights - including forced labor - poses a serious and immediate threat to our national and economic security; and

WHEREAS, Russia's war on Ukraine further underscores the threat posed by authoritarian and anti-democratic governments to workers and to democracy; and

WHEREAS, far-right politicians and billionaires have also sought to divide and weaken the labor movement and democracy itself in the United States and Canada; and

WHEREAS, the mobility of capital, without effective democratic regulation or control, enables multinational corporations and wealthy investors to pit workers in different countries against each other; and

WHEREAS, the failure of political parties in many industrialized nations to address the impact on the working class of "free trade" agreements, dumping of manufactured goods, currency manipulation and deindustrialization has fueled the rise of far-right political movements that promote racial and religious hatred and discrimination; and

WHEREAS, multinational corporations in pursuit of greater profits continue to drive down real earnings of workers, weaken their health care coverage and threaten them with outsourcing despite the union's good faith bargaining and willingness to accommodate demands for flexibility and cost savings, where warranted; and

WHEREAS, even those global corporations that generally respect workers' rights in their home countries increasingly violate those rights when they operate in other countries; and

WHEREAS, our union continues to promote the labor movement by engaging in political and organizing activities with working families; students and young workers;

environmentalists; Indigenous, African-descendant, and immigrant communities; women's rights advocates; TwoSpirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and Allies (2SLGBTQIA+, recognizing Indigenous TwoSpirit as coming first) activists; senior citizens' groups; academics; and religious, civil and human rights defenders as well as trade unionists; and

WHEREAS, corporate-driven globalization can only be countered by a worldwide democratic movement for economic and social justice that fights for good jobs, improved wages, working conditions, health care, retirement security, human rights, social inclusion and environmental protection; and

WHEREAS, our union continues to organize unorganized workers of multinational companies in North America and to strengthen the capacity to coordinate bargaining within companies and industries; and

WHEREAS, global solidarity campaigns since the 2022 Convention have provided concrete assistance to USW members and global partners in organizing and bargaining disputes with Americas Gold & Silver, ArcelorMittal, Bridgestone/Firestone, Caterpillar, Constellium, Dow Dupont, DS Smith, Fenner Dunlop, Goodyear, Grupo Mexico/Asarco, Hecla, HCL, Kumho, Lafarge, Liberty Steel, National Grid, Newmont, NFI Group, NLMK, Owens-Illinois, Rio Tinto, Securitas, Sibanye Stillwater, Sofidel, Tecnocap, Telus, Vale, and 3M; and

WHEREAS, our union supports the work of global unions including IndustriALL Global Union, the Building and Wood Workers' International (BWI), and UNI Global Union, to build effective networks of unions in multinational companies that enable them to share information about working conditions and prepare for coordinated bargaining; and

WHEREAS, IndustriALL and UNI play a key part in sustaining the Accord on Fire and Building Safety in Bangladesh, a legally enforceable agreement signed in 2013 by over 170 global apparel companies and subsequently renegotiated; and

WHEREAS, our union stands in solidarity with Bangladesh garment workers, leading ongoing initiatives aimed at raising awareness with Canadian consumers and putting pressure on Canadian companies benefitting from this workforce, and in November 2022 filed a complaint to the Canadian Ombudsperson for Responsible Enterprise against Canadian Tire and its subsidiary Mark's/L'Équipeur for violating the human rights of workers in its supply chain by not paying them a living wage; and

WHEREAS, the USW celebrated the election of Workers' Party leader Luiz Inácio Lula da Silva as a victory for Brazilian democracy and stands proudly with trade unions and advocates of worker and human rights, racial equality and environmental justice in Brazil; and

WHEREAS, our union maintains strategic alliances with labor unions around the globe, including The Australian Workers' Union (AWU) and the Mining & Energy Union (MEU)

in Australia; the Unified Workers' Central (CUT) and the National Confederation of Metalworkers (CNM/CUT) in Brazil; the Industrial Union of Metalworkers (IG Metall) in Germany; the Authentic Workers Front (FAT) and the National Union of Mine, Metal, Steel and Allied Workers of the Mexican Republic (Los Mineros) in Mexico; and

WHEREAS, the USW is standing in solidarity with Argentinian civil society actors and labor groups who have been mobilizing to oppose the drastic austerity measures of the far-right government of Javier Milei, such as the defunding of public education as well as cuts to health, pensions and other crucial social spending; and

WHEREAS, the USW has provided training and support in the areas of health and safety, collective bargaining, membership mobilization, organizing and women's empowerment through the Women of Steel to support the growth of the Liberian trade union movement in the rubber, mining and forestry sectors where we have common employers, leading to collective bargaining agreements that have strengthened health and safety protections and helped to prevent child labor; and

WHEREAS, we recall the pioneering leadership of our former President Lynn R. Williams in establishing a linkage between labor rights and trade agreements, insisting that governmental suppression of labor rights “constitutes not only a social deprivation for the workers concerned, but an economic disadvantage for American workers”; and

WHEREAS, the USW, together with democratic unions in Mexico, opposed NAFTA from the inception because it promoted a corporate-driven strategy of economic integration with disastrous impact on jobs and wages, labor rights, and the environment; and

WHEREAS, since the election of Napoleón Gómez Urrutia, President and General Secretary of the National Union of Mine, Metal, Steel and Allied Workers of the Mexican Republic (Los Mineros) to the Mexican Senate in 2018 and his return to Mexico from forced exile, the USW has continued to strengthen its alliance with Los Mineros to build industrial solidarity in North America, using the Mexican labor law reforms and the enforcement mechanisms of the USMCA; and

WHEREAS, the USW fought for and won fundamental changes in the US-Mexico-Canada Agreement, including its Rapid Response Labor Mechanism, which requires facility-specific sanctions on companies that violate worker rights, and which is now making it possible for manufacturing workers in Mexico to organize democratic unions, win collective bargaining agreements, and begin to reduce the wage disparity between workers in Mexico and the rest of North America; and

WHEREAS, the USW has worked closely with Mexican unions to bring cases under the Rapid Response Mechanism against companies including Caterpillar, ContiTech, Fujikura, Goodyear, Grupo Mexico, Grupo Peñoles, Orla Mining, Pirelli, Saint-Gobain and 3M, resulting in the establishment of democratic unions, negotiation of collective bargaining agreements, and significant wage increases for some 60,000 workers; and

WHEREAS, the labor rights provisions of United States and Canadian free trade agreements with Central America, Colombia, Ecuador, Peru, Korea and the European Union fail to address fundamental worker rights violations; and

WHEREAS, we demand that all trade agreements include fully enforceable labor and environmental rights based on the USMCA/CUSMA standard, eliminate undemocratic Investor-State Dispute Settlement provisions, create enforceable rules against currency manipulation, strengthen rules of origin, and safeguard "Buy American" and "Buy Canadian" procurement policies; and

WHEREAS, we call for the strengthening of critical supply chains in North America through stepped-up enforcement of anti-dumping and countervailing duty provisions, rigorous scrutiny of Chinese and other foreign investments that may threaten national security in critical materials and technologies, and massive investment to develop self-sufficiency in key sectors; and

WHEREAS, the Canadian Steelworkers have played a key role in the Canadian Network on Corporate Accountability (CNCA), by campaigning for the federal government to pass mandatory human rights and environmental due diligence legislation that would require Canadian corporations to identify, remedy and prevent human rights abuses, workers' rights violations and environmental destruction in their global operation, and by continuing to pressure the government to equip the Canadian Ombudsperson for Responsible Enterprise with the powers it needs to independently investigate allegations of abuse by Canadian companies; and

WHEREAS, Canadian Steelworkers, through the Steelworkers Humanity Fund, have played a key role in building international alliances and networks as a strategy to build worker power by fostering collaboration and exchange among workers who share the same multinational employer such as Rio Tinto, Newmont and Telus, strengthening the efforts of labor and social movements in developing countries to defend human rights; and

WHEREAS, the AFL-CIO Solidarity Center has provided critical support for the efforts of the USW and the global unions to develop partnerships with unions in many developing countries to defend fundamental labor and human rights.

THEREFORE, BE IT RESOLVED that:

- (1) Our union will continue its fight to build international solidarity among workers and their unions to challenge right-wing governments and corporations and achieve social and economic justice and a sustainable environment for all.
- (2) Our work to establish mutually beneficial global alliances in all of our sectors with key trade union partners that share the commitment to build workers' power to challenge multinational corporations through global organizing, bargaining and political action campaigns will not cease.

- (3) At home and abroad, our union will continue to build coalitions with activists - including working families; students and young workers; environmentalists; Indigenous, African-descendant, and immigrant communities; women's rights advocates; 2SLGBTQIA+ activists; senior citizens' groups; academics; and religious, civil and human rights defenders as well as trade unionists to demand respect for fundamental human rights and democracy.
- (4) We will build alliances to ensure that all trade agreements and the structure of the global economy will include enforceable core labor standards. These standards must include the right to organize or join a union without reprisal, the right to bargain collectively and to strike without the threat of being replaced, a prohibition on forced and child labor, minimum wages, hours of work and occupational health and safety. Through our global alliances, we will work to ensure that the institutions of the global trade union movement actively engage in the fight against unfair and anti-democratic trade and investment agreements.
- (5) We will continue to develop practical strategies to engage our members in transnational organizing, bargaining and solidarity, and work to educate them on the ways labor rights violations and declining living standards in other countries adversely affect our workplaces and communities.
- (6) We will challenge efforts to weaken and defund organizations, such as the Solidarity Center, which seek to expand and strengthen global worker power, labor and human rights.

Resolution No. 6

Women of Steel: Know Your Power

WHEREAS, all USW members who identify as women are recognized as Women of Steel, embracing inclusivity across all our industries and sectors of employment, and irrespective of race, Indigenous heritage, age, or ability level; and

WHEREAS, women's rights are not just a matter of justice but dependent on building a prosperous and equitable global economy, that all over the world women have been systematically underpaid and their work devalued, and this wage gap and gender-based discrimination undermines women's security and well-being; and

WHEREAS, USW Women of Steel demonstrate our solidarity and sisterhood by uniting to promote women's equality across our diverse backgrounds, actively defending worker rights, volunteering in political and organizing efforts, stepping up to serve in union and community roles, and participating in bargaining efforts and corporate campaign struggles; and

WHEREAS, in 2023, USW Women of Steel and female labor activists from around the world gathered in the city of Pittsburgh, Pennsylvania, United States, for the Ninth USW International Women's Conference, "Women of Steel: Know Your Power." Focused on education, activism, and service, this Conference served as a platform for union sisters to learn from each other, strengthen our solidarity, and enhance support for local unions, districts, and fellow women and workers worldwide; and

WHEREAS, the USW promotes the active participation and leadership of all sisters in our union through growing District women's programs, the Women of Steel Leadership Course offered annually in each District, Women of Steel council, chapter or District meetings, and the USW National Women's Committee in Canada, while ensuring that Women of Steel is included on the agenda at all major District, National, and International functions; and

WHEREAS, the USW acknowledges that women workers face distinct health and safety risks arising from both biological differences and societal attitudes, and is committed to addressing these challenges by actively raising awareness of gender-specific hazards in the workplace, encouraging increased participation of women in health and safety activism, and by ensuring women's health and safety needs are fundamental to all USW health and safety programs, policies and initiatives; and

WHEREAS, access to comprehensive reproductive healthcare is a fundamental human right, and denying women quality healthcare and autonomy over their own bodies can limit

their ability to secure economic security, educational opportunities and greatly impact their emotional and social well-being; and

WHEREAS, Women of Steel activists have actively collaborated with union brothers and siblings to advance women's equality in the workplace and beyond, advocating for measures to end violence against women by negotiating paid and other leave for members experiencing domestic violence; by lobbying for national action plans, increased funding for women's shelters, and concrete actions to end the crisis of Missing and Murdered Indigenous Women and Girls; and by challenging sexist, racist, homophobic, transphobic, and ableist language and behavior in local unions and other union spaces; and

WHEREAS, the USW Constitution reflects our Union's dedication to the growth, development, and education of union sisters by mandating the establishment of Local Union Women's Committees in every local union where sisters are employed; and

THEREFORE, BE IT RESOLVED that:

- (1) The USW will continue to identify, support and mentor Women of Steel activists within our workplaces, our union, and our communities with the goal of encouraging them to take on leadership roles in all venues.
- (2) Our union will support, promote, assist in, and allocate resources to foster a deeper understanding of the need for local union Women's Committees, recognized as equal in significance and responsibility to all other mandated committees and integrated as a core element of the local union structure to strengthen solidarity, increase activism, and contribute to the essential work of the local.
- (3) Women of Steel will continue to extend its efforts internationally, building solidarity across borders to promote economic and social equality for women, supporting the global fight against the exploitation of all workers, and strengthening our partnership with Unite the Union as part of our Workers United initiatives to develop and advance the mission of Women Workers Uniting.
- (4) Our union will continue championing pay equity as a key tactic to end gender-based wage gaps. We will negotiate strong contract language that ensures equal pay for equal value of work, use pay equity audits and support legislation that promotes pay equity at the local, national, and international levels.
- (5) Each USW District Women of Steel Coordinator will, in collaboration with their District Director, work to develop and implement a District Women of Steel Plan that equally emphasizes education, activism, and service.
- (6) Our union will maintain its women's programs at the International, National, and District levels, continuously seeking to improve and update these initiatives,

and will encourage each local union to actively support Women of Steel meetings and activities at all levels.

- (7) Our union will continue to champion the advancement of women's economic, political, and social equality through sustained efforts in political action, community engagement, collective bargaining, union education, research, and communication.
- (8) The USW will continue to support Women of Steel Vote initiatives to increase the participation of women in political action, lobbying efforts, and encourage more women to run as candidates in municipal, state, provincial and federal elections.
- (9) Women of Steel will continue advocating for reforms in labor laws to ensure that women have access to the protection and representation unions provide, reaching out to unorganized women to inform them of the benefits of union membership, as well as champion other work-related legislation that promotes women's economic equality, such as affordable childcare, pay-equity, healthcare access including reproductive health, and parental leave laws, among others.
- (10) The USW will reinforce its commitment to the health and safety of all workers by actively promoting the Raising the Bar on Women's Health and Safety Campaign and related educational initiatives across all Districts, and by dedicating resources to expand and enhance these critical educational tools for our members.
- (11) The USW will continue to challenge itself to build on the successes of our Women of Steel and equality programs, ensuring that our union's activities and decision-making structures reflect the full diversity of our membership.

Resolution No. 7

Civil and Human Rights

WHEREAS, the United Steelworkers strives to unite all working people and engage in activities to advance and safeguard their economic security and social welfare; and

WHEREAS, our union seeks to eliminate all forms of discrimination, to protect and extend our democratic institutions and civil and human rights, and to perpetuate and extend the cherished traditions of democracy and social and economic justice in the United States, Canada and the world community; and

WHEREAS, our union does not discriminate, nor does it condone discrimination on the basis of race, creed, color, sex, sexual orientation, gender identity, age, disability, nationality, or other legally protected status; and

WHEREAS, our union is made up of people, Indigenous, native-born and immigrants, whose cultures, religions, backgrounds, orientations, abilities, and views combine to form a union for all people; and

WHEREAS, our union is a safe place for all; and

WHEREAS, Black, Latino, Indigenous, and other racialized people realize higher rates of mortality and health complications due to pre-existing conditions and less access to affordable healthcare, which stem from the enduring effects of racism and economic discrimination; and

WHEREAS, the Asian Pacific American Labor Alliance (APALA), AFL-CIO, reminds us that the “model minority” myth distracts and detracts from the work that must be done to advance equality by pitting members of the Asian community against other immigrant groups and communities of color; and

WHEREAS, the Brookings Institution reported that essential workers comprise about half of all workers in low-paid occupations; and

WHEREAS, these essential workers are disproportionately women, immigrants and people of color; and

WHEREAS, in the U.S., Immigration and Customs Enforcement (ICE) deportation practices can violate human rights and harm our nations economically; and

WHEREAS, immigrant workers contribute to the economy but are exploited by unscrupulous employers; and

WHEREAS, comprehensive immigration reform with a path to citizenship will place many immigrant workers in compliance with labor, income tax, and social security laws, thereby increasing the recognition of their contributions to society and the economy; and

WHEREAS, racial injustice within our criminal justice system remains an enduring problem; and

WHEREAS, in both Canada and the United States, violence directed at places of worship and practitioners of non-majority-group religions, including Muslims and Jews, has resulted in many deaths and injuries; and

WHEREAS, the American Psychological Association and The Pew Charitable Trusts report that race discrimination harms the physical and mental health of Black people and is considered a public health crisis; and

WHEREAS, we appreciate our siblings who work in law enforcement, who protect and serve our communities without bias, and responsibly demonstrate that we are all entitled to due process; and

WHEREAS, we celebrate legal protection from employment discrimination for our siblings in the TwoSpirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and Allies (2SLGBTQIA+, recognizing Indigenous TwoSpirit as coming first) community, and we recognize that much work remains as members of the 2SLGBTQIA+ community are more likely to face unemployment, underemployment and homelessness; and

WHEREAS, diversity is an admirable goal that provides for the presence of people who reflect different backgrounds and perspectives, and we know that it means nothing without inclusion, which actually incorporates those backgrounds and perspectives into every facet and decision; and

WHEREAS, labor laws in both of our countries have long given employees the right to organize, but continue to exclude domestic and agricultural workers, and the legislative history shows these exclusions were based on racism against Black and racialized workers who disproportionately worked as agricultural and domestic workers; and

WHEREAS, these continued exclusions hurt millions of Latino workers who would benefit from having a voice on their terms and conditions of employment; and

WHEREAS, we celebrate when the unemployment rate declines, but we must not forget the many who are considered unemployable and part of an underclass because of criminal records; and

WHEREAS, the U.S. Office of Juvenile Justice and Delinquency Prevention reports that Black people have an arrest rate of 4,223 per 100,000 and Native Americans 3,782 per 100,000, compared to 2,093 per 100,000 for Whites, and the FBI's Uniform Crime Reporting Program reports in recent years that Hispanics account for 19.1 percent of arrests,

and more than half of unemployed men in their thirties have a criminal history record according to RAND Corporation; and

WHEREAS, we know how to fight for second chances and believe that there are those who may be employed if they were granted a pardon or an expungement; and

WHEREAS, we acknowledge that we live, work, and engage in all our union activities on Indigenous/Native American territories and that our union's membership includes many Steelworkers of Indigenous/Native American ancestry; and

WHEREAS, we support and value the Indigenous/Native American heritage of our members on both sides of the border; and

WHEREAS, workers living with disabilities face unacceptably high rates of unemployment, while USW members living with disabilities still face barriers to full participation in the life of our union, particularly when disabilities are other than those resulting from work injuries or work-related illnesses; and

WHEREAS, the continued and worsening presence of racism, sexism, homophobia, transphobia and other forms of oppression means our union needs to continue the battle against harassment and discrimination in the workplace, our union, and the wider world; and

WHEREAS, in Canada, positive steps have been taken against discrimination by offering USW educational courses such as "Promoting Mental Health in the Workplace and the Union," "Unionism on Turtle Island," "Be More than a Bystander / Elevating Action," and workshops on gender identity and gender expression, and by creating materials such as "A Helpful Guide when Transitioning Gender in the Workplace"; and

WHEREAS, climate change affects people globally, but Black, Latino and Indigenous people experience environmental racism by having toxic-waste dumps and other industrial developments located on their lands and in their neighborhoods; and,

WHEREAS, the John Lewis Voting Rights Advancement Act is a bill that would expand and strengthen the U.S. government's ability to respond to voter suppression measures, and the Brennan Center for Justice has said this bill would "undo the damage done by the Supreme Court and create a Voting Rights Act for the 21st century."

THEREFORE, BE IT RESOLVED that:

- (1) We call upon all members of this union, and all of our siblings in labor, to speak out against acts of bullying, discrimination, stigmatization, racism, xenophobia, and hate violence and to stand up for all those who are targeted by such acts, and we will continue to create strong policies and programs in support of such actions.

- (2) We oppose deportations based solely on immigration status because they tear apart families and communities, and we call upon our federal governments to provide a pathway to citizenship for undocumented immigrants.
- (3) We will lead by example in promoting safety, security, and respect for human and constitutional rights and will seek opportunities to partner with people and their communities, organizations and institutions that support and defend the rights of all people, especially those who live at the margins of our societies.
- (4) We will seek ways to partner with communities, organizations and institutions that work to improve employment opportunities for those with criminal arrest records, so that recidivism is reduced and the formerly unemployable can contribute to our society and economy.
- (5) We will seek ways to partner with communities, organizations and institutions that work to improve employment opportunities for Indigenous, Black, Latino and racialized workers and for workers living with disabilities.
- (6) We will be proactive in promoting diversity and inclusion in our union and for our members, and will continue to create strong policies and programs to support these goals and remove barriers to participation.
- (7) We call for a return to community policing in which police officers see themselves as community members and are integrated into the fabric of the community. Law enforcement, to the greatest extent possible, should reflect the racial and ethnic diversity of the community they serve.
- (8) We will advocate for the end of racial profiling and to mitigating racial disparities in arrests, prosecution and sentencing, and for policing and other community-safety measures that will reduce the high rates of violence directed at specific groups in our countries but particularly people of color, Indigenous women and girls, and Transgender people.
- (9) We will fight for the dignity and respect of all workers, including the right to organize for some of the most vulnerable, including essential workers and domestic and agricultural workers.
- (10) We will continue to recognize healthcare, including reproductive rights, as a human right, and will continue to advocate for healthcare and paid sick leave for all.
- (11) We will continue to support the passage of laws to prohibit discrimination against people based on sexual orientation, gender identity or gender expression.
- (12) We will lobby governments to expand protections in human rights legislation to include gender identity and gender expression, and to provide better legal

protections against all forms of discrimination, including discrimination and harassment in the workplace.

- (13) We will encourage participation in human and civil rights courses with the goal of increasing solidarity with union members, workers, and other citizens.
- (14) We will lobby governments at all levels to strengthen protections against hate speech and actions motivated by religious bias.
- (15) We will recognize that civil rights and human rights activism include the struggles of Indigenous peoples globally as well as in the US and Canada.
- (16) We will continue to call upon Congress to pass the John Lewis Voting Rights Advancement Act.

Resolution No. 8

Steelworkers Organization of Active Retirees (SOAR)

WHEREAS, maintaining close ties with retired USW members, their spouses and their families is an essential part of making our union stronger; and

WHEREAS, the Steelworkers Organization of Active Retirees (SOAR), an affiliate organization for retired members and like-minded activists, established in 1985, offers its members a unique opportunity to advocate for their shared social, economic, educational, legislative and political priorities; and

WHEREAS, SOAR has established itself as an integral part of the USW; and

WHEREAS, SOAR has celebrated 40 years of activism, its power comes from the size and diversity of its membership, making the need to increase SOAR membership fundamental to its success; and

WHEREAS, SOAR's current President, William Pienta, a former district director, has brought his energy and commitment to social justice to the organization; his vision and leadership guides SOAR and helped spur its recent growth; and

WHEREAS, SOAR remains an important source of support for retirees, assisting them in matters relating to pension benefits, health insurance questions and numerous quality-of-life issues; and

WHEREAS, SOAR encourages negotiating committees to consider the needs of retirees and surviving spouses at the bargaining table; and

WHEREAS, collective action is the only way to affect meaningful change, and SOAR members recognize the need for solidarity: marching with their USW brothers, sisters, and siblings on picket lines, providing assistance to USW families burdened by work stoppages, participating in rallies, filling buses, and joining USW members in legislative and political battles; and

WHEREAS, SOAR activists in both the United States and Canada working with numerous outside political, labor, civil and human rights organizations, and internally with the USW's Rapid Response Network, continue to leave their mark on political and legislative issues that affect both retirees and working families. Their work is crucial in fighting to strengthen pension protections, protecting healthcare rights, combatting devastating cuts to the social safety net—including Social Security, Medicare, Medicaid, the Canada Pension Plan and Old Age Security—and drawing attention to voter suppression laws that would disproportionately disenfranchise young people, minorities and retirees.

THEREFORE, BE IT RESOLVED that:

- (1) We will offer our full and unwavering support to all SOAR members. Maintaining links between working members and retirees makes the USW and SOAR greater organizations. We will notify our members who are aged 45 and older that SOAR membership is open to them, their families, and others who share our interests.
- (2) We will continue to honor the memory of former USWA International President Lynn R. Williams and remain grateful for his vision and dynamic leadership that led to the creation of SOAR.
- (3) We will assist SOAR in its goal of expanding its membership. We will encourage local unions to support SOAR by providing first-year membership in SOAR to all retirees and making it a priority to negotiate the check-off of SOAR membership dues.
- (4) We will seek more ways to involve SOAR members in organizing, corporate campaigns, legislative battles and other issues impacting our union.
- (5) We pledge to recognize the commonality of interest between active members and retirees, considering the needs of retired USW members in all our bargaining, social and political efforts. We will work together to combat threats to healthcare, retirement security and other necessary programs that affect active and retired members.
- (6) We will encourage SOAR to continue its political work, backing candidates at all levels of government who support the rights and interests of working people and retirees and engaging with issues that impact USW members and retired USW members alike.

Resolution No. 9

Collective Bargaining

WHEREAS, collective bargaining is our union's most important responsibility, and we commit our unwavering support to our members in their collective bargaining struggles across the wide range of locations where we work in North America, regardless of the economic environment; and

WHEREAS, union members earn higher wages and enjoy better benefits on average than non-union workers; and

WHEREAS, many workers have realized significant wage growth since the COVID-19 pandemic, that growth is being outpaced by high inflation; and

WHEREAS, in the United States, according to a 2024 survey, workers paid back to their employers an average of 25 percent of the cost of their health insurance premiums for family coverage and 16 percent for employee-only coverage. These health premiums have grown substantially in the last 10 years, rising 26.5 percent for single coverage and 30.5 percent for family coverage; and

WHEREAS, according to the 2024 National Compensation Survey, only 7 percent of private sector employers offer their workers in the United States a defined benefit pension plan; and

WHEREAS, only one in five Canadian private sector workers are covered by workplace pension plans; and

WHEREAS, although extreme increases in health care costs have moderated over the past few years, employers continue to attempt to shift costs to our members and decrease benefit levels. In Canada, the universal public health care system remains under threat from both court challenges and right-wing forces. This includes but is not limited to efforts to repeal legislation implementing a national pharmacare program, which would end national coverage for diabetes and birth control drugs and extinguish the possibility for more comprehensive publicly-provided coverage in the future; and

WHEREAS, the corporations we face at the bargaining table are ever-increasing in both power and complexity through acquisition and complicated transnational or private equity structures. The corporate protections we have negotiated in the United States, particularly successorship clauses, have allowed the sisters, brothers, and siblings at Cooper Tire, Graphic Packaging, BP-Toledo, Clearwater Paper, former ContiTech-St. Marys, Pactiv Evergreen, Exxon-Billings, Magellan, WestRock, Ineos, and others protections to prevent buyers from coming in and gutting their contracts; and

WHEREAS, our labor agreements provide extraordinary protections for our members, especially when our members need it most. We have defended the retirement security of our members, fought for access to universal affordable healthcare, provided for safer workplaces, and saved good jobs; and

WHEREAS, we recognize that our union's successes are realized through the strength, solidarity and determination of local leaders and members working with skilled and knowledgeable staff, together utilizing the resources available only through a strong, diverse and financially viable international union; and

WHEREAS, some employers have gone to great lengths to attempt to break our union since we last met in convention, and these assaults continue across both our nations. We continue to struggle for fair labor agreements in our mines, mills, factories, health care, public sector and service settings, and when strikes and lockouts occur, they are often long and bitter struggles; and

WHEREAS, the attempts to strip away contract protections and collective bargaining rights have spread to the public sector, and governmental bodies at our federal, state, provincial and municipal levels are openly attacking unions at every opportunity; and

WHEREAS, our union is facing potentially difficult rounds of bargaining with major employers in oil, steel, paper, mining and smelting, health care, higher education, the public sector and other key sectors; and

WHEREAS, our members and our employers continue to struggle in a global economy and are increasingly under tremendous pressure from countries violating our trade laws through circumvention and other unfair trade practices in order to tilt the playing field in their favor.

THEREFORE, BE IT RESOLVED that:

- (1) USW members will continue the fight to improve and maintain fair and equitable contracts with our employers in every sector.
- (2) It is imperative that the USW negotiate and maintain adequate defined benefit retirement income plans for our members, providing for guaranteed lifetime retirement income security and resisting two-tier pension plans. Where we are unable to negotiate defined benefit pension plans, we should demand adequate employer-funded multi-employer pension plans and, failing that, then defined contribution retirement plans with sufficient contributions that allow our members to retire with dignity and otherwise provide for disability income and spousal benefits in the event of the member's death before or after retirement.
- (3) We urge our locals and staff to negotiate provisions that ensure economic security and health and safety for women, including full reproductive health

services and travel coverage for members living in states that prohibit such coverage.

- (4) The USW will continue to provide professional, technical and strategic assistance, research, Strike and Defense Fund support and legal back-up in support of our members' collective bargaining efforts.
- (5) Through rank-and-file solidarity and support from local unions, USW members will support the picket lines and assist in the struggles of our fellow workers.

Building Worker Power with Strategic Campaigns

WHEREAS, the power of our union is built on a foundation of unity and solidarity; and

WHEREAS, hardline employers seek to gut our contracts by eliminating jobs, cutting benefits, slashing pay, contracting out our work and insisting on policies that put workers at risk; and

WHEREAS, in our growing labor movement, more and more workers are organizing, standing up, and striking for better pay, fair treatment and dignity at work across every industry and sector; and

WHEREAS, the changing economy is spurring growth in new manufacturing, technology and jobs that will require strong unions to protect workers in emerging industries; and

WHEREAS, global employers and multinational companies are driving anti-worker agendas with well-funded, strategically placed human resources and legal departments focused on driving down labor standards for workers worldwide; and

WHEREAS, we need to be proactive in our campaigns to build worker power, enhance our connections to the community, increase our strength at the bargaining table and unify our members in demanding dignity, justice and a voice at work; and

WHEREAS, we must be prepared for potential labor disputes and robust contract campaigns or we risk losing the protections and benefits our union has fought for and won over decades.

THEREFORE, BE IT RESOLVED that:

- (1) We urge all locals to utilize the Building Power program, developed by our strategic campaigns department, as a crucial resource when preparing for tough contract negotiations. Building Power involves training with local unions focused on developing robust communication networks and tools, educating members and taking action to show support for the union and pressure employers to win fair contracts.
- (2) We will coordinate comprehensive contract campaigns in support of industry and company-based pattern and master agreements, ensuring members are connected and working together across locals to build and demonstrate our union power.

- (3) Our fight for fairness doesn't stop when we win an organizing campaign. We are committed to supporting workers in newly organized workplaces in winning their first union contracts, utilizing all available resources in our union.
- (4) We continue to build union power by conducting strategic corporate research to identify and leverage organizing opportunities in both existing sectors of our union and emerging industries where employers seek to take advantage of workers and state and/or provincial and/or territorial resources, threatening our existing membership and exploiting a new generation of workers.
- (5) Our goal is always to achieve fair contracts in a timely way, but when necessary, we will prepare locals for potential strikes and lockouts, including through our Preparing for a Labor Dispute program, which is available to U.S. local unions and includes best practices for maintaining solidarity, supporting individuals and families, engaging communities and exerting maximum pressure on unfair employers. We will conduct strategic corporate research to identify external leverage opportunities and implement creative and effective actions that ramp up pressure on bad bosses. Whenever we are forced into a dispute, we will stand with and support locals to keep members engaged, run strong picket lines, build effective committees and stand together until we reach a fair agreement.
- (6) We are stronger when we have the active support of our families, the labor movement and our communities. We will encourage locals to build solidarity within their communities through good works projects, political engagement, education and alliance-building activities that forge active partnerships with local, national and global partners committed to the common cause of building power for working people.
- (7) Our fight for fairness, dignity and respect on the job is intricately tied to the plight of workers worldwide. We will work with unions and labor organizations globally to coordinate activities, share information and stand in solidarity to expand our collective power and increase our leverage with multinational employers.

Fighting Together for Fair Trade

WHEREAS, the USW is the largest industrial union in North America, representing workers producing a wide variety of trade-impacted goods, such as steel, pipe, aluminum, wood products, critical resources, chemicals, paper products, plastics, auto parts, tires, rubber, glass, and many other industrial and consumer products; and

WHEREAS, because our members in Canada and the United States have suffered disproportionately from unfair trade practices on the part of other nations, unfairly traded imports and the offshoring of production and manufacturing jobs, the USW has been at the forefront of the fight for fair trade in both Canada and the United States; and

WHEREAS, our two countries have been steadfast trading partners working together against global bad actors, and through public pressure and concrete action, the USW has been a leader in the fight to level the playing field to ensure the rules are enforced so that our members and their industries have a fighting chance; and

WHEREAS, every worker, no matter their job, experiences the impact of decisions made by elected leaders on trade policies; and

WHEREAS, our union has long been the canary in the coal mine on trade issues, historically dealing with challenges regarding foreign government subsidies and foreign company dumping of products into the U.S. and Canadian markets; and

WHEREAS, our union in the U.S. has been party to more than one in five trade cases and participated in more trade investigations than any other single organization, aiding in anti-dumping and countervailing duty (AD/CVD) orders being imposed on illegally dumped or subsidized goods; and

WHEREAS, our union in Canada has participated in more than 50 trade investigations on anti-dumping, countervailing duty orders and safeguards. We have supported or testified more than any other union in Canada, recently initiating our first-ever trade case and winning other worker-friendly trade law reforms including the mandate to take worker impact into consideration when determining injury to domestic industry; and

WHEREAS, Canada recently imposed country of melt and pour regulations, bolstered anti-circumvention measures, is studying the implementation of country of smelt and cast, and imposed 25 percent tariffs on steel and aluminum products from China and 100 percent tariffs on electric vehicles from China to match U.S. actions; and

WHEREAS, with globalization, services traditionally not seen as trade impacted, such as call centers and health care, now experience outsourcing and international competition; and

WHEREAS, tech companies want to lock in the old model of free trade as an ideal to prevent accountability on where data is stored, where future technology jobs are created, in order to prevent regulation that improves worker and consumer rights on digital platforms; and

WHEREAS, the People's Republic of China through massive industrial subsidies, illegal foreign export promotion, and abuses of workers in their country – including the use of forced labor and human rights abuses in other countries, has injured workers, advanced anti-democratic principles and dramatically damaged the environment; and

WHEREAS, the efforts by multi-national corporations and state-run economies like the People's Republic of China continue to emphasize a trade-at-any-cost model, which undermines the ability of workers to bargain with their employers and for countries to improve the environment for their communities; and

WHEREAS, the USW recognizes that the dumping of goods and illegal subsidies not only impacts domestic jobs; unfair trade also enables multinational companies to pollute in foreign countries, destroying communities in faraway places, causing occupational disease, and permitting companies to inadequately compensate workers; and

WHEREAS, unfair trade allows foreign and multinational companies to avoid prohibitions on child labor and forced labor and undermines basic democratic labor rights such as the freedom of association, the right to strike, freedom of speech, a safe and healthy working environment, and the right to collective bargaining; and

WHEREAS, the USW will work to ensure trade agreements and trade enforcement will maintain and grow jobs for workers and prevent abuse of workers and the environment across the globe by using every tool available to them such as anti-dumping and countervailing duty laws, and Sections 232 and 301 trade enforcement rules in the U.S.; and

WHEREAS, our union was successful in removing the Section 232 tariffs on Canadian steel and aluminum in 2019 and will continue to advocate for a permanent exemption for Canadian steel and aluminum products as Canada – a strategic trading partner for the U.S. – does not present a legitimate national security threat, yet faces renewed tariffs on general products entering the U.S. in 2025; and

WHEREAS, because adverse trade impacts will affect workers as multinational companies, governments and other factors cause facilities to close, trade impacted workers deserve robust job training benefits and support services such as Trade Adjustment Assistance (TAA); and

WHEREAS, in good part because of our union's work, a Rapid Response Labor Mechanism was created in the first modern renegotiated trade agreement – the United States, Mexico and Canada Agreement (USMCA/CUSMA) – which has permitted workers in Mexico, the U.S. and Canada to hold companies accountable in Mexico for labor

violations, allowing for thousands of workers in Mexico to choose independent unions for the first time; and

WHEREAS, the USW in both Canada and the United States has advocated for the inclusion of mechanisms similar to USMCA's Rapid Response Labor Mechanism in ongoing and upcoming trade negotiations; and

WHEREAS, through our allies and partner groups like the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), the Canadian Labour Congress (CLC), the Alliance for American Manufacturing (AAM), and the BlueGreen Alliance (BGA), the USW has amplified its voice on trade issues and ensures workers come first in efforts to address issues such as tariffs, fair trade, and trade enforcement; and

WHEREAS, since the U.S. and Canada represent over a quarter of all economic activity across the globe, elected leaders in those countries can influence not just U.S. and Canadian jobs and livelihoods but also the countries that trade with our respective countries.

THEREFORE, BE IT RESOLVED that:

- (1) The USW will advocate in Washington, D.C. and Ottawa for trade policies that defend trade exposed workers, eliminate labor and environmental abuses in trade and use every policy tool available to ensure U.S. and Canadian exports are competitive.
- (2) The USW will defend members on both sides of the border and oppose the unjustified imposition of general tariffs on Canadian and U.S. products entering our respective countries, while advocating for a permanent exemption from Section 232 tariffs against steel, aluminum, and other products from Canada.
- (3) Our union in both countries will promote a bilateral manufacturing and trade strategy, including reciprocity of critical resources and products for domestic procurement programs between our two countries and the targeted and strategic use of tariffs against bad actors in the global marketplace, as well as broad exemption for Canadian products under new Buy America rules.
- (4) The union will pursue and encourage governments to adopt and improve policies such as Rapid Response Labor Mechanisms and Labor Value Content provisions in trade agreements, which ensure workers can fight back against foreign labor abuses and promote minimum wage requirements between countries to prevent outsourcing for low wages.
- (5) The USW will educate our members and our communities on the impacts of digital trade and will work to prevent digital trade agreements from undermining workers', environmental and consumers' rights.

- (6) The USW will support policies that advance export promotion of goods such as the Export-Import Bank and will fight for reforms to increase domestic content in the U.S. International Development Finance Corporation.
- (7) The USW will oppose unilateral tariff cut programs without improvements to increase domestic content standards, improve labor and environmental conditions; and block out content controlled by the People's Republic of China.
- (8) The USW demands the renewal of Trade Adjustment Assistance (TAA) to aid workers where trade was a factor in their job loss. Workers deserve robust job training aid when factors like foreign dumping, flawed trade agreements, inadequate enforcement or unbalanced trade laws impact their job.
- (9) The USW will support workers at home and across the globe to ensure the decisions made by governments at places like the World Trade Organization (WTO) take factors such as labor rights and environmental conditions into consideration.

Organizing for Power

WHEREAS, we are living in an era of unmatched corporate greed in which CEO pay has risen by over 1,000 percent since the 1970s and attention is fixated on increasing earnings and value for shareholders rather than the workers whose time and energy guarantee a company's success, resulting in rising income inequality at unprecedented levels; and

WHEREAS, raises for non-union workers have not been keeping up with inflation rates, worker pay has increased by only 24 percent in the same time frame, and union density in both Canada and the U.S. is the lowest in decades; and

WHEREAS the combination of stagnant wages and declining union presence in our countries contributes to a growing sense of frustration and inequality among workers, highlighting the urgent need for renewed efforts to strengthen labor rights and drastically expand union representation; and

WHEREAS, workers can make sustainable changes to the quality of their lives by asserting their rights to collective bargaining and freedom of association, and only through unionizing can they directly advocate with their employer for fair wages, better working conditions, job and retirement security and more equitable workplaces; and

WHEREAS, for our families, communities, and countries to succeed, workers must be paid fair wages, have safer and healthier workplaces, and assert more influence over lawmakers than corporate interests, and we have seen in multiple places over generations that a strong union presence builds healthier, more connected communities; and

WHEREAS, in both the U.S. and Canada, workers are under attack from government actions that further undermine workers' rights and make it more difficult for them to secure employment, fair wages, benefits, and job security, potentially exacerbating income inequality and weakening the power of collective bargaining; and

WHEREAS, organizing new workers strengthens and grows the power of our existing membership by uniting workers around shared goals, amplifying their collective voice, and enhancing their ability to negotiate for better wages, benefits, and working conditions, thereby fostering solidarity and strengthening our union; and

WHEREAS, it is essential to keep our existing union membership strong and unified while actively working to bring in non-members to ensure a larger, more diverse collective voice that can advocate more effectively for workers' rights, increase our bargaining power, and strengthen our ability to fight against unjust practices and policies that threaten the well-being of all workers; and

WHEREAS, in order to make the best use of our resources, we must be intentional about where we grow our union rather than solely relying on unrepresented workers to contact us, and we have seen success since the last convention with our model of strategic organizing by bringing in more than 10,000 members in sectors and locations where we have existing members, thereby growing our union's power in multiple ways;

THEREFORE, BE IT RESOLVED that:

- (1) We will keep organizing within our core industries and strategically focus on employers with whom we already have a bargaining relationship, aiming to strengthen our bargaining power for current members and improve conditions for all workers. Our priority will be to include neutrality and card check election clauses in our contracts, making it easier to expand membership within employers where we already have a presence.
- (2) We will also prioritize securing neutrality agreements with employers to ensure fair union elections, allowing workers to make their own decisions without employer interference. By obtaining neutrality, we will prevent tactics like intimidation or misinformation, to create a level playing field where workers can freely assess the benefits of unionizing and make informed choices about their representation. This will help ensure that union elections are democratic and truly reflective of workers' voices.
- (3) Our union will actively recruit members to train for participation in organizing campaigns through President Conway's Organizing Initiative (PCOI). We will focus on expanding our efforts to build a more diverse group of organizer-activists and work to remove institutional barriers that may prevent talented members from having the opportunity to contribute to the growth of our union.
- (4) Our union will prioritize negotiating enhanced leave-of-absence and new employee orientation provisions in our collective bargaining agreements. This will provide USW activists with the opportunity to organize unorganized workers and educate new members about the structure, functions, and benefits of our union.
- (5) In those U.S. states where local unions are unfairly obligated to use resources representing non-members who benefit from the union's efforts without contributing to its sustainability, local unions, in collaboration with their districts, will continue to develop and expand internal organizing programs. These efforts will focus on increasing membership, thereby strengthening bargaining power.
- (6) We will work with local unions on internal organizing because it not only boosts membership but also fosters greater stability within the union by ensuring that all workers who benefit from union representation contribute to its strength. As membership grows and becomes more active, our union becomes more unified

and resilient, enhancing its ability to advocate for workers' rights and secure better conditions for all members.

- (7) We will actively identify, cultivate, and maintain strong relationships with community organizations and allies who share our commitment to supporting workers in their workplaces and their broader communities. By building these partnerships, we aim to create a network of solidarity that extends beyond the workplace, allowing us to amplify our collective voice and advocate for policies that benefit workers on a larger scale. By deepening these connections, we foster a sense of community and solidarity that benefits our members and creates a more just and equitable society for all.
- (8) We will strategically focus on workplaces in sectors, regions, and demographics that are conducive to unionization, such as younger workers, women, people of color, and new immigrants to both Canada and the United States, with a particular emphasis on larger workplaces and potential bargaining units where we can establish lasting bargaining power. In addition, we will prioritize new and established manufacturing plants in the U.S. South where there are significant opportunities for growth and organizing. By targeting these key areas, we aim to build a strong, sustainable union presence and increase our influence in workplaces that can benefit most from collective action.

Our Impact on Local, State, Provincial and Federal Elections

WHEREAS, as union members, we are a political force capable of shaping policies, influencing elections and holding leaders accountable; and

WHEREAS, politics shape our wages, our healthcare, our job security – everything we fight for, including our ability to bargain with our employers; and

WHEREAS, every citizen in the United States and Canada possesses an inherent right to elect representatives in local, state, provincial and federal governments that will legislate on our behalf; and

WHEREAS, health, safety and environment, wage and overtime regulations, anti-harassment laws, retirement security, maternity and parental leave, pay equity, even our right to organize and bargain collectively, are all tied to local, state, provincial and federal laws and the people making them; and

WHEREAS, the right of workers to peaceably assemble and organize collectively in the political process was established by the First Amendment under the Constitution of the United States; and by Section 2(d) Freedom of Association in Canada's Charter of Rights and Freedoms; and

WHEREAS, the USW, since its inception in 1942, has always encouraged members to engage in elections as one of the most immediate ways to have a direct influence on lawmaking and its impact on our daily lives; and

WHEREAS, our union embraces the fundamental belief that our involvement in local, state, provincial and federal elections is rooted in a commitment to achieving the best possible outcome for our members and all working families; and

WHEREAS, our union pledges to only support candidates who clearly demonstrate a strong commitment to supporting workers and upholding core USW values; and

WHEREAS, the USW in the United States has established a rigorous, transparent process to assess where candidates and lawmakers stand on the issues that impact USW members and their families most directly; and

WHEREAS, the USW is positioned to hold candidates and lawmakers accountable, and to be a voice for fairness toward all workers.

THEREFORE, BE IT RESOLVED that:

- (1) The USW reaffirms our commitment to organizing our members' and families' participation in local, state, provincial, and federal elections.
- (2) The USW reaffirms our commitment to vetting candidates and lawmakers through face-to-face meetings, researching voting records, and – in the U.S. - requiring a response to our federal candidate questionnaire to be considered for our support.
- (3) The USW pledges to conduct grassroots, member-led campaigns that seek to educate our members and families regarding USW recommended candidates, as well as the variety of ways available for them to cast their ballot.
- (4) Our Union's efforts in local, state, provincial, and federal elections will focus on ensuring workers' rights are central to the campaigns of candidates seeking the support of USW members and families.
- (5) The USW reaffirms our commitment to holding regular discussions with our members about how our union can be a force for good in local, state, provincial, and federal elections.

Rapid Response, Steelworkers Vote, and Government Advocacy

WHEREAS, significant legislative and policy gains for workers are achieved through the collective power of union members actively engaging in advocacy, pressing for accountability from elected officials to protect and strengthen labor rights; and

WHEREAS, our union has a proud tradition of advancing fair labor practices, safe and healthy workplaces, secure retirements, and an economy that prioritizes workers and their families over corporate interests – a principle guiding our efforts since the union’s founding; and

WHEREAS, in the United States, legislative milestones that define middle-class security – such as the passage of laws that defined the 40-hour work week and overtime, established Social Security, Medicaid and Medicare, and codified collective bargaining rights – must continuously be defended and expanded in response to the growing challenges posed by corporate-driven interests and the evolving dynamics of our workplaces; and

WHEREAS, in the United States, members of the USW were instrumental in the passage of worker-centered industrial policy – such as the Infrastructure Investment and Jobs Act, the Inflation Reduction Act, and the CHIPS and Science Act. Continued member engagement to defend these gains is essential, and it is also necessary to ensure that investments made by our nation’s new industrial policies support fair wages and worker rights; and

WHEREAS, in Canada, the growing threat of electing right-wing, pro-corporate government elected officials threatens pension security, collective bargaining protections, minimum wage standards, progressive taxation, funding for education and childcare, pay equity, and the integrity of public health care; and

WHEREAS, in Canada, the federal government lacks a robust industrial strategy to strengthen sectors like manufacturing, forestry, and mining and continues to underfund public services, all while corporations remain insufficiently taxed; and

WHEREAS, in Canada, the USW and our labor allies continue to champion the rights of working people through collective bargaining, legal action, legislative advocacy, and direct action in both the workplace and public sphere; and

WHEREAS, in Canada, as a means of advancing worker-centered policies at all levels of government, the USW was a founding member and continues to be a strong supporter of labor’s ally, the New Democratic Party in English Canada, and has been committed to electing social-democratic candidates across Canada; and

WHEREAS, the USW works to protect and expand worker-centered legislation and policy when members unite in action through programs such as Rapid Response in the United States and Steelworkers Vote in Canada; and

WHEREAS, the worker-centered legislative and policy wins cannot be achieved without Steelworker members' participation; and

WHEREAS, union member engagement requires education, which leads to a vibrant collective voice that provides a critical counterbalance to the flood of corporate money and power opposing worker initiatives and rights; and

WHEREAS, when locals commit to building a culture of engagement and activism through legislative and policy work, they are also building the solidarity that is needed to negotiate good contracts and take on local challenges; and

WHEREAS, the need for USW members' involvement is more critical than ever as we continue to face uncertain times.

THEREFORE, BE IT RESOLVED that:

- 1) We will honor our union's history of collective action and stay rooted in our union's core values.
- 2) We commit to protecting USW members' livelihoods, securing good jobs, and advancing policies that promote opportunity and prosperity for all workers. We will oppose corporate initiatives that undermine job security and strive for a fair economy that benefits all workers, without discrimination.
- 3) USW will build upon nearly three decades of education and activism through Rapid Response in the United States and Steelworkers Vote in Canada by educating members on key issues, connecting our members in the workplace, and engaging in government decisions on policy and legislation.
- 4) In the United States, Rapid Response's success increases when we build strong communication networks at locals utilizing one-on-one conversations to share information on our issues, act in a non-partisan, non-political way to advance our agenda amongst all elected officials, take on issues central to our union's core values and encourage participation in elections to hold lawmakers accountable.
- 5) In Canada, we will work to defeat pro-corporate administrations while supporting labor-focused, social-democratic candidates, including the New Democratic Party.

- 6) USW will enhance our legislative and policy impact by partnering with other labor, social, community, and political allies and building a new generation of labor activists who can advance the labor movement's goals.

Health, Safety and Environment

WHEREAS, serious health and safety hazards exist in all workplaces represented by our union, from metals, mining, rubber, energy, paper, chemicals, manufacturing, forest products, health care, education and services, threatening the health and lives of USW members; and

WHEREAS, there have been 68 occupational fatalities in USW-represented facilities reported to the Health, Safety and Environment Department from July 1, 2022 through March 17, 2025. Hundreds more current and retired Steelworkers died from occupational diseases caused by hazardous exposures to toxic substances or COVID-19. Thousands more have been injured. Each year, over 5,000 workers are killed on the job in the United States, and more than 1,000 are killed in Canada. Annually, an estimated 120,000 more in the US and Canada die from occupational diseases, and thousands of workers are routinely cheated out of adequate workers' compensation by regressive laws, policies and outright corporate fraud; and

WHEREAS, non-union workers are even more likely to be injured or killed on the job than those who have won the protection of a union contract. These workers suffer exploitation and have limited protection and resources to improve working conditions; and

WHEREAS, the increased occurrence and severity of climate change has increased workers' exposure to heat, extreme weather events, wildfires and natural disasters that have devastated many of our members' and other workers' communities, highlighting the need for more comprehensive strategies to address climate change; and

WHEREAS, employers continue to adopt insulting "blame the worker" safety approaches that fail to address the cause of health and safety problems – workplace hazards, and instead blame workers themselves for workplace accidents and disease; and

WHEREAS, health and safety regulations are lacking to properly address many hazards such as insufficient staffing, excessive overtime, absent or inadequate training, ergonomics, infectious diseases, workplace violence, robotics, and other new technologies; and

WHEREAS, many employers have adopted policies and practices that punish workers who report workplace injuries, illnesses and near misses. As a result, accidents are not reported or investigated, and hazards remain unchecked. Injury statistics remain unreliable, and costs associated with work injuries and illnesses are shifted from the employer and workers' compensation to workers and their share of ever-increasing health insurance costs; and

WHEREAS, the USW's Health, Safety and Environment Department and the Emergency Response Team provide onsite and remote assistance with fatal and life-altering accidents to understand the systems that failed and to bring critical services, including advocacy, legal representation, support and counseling to victims, their families and local unions; and

WHEREAS, progressive health and safety laws in both of our countries continue to be attacked by greedy corporations and their right-wing allies in national, state, and provincial legislatures; and

WHEREAS, in the best of times, OSHA, MSHA and Canadian safety and health legislation and regulations save lives, but the process of setting new progressive standards is long and cumbersome, and the standards for many serious hazards are badly out-of-date. For some leading causes of deaths and injuries like infectious diseases, workplace violence, combustible dusts, poor ergonomics, and newly recognized hazards like engineered nanoparticles and workplace mental health, most jurisdictions have no standards at all; and

WHEREAS, we recognize the unique hazards faced in the mining sector, as well as other sectors; and

WHEREAS, it has now been 33 years since the Westray Mine disaster and over 21 years since the Steelworkers won amendments to the Criminal Code of Canada to hold corporations criminally responsible and accountable. The USW's "Stop the Killing - Enforce the Law" campaign has finally resulted in a few criminal prosecutions for workplace fatalities caused by employer negligence. However, despite our incredible efforts, far too many police forces, crown attorneys and prosecutors lack the necessary training to apply the Westray amendments. They are failing to investigate workplace fatalities through a criminal lens, which could warrant charges and convictions under the Criminal Code of Canada. Canadian federal and provincial governments are still not demonstrating sufficient political will to enforce the Westray amendments; and

WHEREAS, government standards will never be enough to adequately cover every hazardous condition in our workplaces. Every USW workplace needs strong health, safety and environmental contract language, comprehensive health and safety systems, union-only and union-management health, safety and environment committees; and

WHEREAS, the Canadian Labor Congress and the American Federation of Labor-Congress of Industrial Organizations have established April 28th as a National Day of Mourning and Workers Memorial Day to remember those who have been injured and died on the job, and to renew our commitment to fight for the living. April 28th also serves as a day to educate the general public, as highlighted by programs like the USW's innovative Canadian New Worker Awareness Program and education campaign; and

WHEREAS, our union has been a leader in representing workers on workplace health and safety matters. This is demonstrated by the union's commitment to negotiate strong health and safety provisions in collective bargaining agreements in order to obtain for our

members the on-the-job protections they deserve. Better working conditions cannot be won without courageous and committed local union health and safety activists with a union approach to health and safety; and

WHEREAS, the key to achieving strong health and safety protections, whether through collective bargaining or the legislature, is a strong union, and health and safety activism is important to building a strong union and labor movement; and

WHEREAS, in many of our workplaces, our safety devices and workplace uniforms are designed to accommodate the bodies that are dominant in the workplace, putting workers who do not fit that body design at risk; and

WHEREAS, as women delegates stated at the 2019 Canadian National Policy Conference and 2022 convention, women face different health and safety risks because of biological differences and social attitudes, and most workplaces, machines, personal protective equipment and safety programs have been designed to suit male workers, women have often been left out.

THEREFORE, BE IT RESOLVED that:

- (1) The USW pledges to redouble our efforts to prevent occupational fatalities, injuries, illnesses, and accidents.
- (2) We will continue our efforts to organize the unorganized so that the health and safety protections of our union may be brought to those who most desperately need them.
- (3) We call upon all USW members to campaign vigorously and vote for political candidates who will support improving workplace health, safety and the environment, and who will insist that government agencies in the United States and Canada serve the best interests of workers.
- (4) We pledge unrelenting opposition to corporate and legislative efforts to weaken occupational health, safety and environmental laws, regulations, and enforcement in the United States and Canada. We will work for the passage of progressive legislation to better protect worker rights and worker safety. We will also oppose so-called “tort reform,” which seeks to take away our members’ right to win compensation for injuries caused by dangerous and defective products.
- (5) We will continue to work for stronger health, safety and environmental regulations and just, fair workers’ compensation.
- (6) We will continue our “Stop the Killing – Enforce the Law Campaign” in Canada until the Westray amendments to the Criminal Code are properly enforced and those corporate managers and executives whose negligence is responsible for workplace fatalities and critical injuries are sent to prison.

- (7) We will advocate at all levels of government to ensure that strict occupational exposure limits and protections exist in mining and other sectors.
- (8) We will continue and expand our efforts to educate our members, as well as health and safety activists in all countries. We will ensure that every member knows their rights under the contract and the law – especially the right to refuse unsafe work. We will focus this effort on young workers and workers new to the union. We will also find additional avenues to educate students, new workers, and the public about safety and health issues as they prepare to enter the workforce and ensure language justice so all workers have access to information and education.
- (9) We will continue to improve and enforce the health and safety clauses of our collective bargaining agreements, including the right to refuse unsafe work, immediate arbitration of health and safety disputes, union access to all relevant information, and an increased role for local union health, safety and environment committees and representatives.
- (10) We will maintain our support for the efforts of our local union health, safety and environment activists with a union approach to their daily representation of our members and their efforts to efficiently document, control and eliminate workplace hazards and press for comprehensive health and safety systems. We will work with the Tony Mazzocchi Center to expand our efforts to educate local union health and safety activists and committee members so that they are able to respond effectively to current health and safety issues, such as confronting “blame the worker” safety programs, and the impact of work restructuring on health and safety.
- (11) We will work to promote union goals, values and principles in all our occupational health and safety efforts. We will oppose so-called “safety” programs that assume that worker misbehavior is the primary cause of workplace accidents. This includes our commitment to oppose “safety incentive” programs that assume workers are too stupid to care about their safety and must be bribed with trinkets. We will insist on safety programs that enlist the skill, knowledge, and commitment of the workforce in finding and correcting hazards. We will continue to assert our strong belief that our members are not the problem – they are the solution.
- (12) We will actively promote increased research to expand the number of recognized occupational diseases, and will work to establish government databases of worker exposure records, with strong privacy protections. We will work to expand a network of worker-friendly occupational health clinics in the United States and Canada.
- (13) We will fight to strengthen workers’ compensation and negligence laws. All jurisdictions should increase workers’ compensation benefits for victims and

survivors. Loopholes favoring the employer must be closed so that all work-related injuries and occupational diseases are fully compensated regardless of the latency of the injury or disease.

- (14) We will continue to advocate for worldwide recognition of April 28th as a day to remember our lost sisters, brothers and siblings and re-dedicate ourselves to fight for the living.
- (15) We will continue to work with other unions in our two countries and around the world, international labor federations, and other progressive organizations in the fight to improve health, safety and environment for all workers.
- (16) We will continue to advocate for more inclusive workplace design by identifying barriers to be eliminated for equity seeking groups as well as increasing awareness of women's health and safety issues.
- (17) All USW locals ensure that our workplaces are providing health and safety equipment, personal protective equipment, and facilities that are designed to recognize that we are more than one gender and size in our workplaces.
- (18) Our workplace committees continue to ensure that the employer is not providing a one-size-fits-all approach to workplace health, safety and environment systems.
- (19) We will pledge to raise women's voices on safety in the workplace through the continued support of the Raising the Bar on Women's Health and Safety education campaigns.

Emergency Response Team

WHEREAS, no worker should ever be killed, injured, or made ill while trying to earn a living. Every worker should return home as safe and healthy as when they reported for work; and

WHEREAS, the Emergency Response Team (ERT) has responded to 301 incidents since the last convention, including incidents that caused 68 USW workplace fatalities; and

WHEREAS, every death or catastrophic injury leaves a trail of survivors, including friends and family burdened with sudden losses and co-workers struggling with the impact of continuing to work where an accident occurred; and

WHEREAS, a study of USW workers in facilities with incidents of significant injury or death revealed that our members experience high rates of Post-Traumatic Stress Disorder (PTSD); and

WHEREAS, the USW's U.S. Emergency Response Team sends highly skilled and trained responders to the site of fatal or catastrophic accidents to investigate the incidents and make critical services available, including advocacy and counseling to victims, their families and their co-workers; and

WHEREAS, some injuries or deaths may be linked to defective equipment, design or other issues that may be outside traditional workers' compensation laws. In those cases, workers and their families in the United States may be able to take additional legal action, and the USW can make referrals for such legal representation as appropriate; and

WHEREAS, the ERT also includes volunteer district coordinators in each USW district who provide an additional layer of compassion, dedication and professionalism to those impacted by death and catastrophic injury.

THEREFORE, BE IT RESOLVED that:

- (1) We will never falter in our fight to make all workplaces safer.
- (2) We will continually advocate for USW members and their families through the ERT, work to mitigate suffering wherever possible and ensure survivors get the help they need.
- (3) We will ensure the continued growth of the ERT program through international and district conferences, meetings and educational opportunities. We will encourage district ERT coordinators to discuss the program at local union and central labor council meetings in their respective areas.

- (4) We will provide quality training and support for ERT district coordinators so they can enhance their skills.

Amalgamation

WHEREAS, the United Steelworkers was formed by countless mergers throughout its history and the history of its predecessor unions. These historic mergers have served to strengthen our bargaining power, political activity and overall resources to better serve our members in the United States and Canada, as well as to create a multitude of opportunities for new amalgamations of local unions that share geographic areas or commonalities of interest; and

WHEREAS, the merging of our local unions through amalgamation also serves to create amalgamated local unions with greater strength, resources, ability, knowledge and talent to face the tough economic challenges of the global economy without fear of financial disaster. Through amalgamation, many of our local unions have magnified their power by combining resources to better meet the administrative, educational, political, financial and organizational demands that their leadership and members face; and

WHEREAS, 37 percent of all USW local unions are amalgamated with over 65 percent of our membership in these amalgamated local unions, and we have approximately 4,926 unit presidents dealing with everyday workplace issues while maintaining a vital and active role to meet the needs of the membership; and

WHEREAS, after nearly twenty-five years of progress using our “Best Practice for Positive Amalgamation Process,” as adopted by the USW International Executive Board on April 3, 2000, and again reaffirmed in April 2017, local unions continue to successfully build their power, increasing in size and membership and have become a recognized and respected force with elected officials and within our communities; and

WHEREAS, since our last convention, 99 more local unions have amalgamated following our “Best Practice Process for Positive Amalgamation” policy, including a large amalgamated local created through a consensual agreement to merge together to create a newly chartered local union. Local unions have also agreed to amalgamate in the same industries to magnify their leverage in collective bargaining and to increase their political power; and

WHEREAS, each amalgamated local union recognizes that the struggle of members in one unit is the struggle of all of its members, and the exchange of ideas and information and the pooling of resources among the membership of an amalgamated local union builds a powerful, cohesive bond among our members; and

WHEREAS, the leaders of our amalgamated locals continue to recognize that it is crucial to continue to develop educational and training programs and to continue to participate both at the district and international level in the educational programs designed to enhance the leadership of our local unions; and

WHEREAS, unit presidents play a critical role in the effective operation of a vibrant amalgamated local union, and significant effort must be made to ensure that they are provided with the training required to help them do their jobs; and

WHEREAS, successful amalgamated local unions have encouraged their unit leaders to establish an expanded committee structure including rapid response, civil and human rights, workers' compensation, political action, organizing, safety and health, and women's committees at each unit level, providing greater opportunity for additional local union activists to participate in the union.

THEREFORE, BE IT RESOLVED that:

- (1) Our union reaffirms its policy of amalgamating local unions by using the "Best Practice for Positive Amalgamation Process."
- (2) We encourage existing and new amalgamated local unions to strengthen our union by increasing the number of local union activists through the inclusion of committees at each unit.
- (3) The USW congratulates local unions that have merged together and succeeded in building strong amalgamated local unions.
- (4) We will continue to provide and promote educational opportunities for local and unit leadership in order to further strengthen the effectiveness and efficiency of the amalgamated structure and to increase the involvement and activism of the membership of all units contained within the amalgamation.
- (5) We encourage all amalgamated local unions to continue to engage in organizing, political action, and education of their membership in order to encourage our union to grow and prosper.

The Fight to Keep Basic Labor Rights

WHEREAS, the ability of workers in the United States and Canada to bargain contracts that improve wages, hours and working conditions is not just a founding principle for the United Steelworkers but a mission that has improved the lives of millions of workers, reduced workplace deaths by 60 percent, improved air quality for our families and communities, and ensured over 30 million Americans can count on their pension; and

WHEREAS, the right to form a union has been enshrined in statute since 1872 in Canada and since 1935 in the United States with the passage of the National Labor Relations Act (NLRA) with a goal that unionization should be straightforward. Senator Wagner highlighted in February of 1935 that: “It merely provides that employees, if they desire to do so, shall be free to organize for their mutual protection or benefit”; and

WHEREAS, nearly 70 percent of Americans and more than two-thirds of Canadians approve of labor unions; and

WHEREAS, union workers earn more than non-union workers, have better benefits, enjoy safer workplaces, and are more likely in the United States to have employer-provided health insurance, access to sick days, and retirement benefits; and

WHEREAS, today U.S. employers spend over \$400 million per year on “union-avoidance” consultants, who specialize in using captive audience meetings along with a host of other tactics designed to intimidate and instill fear in workers for the purpose of union-busting; and

WHEREAS, the rights of workers to join a union in the United States have been hindered by decades of underinvestment in federal labor agencies like the NLRB; and

WHEREAS, in a historic victory led by the USW in Canada and the broader Canadian labor movement, federal anti-scab legislation cleared a final legislative hurdle in June 2024 and will be mandated beginning in June 2025; and

WHEREAS, efforts by anti-union politicians and corporations are attempting to undermine the very legal framework that U.S. labor law was founded under, including claims in multiple court cases like *Space Exploration Technologies Corp. v. NLRB et al.* that the National Labor Relations Board is unconstitutional; and

WHEREAS, the U.S. federal government allows employers to claim union busting costs as a general business tax deduction, effectively subsidizing union busting; and

WHEREAS, the NLRB joined seven U.S. states by ruling in November of 2024 that captive audience meetings, where employers force workers to attend anti-union propaganda or face discipline, are a violation of a worker's right to form a union; and

WHEREAS, anti-worker voices in both Canada and the United States continue to press for national right-to-work (for less) laws, further restrictions on union rights, and seek to erase the ability to collectively bargain;

THEREFORE, BE IT RESOLVED that:

- (1) The USW will advocate at every level, from the workplace, local, state, provincial and national governments to raise standards for our members and potential members by supporting the expansion and defense of workers' rights.
- (2) The USW will promote the advantages of unions and advocate that governments make it easier for workers to form and join unions so more workers can access the power of collective action.
- (3) The USW will not rest until Congress passes and the President signs a comprehensive update to labor law, such as the Protecting the Right to Organize (PRO) Act that ensures workers have a fair shot at forming a union and getting a first contract.
- (4) The USW will engage in elections to defeat candidates and elected officials who seek to weaken or undermine workers' rights.
- (5) The USW will use every policy tool in our nations' governments to reduce opposition to forming a union and getting a collective bargaining agreement. This includes passing single-step certification laws in every federal and provincial jurisdiction in Canada, eliminating anti-union riders in annual appropriations bills, ensuring federal direct and indirect spending are conditioned with union neutrality clauses, and that companies cannot use the tax code to write off union busting on their taxes.

Affordable Health care – A Basic Human Right

WHEREAS, access to universal, quality health care is a basic human right. We are united as a union across our common border in seeking to ensure that our members, their families, our retirees and our citizens are not denied this basic right. However, in both Canada and the United States, our very different health care systems continue to be threatened by the same forces that seek to reap profit for the few at the expense of the many; and

WHEREAS, catastrophic events like pandemics, natural disasters and emergence (or re-emergence) of high-threat pathogenic diseases demonstrate how urgently we need universal quality health care, sound public health policy and cooperation across agencies and nations. The COVID-19 pandemic was an unprecedented wake-up call, laying bare deep inequalities in access to health care and exposing the failures of our current health care systems. Health emergencies such as COVID-19 spread human suffering, destabilize the global economy and upend the lives of billions of people around the globe, showing the critical need for health emergency preparedness and investment in critical public health services; and

WHEREAS, in the United States, the health care system is the most expensive (accounting for a 16 percent share of the nation's GDP in 2023) and least efficient in the industrialized world. An individual's ability to access health care and medicines is all too often related to how much money they have unless they are among the Americans who have employer-sponsored benefits. As a result, USW members and others covered by their employers have been forced to trade wage increases for compromised employer-sponsored health care benefits; and

WHEREAS, about one in five people taking a prescription drug in the United States report having difficulty paying for their medications, and many forego taking their prescriptions due to cost. The cost of prescription drugs is the fastest-growing component of health care costs, making vital medications unaffordable for USW families; and

WHEREAS, it is estimated that 8 percent of adults – or roughly 20 million people in the United States owe medical debt, including 14 million who owe more than \$1,000. Nearly 1 in 10 adults nationwide owe at least \$250 in medical debt; and

WHEREAS, over the past ten years, the average worker contribution to health insurance premiums has risen by 30 percent and, the average deductible for employer-sponsored insurance has more than doubled; and

WHEREAS, the USW and its members have fought for decades to reform the broken health care system in the United States. After beating back consistent and ongoing attempts to repeal the Patient Protection and Affordable Care Act of 2010 (ACA), we must guard against attempts to undermine the law's protections, which provide USW members with

improved benefits and support efforts to reduce health care costs, expand Medicare and lower prescription drug costs, including the ability Medicare now has due to the Inflation Reduction Act (signed into law in August 2022) to negotiate with drug companies to help reduce the cost of some of the most expensive drugs; and

WHEREAS, the USW continues to expend a great amount of time and resources at the bargaining table every day negotiating health care benefits for active and retired members and provides valuable resources to our staff and local unions to bargain effectively over employer-sponsored plans. It is important to note that the ongoing battles with employers about the continuation of health care benefits and/or further cost shifting to our members and retirees have not been resolved by the ACA or any other health care-related legislation. The USW will continue to face certain challenges at the bargaining table; and

WHEREAS, the USW has established a number of multiemployer health care funds, including the Steelworkers Health and Welfare Fund in the U.S. and the Steelworkers Benefit Plan in Canada, to allow members more control over their benefits, including providing fair and equitable handling of benefit claims; and

WHEREAS, the public health care system in Canada is under attack, just as Medicare, Medicaid, and Tricare (veterans' benefits) are in the United States, by those who advocate increased for-profit privatization. This attack, enabled by legislation implemented by right-wing governments, loopholes in current legislation, and court challenges to the Canadian Medicare system, results in more private clinics and privatized services appearing in some Canadian provinces, putting at risk the most important universal social program achieved by Canadians; and

WHEREAS, in Canada today, governments are looking at ways to transfer more public funds to private, for-profit companies, a move which threatens both universal access and sustainability; and

WHEREAS, health expenditures in Canada as a percentage of GDP have been fairly stable since 1990 and account for 12.1 percent (2023) of GDP. Although right-wing governments and their allies in private industry complain that health care spending constitutes a larger portion of government spending every year, public health care costs are not, in fact, increasing disproportionately. The data actually demonstrates that private health care spending is increasing disproportionately while public health care spending remains relatively stable; and

WHEREAS, Canadians' spending on prescription drugs nearly tripled between 2001 and 2020 (an increase of 178 percent). Adjusted for inflation, the amount that Canadians spend on drugs is now increasing by five and a half percent per year. The level of expenditures on drugs has increased from \$11.9 billion in 2001 to \$32.7 billion in 2020, and drugs now rank second after hospitals in terms of their share of total health care spending, having overtaken spending on physicians in 1997. Pharmaceutical companies do not enjoy the same freedom of advertising in Canada as they have in the United States, but they violate the minimal restrictions that do exist by aggressively advertising or bribing doctors,

academics and the media in order to drive up consumption of new and more expensive medications. Drug companies spend more on marketing than on research, with an estimated \$30,000 per year for every doctor in Canada on drug samples, sales rep contacts, conferences, trips and giveaways; and

WHEREAS, union members in Canada have negotiated insurance coverage for health care benefits not paid by the public system. Work-based plans cover 84 percent of unionized workers and their families and 49 percent of non-unionized workers. Medications for chronic illnesses and out-of-hospital drugs are a substantial part of the cost of private coverage, and the increasing price of drugs is making work-based plans more and more expensive. This cost pressure is causing employers to seek increases in co-payments and deductibles, making it more difficult to reach settlements at the bargaining table. Further, Canadian governments are exploring the possibility of taxing these benefits; and

WHEREAS, passing the Pharmacare Act in Canada in October 2024 marks a significant labor and NDP victory, thanks to the decades of advocacy of the labor movement, and the legislation is a step toward achieving a universal, single-payer pharmacare program.

THEREFORE, BE IT RESOLVED that:

- (1) The United Steelworkers will work to ensure that the right to health care is considered a human right in every country where it represents workers.
- (2) We will continue to fight to ensure affordable access to health care and prescription drugs for USW members, retirees and their families.
- (3) We are committed to leading the fight for the protection and expansion of the universal public health care system in Canada. We will continue to advance five principles for federal and provincial legislation: universality, portability, comprehensiveness, public administration and accessibility to all, and we will fight to keep publicly financed, publicly delivered health care in every Canadian jurisdiction.
- (4) We are committed to supporting the implementation of the national pharmacare program in Canada as the necessary and unfinished business of the Canadian national health care system.
- (5) We will fight any proposal in Canada to tax privately negotiated health care benefits.
- (6) In the U.S., while we fight to protect our existing benefits, we will also strive for our ultimate goal: publicly funded universal coverage, cost controls and comprehensive benefits.

- (7) We should continue to demand adequate, affordable, and fair health care coverage, including reproductive health, from our employers, and whenever beneficial for our members, negotiate that medical and related benefit programs be provided through participation in the Steelworkers Health and Welfare Fund in the U.S. and through the Steelworkers Benefit Plan or a similar plan in Canada.
- (8) We will continue to fight to retain the benefits and protections won by the Affordable Care Act and other meaningful legislation impacting health care in the U.S.
- (9) We will work to prevent the repeal or capping of the tax exclusion for employer-provided health care and in opposition to additional taxes on our members' health benefits.
- (10) In the U.S., our union will continue to fight to preserve and expand Medicare and Medicaid as we know it and will fight against privatization.
- (11) We will continue to participate in discussions with federal and state agencies as health care policy progresses and provide resources to our staff and members via various mediums.

Building Unity Through Helping Others

WHEREAS, in its thirty-ninth year of operation, the Steelworkers Humanity Fund (SHF) allows Canadian Steelworkers to reach beyond their workplaces to improve the lives of fellow Canadians and workers throughout the world; and

WHEREAS, financed by a negotiated contribution through Steelworker collective bargaining agreements, the SHF supports unions and community organizations around the world, engages Canadian Steelworkers through worker-to-worker networks and exchanges, leads campaigns in defense of the rights of workers, and brings international perspectives to USW events and activities in Canada; and

WHEREAS, building on long-term partnerships and alliances, the SHF implements projects in Latin America, Africa, and South Asia focusing on labor rights, sustainable development and community education with unions, local groups and non-profit organizations; supports education on health and safety, vocational and skills training, and community leadership; provides funding for resources, education, and mobilization to support women's rights and address the challenges women face in the workplace and their communities; and coordinates Steelworker learning exchanges, fostering connections and shared learning with SHF partners around the world; and

WHEREAS, an important part of the work of the SHF focuses on supporting organizations and initiatives in Canada, every year donating to more than 120 food banks and other local organizations all over the country to alleviate the food insecurity of individuals and families in communities where Steelworkers live and work, including Indigenous communities; housing being an issue of heightened concern across Canada, the SHF supports a range of initiatives on the right to housing; and reflecting the Canadian economy's growing reliance on temporary foreign workers, the SHF partners with organizations that defend the rights of workers who participate in this program given their vulnerability to abuse; and

WHEREAS, in order to face the growing impact of climate change-related emergencies that has been felt worldwide, between 2022 and 2024, the SHF contributed close to \$250,000 in emergency relief for victims of climate disasters in Canada, especially wildfires, across districts 3, 5 and 6. In other parts of the world, Steelworker solidarity has been felt with over \$200,000 in support of victims experiencing multiple natural and human-made disasters; and

WHEREAS, facing multinational corporations for which Canadian workplaces are but a small part of their global operations, Steelworkers are confronted by the destructive consequences of globalization such as job losses due to unfair trade agreements, lack of corporate accountability, environmental degradation from reckless resource extraction and the weakening of laws and regulations intended to protect workers and communities; the

SHF provides the tools to connect these struggles to the broader local economy, building alternatives for a model of global development rooted in justice, human rights, gender equity, and workers' rights for all; and

WHEREAS, among the many benefits of the SHF are a more active and aware USW membership, activists who understand the importance of international solidarity, a union better attuned to the threats of a globalized economy, a trusted vehicle for Steelworker solidarity in Canada and around the world and a favorable perception for our union; and

WHEREAS, the United States has restrictive laws that continue to make it difficult to fund the same type of Humanity Fund in the U.S. as currently exists in Canada; and

WHEREAS, in 2004, our union established a separate U.S. tax-exempt organization, the Steelworkers Charitable and Educational Organization (SCEO), which includes in its mission the promotion of human and civil rights efforts, the strengthening of educational opportunities for working families and the providing of financial assistance in cases of natural disaster; and

WHEREAS, the SCEO, through monies obtained by way of cooperative agreements and grants from the Department of Health and Human Services, the Department of Energy, and the Department of Labor, established the Tony Mazzocchi Center for Health, Safety and Environmental Education (TMC) that delivers health and safety training to over 15,000 workers annually; and

WHEREAS, the SCEO, through training partnerships within the TMC, has worked to improve the health and safety conditions of all workers by establishing educational programs that enable workers to advocate for safer work environments; and

WHEREAS, since 2005, the SCEO has contributed nearly \$2.6 million for relief to our members who were victims of hurricanes, tornados, wildfires and flooding throughout the United States and has supported union members devastated by natural disasters worldwide, including the earthquake in Haiti and earthquake and tsunami in Japan; and

WHEREAS, in addition to the good work of the funds, we estimate that each USW local union is responsible for at least 100 hours a year of volunteer service, having an estimated annual impact of \$5 million on our communities where we live and work; and

WHEREAS, this volunteer work includes a variety of projects, including collecting food for the hungry, clothing for the needy, mentoring children, collecting toys for kids, caring for veterans and the elderly, helping survivors of domestic violence, and raising millions of dollars for various non-profits that help millions of people and support dozens of charitable causes in the United States, Canada and around the world; and

WHEREAS, Steelworker members, associate members, retirees, staff and their families often focus charitable efforts on projects and fundraising that help laid-off, locked out, displaced and striking USW members and their families, showing the true meaning of solidarity and unity; and

WHEREAS, USW activists in Next Generation, Women of Steel, Civil and Human Rights, Leadership Scholarship, SOAR and elsewhere have stepped up to lead many of these projects, proving that community service helps build leadership, organizing and other skills applicable to other important roles in our union; and

WHEREAS, the USW has a proud history of assisting the United Way and other charities, and in 2016 partnered with the Jefferson Awards Foundation, now named Multiplying Good, an organization committed to promoting and honoring community service in the United States, by becoming a Jefferson Awards Champion; and

WHEREAS, in 2016, the union launched the USW Cares Jefferson Awards program as a way to highlight USW members and retirees in the United States and Canada for their amazing community service work; and

WHEREAS, in just two years, this project produced some 250 nominations from across the United States and Canada and resulted in winners being named in each USW district and from the Steelworkers Organization of Active Retirees (SOAR); and

WHEREAS, Priscilla Puente, a member of USW Local 13-227 in Pasadena, Texas, won a national Jefferson Award in 2016 for her work helping domestic violence survivors earn family-sustaining employment and economic freedom from their abusers by securing jobs at USW-represented workplaces, bringing immense pride and attention to our great union.

THEREFORE, BE IT RESOLVED that:

- (1) The USW reaffirms our gratitude to the members of our union in Canada for their leadership in leading the way in assisting workers around the world and encourages and supports the continuation and expansion of our Canadian Steelworkers Humanity Fund by negotiating the SHF contribution clause in bargaining units that do not yet participate, and increasing the contribution rates for bargaining units that do participate.
- (2) We urge all USW locals in the U.S. to communicate with their members, associate members and the public to make them aware of the opportunity to contribute to the SCEO, so that it may carry on a similar tradition in the U.S.
- (3) Our union urges all USW locals in the U.S. to utilize the knowledge and expertise provided through the TMC and all educational programs offered by the union.

- (4) We will continue to support educational programs and partnerships that elevate the standard of working conditions of all workers.
- (5) The union continues to support and honor the community service of our members, staff and retirees, including by expanding training at local and district education events and through Women of Steel, Next Generation, SOAR, Civil and Human Rights, Leadership Scholarship, and other activist programs.
- (6) We will continue to build our partnerships with Multiplying Good, the United Way and other allies who support our mission of building leadership through community service and volunteerism, support a strong labor movement, and help USW members and their families in times of need.
- (7) The USW pledges to continue highlighting stories of our members and retirees and the impact of their community service efforts with the goal of inspiring others to serve, including by regular promotion of this work on USW communication channels such as the USW@Work magazine, union websites and social media, and whenever appropriate, to help promote these stories in local and national news media.

Securing Our Retirement, Health Care and Social Safety Net

WHEREAS, it is a guiding principle of the United Steelworkers and advanced societies that a lifetime of work earns a worker the right to a secure, sustainable retirement; and

WHEREAS, the United Steelworkers has for its entire history been engaged in the effort to provide our members with dignity and security in retirement; and

WHEREAS, retirement security in the United States and Canada has traditionally been secured through a three-pronged approach of Social Security in the United States and the Canada Pension Plan in Canada, personal savings and employer sponsored pension plans; and

WHEREAS, fewer and fewer employers in the United States and Canada offer traditional defined benefit pension plans, and many employers have closed their defined benefit plans to new hires or frozen benefits for all employees, weakening retirement security in both nations; and

WHEREAS, according to the Bureau of Labor Statistics, in 2023, only 11 percent of all private industry workers in the United States participate in defined benefit pension plans – including 58 percent of private industry union members and just 7 percent of their nonunion employees; and

WHEREAS, in the United States, 42 percent of private industry workers – more than 53 million people — don't have access to a retirement plan of any kind, either a traditional defined benefit or a defined-contribution plan; and

WHEREAS, the vast majority of defined contributions plans provide employer “matching” contributions, which make no employer contribution unless the employee contributes funds to the plan, and in 2024, 37 million private industry workers in the United States were unable to afford or chose not to make such contributions and thus received no benefit; and

WHEREAS, the union successfully worked in coalition with the American labor movement and the Biden Administration to pass the Butch Lewis Act as part of the American Rescue Plan in 2021, which will ensure roughly 2 million workers' and retirees' pension plans remain solvent and will be able to pay the full benefits that workers have earned – including 120,000 USW members and retirees; and

WHEREAS, an increasing number of pension plans in the United States have engaged in “derisking” or the purchase of annuity contracts from private sector insurance carriers, which transfer the assets and promised benefits of hundreds of thousands of workers away from the pension plans and protection by the Pension Benefit Guarantee Corporation (PBGC); and

WHEREAS, the 2024 Social Security and Medicare Trustees Report shows that Social Security is able to pay full benefits until 2033, after which continuing program income will be sufficient to pay 79 percent of scheduled benefits, and the Medicare Hospital Trust Fund is able to pay full benefits until 2036 and the Supplemental Medical Insurance Trust Fund is financed into the indefinite future; and

WHEREAS, 71 million people in the United States received Social Security benefits in 2023, moving 28 million people above the Supplemental Poverty Level; and

WHEREAS, the 118th Congress and the 46th President passed and signed H.R. 82 the Social Security Fairness Act, which eliminated the Windfall Elimination Provisions and Government Pension Offset (WEP/GPO), ensuring over 2.7 million public sector workers do not have their social security benefits unnecessarily reduced; and

WHEREAS, in 2023, 67 million people in the United States were covered by Medicare, the publicly funded federal health insurance program, and the Medicare Prescription Drug pricing program enacted as part of the Inflation Reduction Act of 2022 will save Medicare and participants billions of dollars through reduced insulin costs, a yearly cap on out-of-pocket drug costs and Medicare price negotiation with drug makers; and

WHEREAS, in the United States, the number of uninsured reached historic lows in 2023 of 25 million and an uninsured rate of 9.5 percent due to state-provided continuous Medicaid enrollment and enhanced subsidies in the Affordable Care Act (ACA) Marketplaces – yet states have begun disenrolling people from Medicaid and the ACA enhanced Marketplace subsidies will expire after 2025 unless Congress acts, threatening to increase the number of uninsured by an average of 3.8 million per year from 2026 to 2034 according to the Congressional Budget Office; and

WHEREAS, Children account for more than four in ten (43 percent) of all Medicaid enrollees, and the elderly and people with disabilities account for about one in four enrollees; and

WHEREAS, access to affordable child care is a growing problem for workers in both nations; in the United States, 51 million workers are parents of children under age 18; according to the U.S. Census Bureau, 61 percent of parents lack any substantive form of child care; and the Federal Reserve reports that the median individual with a child under age 13 who pays for child care spent \$867 per month, causing many to stay home or reduce hours and pushing many workers into poverty; and

WHEREAS, everyone should have a right to health care, and dignity in retirement to meet their personal needs after a lifetime of work, and that retirement savings vehicles should be simple, effective, and create certainty for families.

THEREFORE, BE IT RESOLVED that:

- (1) We commend our local unions and staff who take a stand to defend and improve the defined benefit pension plans that we have in place.
- (2) In USW bargaining units whose members are not covered by a defined benefit pension plan, local unions should encourage the employers to adopt a defined benefit pension plan or USW-affiliated multi-employer pension plan.
- (3) In the United States, the union will continue to work to advance legislation that will improve access to defined benefit pension plans and strengthen oversight of plan annuity purchases. The USW commends the Presidential and Congressional action in 2021 to pass and sign into law the Butch Lewis Act, protecting union workers and retirees.
- (4) The USW will press employers which resist adoption of defined benefit pension plans to establish defined contribution plans which provide employer contributions not subject to “matching” requirements, are higher for older workers to reflect their approaching retirement, and include long-term disability protection.
- (5) The USW will support securing and strengthening the Social Security system by eliminating the cap on Social Security taxes – just as Congress did for Medicare in 1994 – so all pay their fair share to secure the program’s solvency. Our union rejects efforts to privatize the system, reduce staffing, raise the retirement age, and means test or otherwise undermine benefits.
- (6) The USW will join allied organizations and millions of Americans to support securing and strengthening Medicare by rejecting efforts to privatize Medicare, by turning it into a voucher program forcing those over 65 to buy health insurance in the private market, or otherwise eliminate or undermine the health insurance program.
- (7) The USW will also join allied organizations and millions of Americans to resist any efforts to cut back or weaken the ACA or Medicare Prescription Drug pricing program and will support renewal of continuous Medicaid enrollment and renewal of ACA Marketplace subsidies, renewal and expansion of child care tax credits and other social safety net programs.

Supporting our Veterans

WHEREAS, in 2017 our union committed to establishing Veterans of Steel, a member-driven program to offer resources for the thousands of military veterans among our membership and retirees; and

WHEREAS, there are nearly 18.5 million military veterans in the United States and 462,000 in Canada; and

WHEREAS, through their military service, these veterans have earned the right to have family supporting employment, health care and retirement benefits, health and safety protection at work, protected leave language, and other benefits of a union-protected workplace; and

WHEREAS, on average, a worker covered by a union contract earns up to 20 percent more in wages and is much more likely to have health and retirement benefits than a peer with similar education, occupation, and experience in a nonunionized workplace in the same sector; and

WHEREAS, veterans in the workforce have unique needs and challenges that the union is well-positioned to help fight for: including protected leave from work, mental health and other health care, equal rights for the disabled and disenfranchised, and a culture of solidarity and family; and

WHEREAS, the union's commitment to protecting retiree health care, pensions and other benefits include advocating for fully funded and functioning Veterans Affairs departments in both the United States and Canada; and

WHEREAS, the USW is a proud affiliate of the independent Union Veterans Council, an official constituency group of the AFL-CIO, which unites the voices of millions of working union veterans in the labor movement; and

WHEREAS, the USW and Union Veterans Council are leaders in bringing key labor issues to the veteran space, advocating for veterans' issues to our elected officials at all levels, and fighting to improve socio-economic issues within the veteran community; and

WHEREAS, Veterans represent 13.4 percent of all U.S. suicides, and in Canada, male veterans die by suicide 1.4 times more than other men, while the rate for female veterans is 1.9 times higher.

THEREFORE, BE IT RESOLVED that:

- (1) The USW continues to encourage the building of Veterans of Steel committees in every district and within every local union as described in the USW Constitution. The goal is to create a space where our veteran members can network with each other and help each other, build stronger local unions, and drive the Veterans of Steel committees at the grassroots level.
- (2) We continue to support the Union Veterans Council and its mission and work together with allied veterans' groups and other unions that share our goals, chief among them organizing more veterans into our union movement.
- (3) The union aims to continually improve its focus on topics that specifically pertain to veterans such as contract language for veterans' issues; increasing funding for the Departments of Veterans Affairs in both the United States and Canada; placing qualified veterans in good union jobs; helping veterans in both countries deal with mental health and other issues; and publishing an up-to-date resource guide for vets who are union members, to be housed at usw.org/get-involved/veterans-of-steel/ in the United States and usw.ca/issues/our-veterans/ in Canada.
- (4) The Veterans of Steel program fosters a culture of activism, encouraging our veteran members to get engaged in local union work, organize, volunteer, run for political office, build stronger connections between the union and veterans in our communities, and more.

Healthcare, Service Sector, Education, Security, Telecommunications, Office, Technical, Professional and Public Employees

WHEREAS, our union has recognized since its founding that all workers deserve a decent wage, a safe workplace and dignity on the job. Based on this principle, our union organizes professional, education, healthcare, telecommunications, public sector and service sector workers to empower them through collective bargaining; and

WHEREAS, the over 140,000 members of our union in the healthcare, education, office, technical, professional, telecommunications, public and service sectors in the United States and Canada comprise a significant and growing portion of our membership and have sector-specific concerns and needs; and

WHEREAS, in recognition of these needs, our union in the United States created a Health Care Workers Council and a Public Employees Council to provide additional support to the roughly 50,000 healthcare members and 25,000 public employee members in a wide variety of healthcare and public sector jobs and workplaces; and

WHEREAS, in Canada, the USW created the Health Care Council and an Education Sector Council to provide ongoing assistance, research and to coordinate key bargaining issues; and

WHEREAS, in recognition of the global health crisis experienced during the Covid-19 pandemic, there has never been a more important time to empower health care workers with the tools required to provide care safely and professionally. Front line workers put their own safety on the line to help our families. They must be able to negotiate fair contracts that protect their lives and interests; and

WHEREAS, in Canada in 2015, the 13,000 members of the Telecommunications Workers Union (TWU) joined our union to become TWU United Steelworkers Local Union 1944; and

WHEREAS, pursuant to that merger, the union has committed to create a telecommunications worker's council which will bring together over 25,000 members in telecom and call centers from across North America and will seek to provide ongoing support, research and assistance to these members; and

WHEREAS, there are many facilities at which our union represents production and maintenance employees, but where white-collar employees remain unorganized. A concerted effort must be made to organize non-represented office, technical and professional

employees working in our core industries so that everyone has a seat at the bargaining table, particularly where we have negotiated neutrality clauses; and

WHEREAS, we have been successful in Canada in organizing many service-related sectors including higher education, security, airport screening, call centers, nursing and retirement homes and hotels where our union now represents tens of thousands of service sector workers and has a strong, established track record of representing service sector workers; and

WHEREAS, in Canada, the union has organized over 10,000 new members in higher education over the last 20 years; and

WHEREAS, in the United States, the union has organized over 12,000 new members in higher education since 2022; and

WHEREAS, in the United States, the union has organized over 1,400 new members in healthcare since 2022; and

WHEREAS, in Canada, the union recently organized over 900 new members at 3 nursing homes; and

WHEREAS, although our union has successfully organized thousands of public sector workers throughout the United States and Canada, public employees are still denied the right to organize and bargain collectively in far too many U.S. states; and

WHEREAS, successful organizing of professional, education, healthcare, telecommunications, public and service sector workers require a strategic approach, utilizing skills and techniques that have been refined, and continue to be refined, in scores of organizing campaigns throughout the United States and Canada.

THEREFORE, BE IT RESOLVED that:

- (1) Our union pledges its continued commitment to organizing and servicing professional, education, healthcare, telecommunications, public sector and service sector employees.
- (2) We pledge to continue to explore innovative new policies and programs that will provide our staff and members with the tools and strategies needed for organizing and servicing these rapidly growing sectors of our two countries.
- (3) We call upon each local union, as well as upon our members in workplaces where office, technical and professional employees are unrepresented, to help organize these workers in their facilities.

- (4) The USW will vigorously promote and fight to retain legislation granting public employees meaningful bargaining rights and will seek means to assist public employees who are denied the right to organize and bargain collectively.
- (5) We will promote and advocate for the enforcement of national nursing home staffing standards in the United States, ensuring that newly established safe staffing ratios in long-term care are adhered to consistently. Additionally, we will push for legislation at the state, provincial, and national levels in both the United States and Canada to establish clear and enforceable comprehensive safe staffing targets where none currently exist, benefiting healthcare workers and enhancing the quality of care provided. To uphold these standards, we will build a program of enforcement through active member engagement, empowering healthcare workers to monitor compliance, report issues, and advocate for safe staffing practices within their facilities.
- (6) The USW pledges to provide necessary assistance to public sector workers across various U.S. states, considering the specific laws and regulations in each state. This includes support for bargaining, grievance handling, and arbitration (if needed), emphasizing that the union is prepared to help members achieve success in their workplaces.
- (7) The USW aims to strengthen the public sector through education on relevant topics, including bargaining trends, health and safety issues, and legislative developments, especially OSHA regulations for states where they don't currently apply. Additionally, the USW will host a Public Sector Conference every two years to organize and educate members on these topics.
- (8) We will continue to build power in the workplace for healthcare workers by organizing workers who provide care and support to patients, residents and citizens in the broad facets of our sector and to provide strategic support to our members by bargaining the strongest possible contracts, advocating for legislation and legislators that empowers healthcare workers to provide their patients with the highest level of quality care, and by training healthcare workers to utilize their strength in numbers to become decision makers in all aspects of their work.
- (9) The USW will mitigate the impact of Artificial Intelligence (AI) and new technologies on the healthcare sector. We endeavor to collectively bargain protections, ensuring that healthcare workers are adequately trained to use AI and emerging technologies, advocating for training programs provided at no cost and during paid working hours, tailored to the specific needs of each role, including AI tools, telemedicine platforms, and digital health records. We will fight for protections in collective bargaining agreements that prevent job loss or role reduction as a direct result of technology implementation, ensuring that new technologies enhance, rather than replace, the healthcare workforce. Our union will also prioritize the ethical use of AI and data privacy standards, advocating for policies that safeguard healthcare workers' and patients' data. This includes

requiring employers to adopt transparent guidelines on AI and data use, ensuring privacy rights and compliance with data protection standards. Finally, we will prioritize regular evaluations of the impact of new technologies on patient care, workload, and worker well-being, seeking annual reviews in collaboration with union representatives to address issues and make necessary adjustments that support quality healthcare and fair working conditions.

- (10) We will prioritize expanding access to mental health resources and training for healthcare workers, advocating for comprehensive mental health support programs that include counseling services, stress management training, and resilience-building workshops, provided at no cost to employees. We will fight for collective bargaining language that ensures mental health resources are readily available and accessible during working hours and that support is tailored to the unique demands of healthcare work. Our union will also prioritize initiatives that reduce workplace stressors by advocating for policies that address manageable workloads, reasonable scheduling, and adequate rest periods. Additionally, we will work to ensure that employers conduct regular assessments of mental health support needs and adjust resources accordingly, promoting a workplace culture that values mental well-being as integral to healthcare quality and worker retention.
- (11) The USW will continue to strengthen a structured, active, and member-driven USW Health Care Workers Council in the United States and the Health Care Council in Canada, who are focused on members through education on bargaining trends, communications, legislative issues, health and safety, and organizing through a Health Care Workers Council Conference held not less than every two years and a communication network led by District Coordinators who will coordinate regularly with International staff and each other to enable communications and support networks between local unions in the healthcare sector in each USW district. Furthermore, we will develop and circulate model contract language on a range of equity-related issues including: pay equity, access to paid sick days and family emergency leave, flexible work arrangements to accommodate family needs, union involvement in the hiring process and in training, and bereavement leave.
- (12) We will continue to build power in the telecommunications sector by providing support and assistance to our telecommunications workers to address specific health and safety issues in this sector, legislative reforms, contracting out and offshoring and to provide education and support to ensure that we bargain the best possible contracts that improve the working lives of our members in the telecommunications sector.
- (13) We will continue to build power in the higher education, security, hotel and airport screening sectors by providing strategic support to our members, by bargaining the strongest possible contracts and advocating for legislation that empowers workers to improve their working conditions and quality of life.

Securing Our Future: Advancing Industrial Policy to Grow Manufacturing and Protect the Environment

WHEREAS, the U.S., Canada, and the global economy continue to experience economic and environmental challenges with complex causes, yet these challenges also present great opportunities; and

WHEREAS, the U.S. and Canadian manufacturing sectors have served as a vital path to the middle class and have been the backbone of each of our countries' economies that have helped to grow a robust energy sector; and

WHEREAS, irresponsible employers have created serious environmental problems in the communities here and abroad in which they operate – one of several ways they have treated their workers unjustly; and

WHEREAS, responsible employers who have invested in pollution control and efficiency technologies have increased their ability to compete in the global marketplace; and

WHEREAS, global demand for manufactured goods produced with less pollution is growing, and U.S. and Canadian-made products are among the cleanest in the world; and

WHEREAS, the clean technology economy presents a tremendous opportunity not just for the global environment, but for American and Canadian workers in the manufacturing, construction and service sectors; and

WHEREAS, environmental programs, such as pollution control, carbon dioxide and methane mitigation, toxic use reduction, safer chemical processes, recycling, energy efficiency and improved maintenance also have the potential to create and maintain jobs; and

WHEREAS, the United Nations Intergovernmental Panel on Climate Change (IPCC) confirms global surface temperature will continue to increase until at least mid-century under all emissions scenarios considered, which would have a devastating effect on the global economy, food supplies, human health and biodiversity; and

WHEREAS, countries from around the world continue to implement the Paris Agreement, signed in 2015 at the United Nations Conference of the Parties, with the goal of limiting global warming to below 2 degrees Celsius and pursuing efforts to limit warming to 1.5 degrees Celsius, which will necessitate deep reductions in CO₂ and other greenhouse gas emissions in the coming decades; and

WHEREAS, unprecedented international cooperation is required to address climate change, acid rain, ozone depletion, deforestation, and the loss of biodiversity because these impacts recognize no borders and pose critical threats to both our economic and environmental sustainability; and

WHEREAS, many nations, states, provinces, local jurisdictions, and companies must develop plans to meet their stated goal to reach net zero greenhouse gas emissions by 2050 and interim emissions reduction goals prior to 2050; and

WHEREAS, well-designed energy and environmental policies and investments in clean technologies are making our communities healthier, creating and maintaining family-sustaining jobs in the U.S. and Canada, driving innovation and helping manufacturers be more energy efficient and globally competitive; and

WHEREAS, it is essential that American and Canadian workers play a role in both designing energy, environment and manufacturing policies and in the clean technology economy itself; and

WHEREAS, workers can ensure the added economic and environmental benefits of these policies by helping policy-makers focus their economic development efforts on retaining existing jobs and growing new jobs in communities that have been devastated by job loss and facility closures; and

WHEREAS, revitalizing our economy in pursuit of energy independence requires a strategic approach by the U.S. and Canadian governments centered on domestic investment in mining, manufacturing, and domestic energy production; and

WHEREAS, investment in our energy, technology, and transportation sectors, and the associated supply chains, will create and maintain jobs and supply parts used in clean technologies such as carbon capture and management, nuclear, wind, solar, biomass, hydropower, geothermal, hydrogen, batteries, and liquid fuels; and

WHEREAS, workers are uniquely impacted by environmental policies, particularly those workers in the energy, manufacturing, transportation, and related industries; and

WHEREAS, innovation in safer chemicals provides even further job opportunities due to advances in inherently safer technologies and safer chemical substitutions that promise to create and maintain thousands of jobs producing and using less toxic and less polluting alternatives to the chemical products and processes in use in our workplaces, hospitals and schools; and

WHEREAS, updating and improving the water, electricity, communications, and transportation infrastructure systems in the U.S. and Canada are necessary to ensure economic growth and environmental safety and health in our communities, workplaces and nations now and in the future; and

WHEREAS, the passage of the Infrastructure Investment and Jobs Act, the CHIPS and Science Act, and the Inflation Reduction Act in the U.S. made a once-in-a-generation investment in the nation's physical infrastructure and invested billions of dollars in the future of existing and new manufacturing; and

WHEREAS, in Canada, the USW fought for the inclusion of union representatives on the Sustainable Jobs Partnership Council after successfully advocating to amend and pass the Sustainable Jobs Act, providing industrial unions with direct involvement in planning for a cleaner economy; and

WHEREAS, the USW has led the labor movement in linking environmental issues with economic impacts. Our union has continued to affirm our commitment to environmental activism outlined in the USWA's 1990 Report of the Task Force on the Environment, the USW's 2006 Policy Statement "Securing Our Children's World" and in our continued work on energy and environmental policies; and

WHEREAS, our union has helped create alliances between union members and environmental activists, united in a commitment to good jobs and a clean environment, including the National Clean Air Coalition, the Alliance for Sustainable Jobs and the Environment, the Apollo Alliance for Good Jobs and Clean Energy, as well as dozens of regional and local coalitions. In 2006, the USW co-founded the BlueGreen Alliance, a powerful U.S.-based strategic partnership consisting of unions and environmental organizations fighting together for union jobs and environmental protection. In 2008, our union in Canada entered into the BlueGreen Canada Alliance with Environmental Defense Canada, which has grown to include other organizations working together in key areas including: global trade, the use of toxic substances in commercial activity, the creation of clean technology manufacturing jobs, the development and implementation of strategies to address climate change, the use of critical minerals strategically as we shift towards a lower-carbon economy, and protecting Canadian jobs and resources.

THEREFORE, BE IT RESOLVED that:

- (1) In the wake of economic and environmental changes, the USW will continue to fight to protect its members and their industries and will work to future-proof our workplaces to be safer, cleaner, and ready to supply the needs of the future economy.
- (2) The USW will oppose all attempts to roll back the laws and regulations that protect our health, safety, and environment and that invest in USW-represented industries.

- (3) We will embrace and support balanced approaches to address climate change and other pollution that maintain and create family-sustaining, union jobs and advance our societies toward energy independence.
- (4) Our union supports international efforts, such as the process led by the United Nations Framework Convention on Climate Change (UNFCCC), which requires all nations to do their part in combating climate change and ensuring justice for workers in the process, as we seek to reach net zero emissions globally by 2050.
- (5) The USW supports an “all-of-the-above” policy that includes the cleaner production and use of traditional fuels and innovation and deployment of nuclear, hydro, wind, biomass, solar, geothermal, hydrogen, battery storage, and other clean energy sources.
- (6) We will advocate for and protect industrial policies that center on revitalizing manufacturing, developing critical minerals strategies, building resilient supply chains, protecting U.S. and Canadian jobs, and trade reform to responsibly mine, manufacture, build, and operate critical technologies. We will support policies that expand economic development and job training in communities that have been devastated by job loss.
- (7) Our union will continue to call for public and private investments in clean technology innovation and deployment that include industrial energy efficiency and decarbonization; re-industrialization of nuclear sites and inclusion of nuclear power in clean energy initiatives such as Canada’s Green Bond Framework; carbon capture, utilization, and sequestration technology (CCUS) for both industrial and power generating facilities; carbon dioxide removal technologies; enhanced oil recovery and advanced fossil fuel development; expanded combined heat and power; improvements to critical transportation, energy communications, and water infrastructure; tax credits for consumer home improvements; domestic production of clean energy and transportation technologies; renewable energy; advanced nuclear technologies; direct air capture (DAC); fuels innovation, including clean hydrogen and biofuels; building resilient supply chains from raw materials to end-of-life; procurement of cleaner building materials; and building retrofits for energy savings. Public investments in private companies must be conditioned on companies’ demonstrated commitments to protecting workers’ rights, including forming a union and collectively bargaining without interference or fear of retaliation.
- (8) USW will push for governments and companies to develop their greenhouse gas mitigation programs with labor to ensure that plans are transparent, achievable, and require all parties to come to the table.

- (9) Our union supports attaching worker, community and industry transition assistance to environmental and energy policies. Where jobs are lost, workers should have access to wage assistance, healthcare, retraining and job search benefits, a bridge to retirement for older workers, and other supports.
- (10) Attached to any national or federal climate change policy, our union supports a cost adjustment mechanism enforced at the border through a trade regime to equalize the carbon costs of domestic and imported products from energy-intensive, trade-exposed industries, thus ensuring that national legislation does not result in the transfer of jobs and carbon emissions to other countries.
- (11) Our union will continue to fight to reduce exposure to toxic chemicals and the production of toxic waste, prevent catastrophic chemical incidents, promote recycling, protect whistleblowers who report health, safety and environmental crimes, prevent pollution impacting workers and communities, and establish trade policies that protect the environment.
- (12) We will continue to advocate that our employers invest in new technology to remain globally competitive, reduce pollution, and employ our members long-term. We will work to incorporate environmental issues at the bargaining table and create joint environment committees with our employers to obtain full disclosure to our union of all corporate environmental data.
- (13) Our union will seek to grow in the clean technology economy by assisting workers who want to join a union and collectively bargain with their employers.
- (14) We will continue to engage with labor federations, other unions, environmental groups and other organizations that share our vision and values, to prevent pollution, invest in our industries to create and sustain millions of jobs, achieve energy independence and leave a better planet and strong economic legacy for future generations.

Education and Membership Development: Building a Fighting Union

WHEREAS, since the early 1900s labor education has served to transform workers' lives on the job and in their communities, and create spaces for them to learn, discuss ideas and solve problems; and

WHEREAS, the USW was founded on a set of principles, including to unite all workers regardless of creed, color, sex, sexual orientation, gender identity, gender expression, age, ability, language, or nationality; to work to increase wages and improve conditions of employment by legislation and joint agreements; to secure old-age pensions, workers' compensation and unemployment insurance; to secure laws to protect workers' safety and the right to organize; to enforce just laws and secure the repeal of those that are unjust; and

WHEREAS, the USW continues to stand on these principles today; and

WHEREAS, workers' education is premised on the idea that those most impacted by problems have the knowledge and solutions to address them; and

WHEREAS, the mission of labor education is to empower our members with the confidence, knowledge and skills they need to build a fighting union and to foster passion, activism, and innovative thought; and

WHEREAS, education is central to our ability to maintain the strength that is necessary to represent our members, organize new members, and secure social, economic and legislative justice for the working class; and

WHEREAS, the labor movement overlaps with other movements of liberation and freedom for marginalized people; and

WHEREAS, education challenges participants to think critically about the mission of our union, political environment and economy, and to envision and organize towards an equitable and worker-friendly economy and society; and

WHEREAS, education helps us envision a legislative environment that will equalize the power relationship between labor and capital, expand job opportunities and build worker-friendly communities; and

WHEREAS, education empowers rank and file members to exercise their voices in their workplaces and their local unions; and

WHEREAS, training provides the skills to negotiate collective bargaining agreements, process grievances, conduct arbitrations, educate and mobilize members, advance workers' safety and equity, and represent and advocate for their interests; and

WHEREAS, in keeping with our historical mandate, the membership of the USW is today remarkably diverse in terms of sector, race, gender, age and other characteristics; and

WHEREAS, education requires opportunities for all in our workplaces; and

WHEREAS, education must begin on every member's first day on the job; and

WHEREAS, we must also continually educate our staff and leadership; and

WHEREAS, our education focuses on the challenges that our members face in the workplace and at the bargaining table; and

WHEREAS, our union values education that helps us identify the biases we've been raised with and develop attitudes that allow us to stand in solidarity with our union family and friends; and

WHEREAS, we recognize the important contributions that courses on gender identity, Indigenous culture, rights, and history, mental health; and acting on gender-based violence have made in opening our union up to our full membership and taking on divisive issues plaguing our society; and

WHEREAS, our USW education program prepares members to serve as stewards and local union officers and in new and emerging roles such as women's advocates, equity advocates, "Be More than a Bystander / Elevating Action" facilitators, and good neighbors and allies with Indigenous peoples; and

WHEREAS, in the face of powerful adversaries, educating our members on the critical issues facing workers and mobilizing them for action has made a crucial difference in building our power; and

WHEREAS, we learned much during the pandemic about providing online education in an accessible format; and

WHEREAS, education occurs in many spaces in our union, including department-specific trainings, district and national conferences and educational programs, Women of Steel, Civil and Human Rights courses, Leadership Scholarship, Rapid Response, and staff development; and

WHEREAS, the Education and Membership Development Department in the U.S. and the Education and Equality Department in Canada develop curriculum, coordinate educational programs with districts, consult with other departments on curriculum, produce a range of communications to educate members, including the *Stewards Corner* newsletter, and look for new ways to offer educational opportunities to our members; and

WHEREAS, one of the core responsibilities of the Education and Equality Department in Canada is to train and support member-facilitators who are fundamental to the success of the Back to the Locals education program because there is no one better to pass on skills to fellow workers; and

WHEREAS, the Back to the Locals program educates thousands of members in Canada through a member-to-member education program and provides local union leaders with the skills to build strong local unions; and

WHEREAS, one of the core responsibilities of the Education and Membership Development Department is to build rank-and-file leadership through the Leadership Scholarship Program; and

WHEREAS, since 2008, we have developed and provided member education in Spanish, French, and English; and

WHEREAS, hundreds of members have graduated from the Leadership Scholarship Program, with several hundred more developing their skills so that they can become the future leaders of our union; and

WHEREAS, union members from Australia, Finland, Mexico, Norway, South Africa, Sweden, and the United Kingdom have participated in every level of the Leadership Scholarship Program; and

WHEREAS, in both Canada and the United States, USW education departments create a variety of curricula to meet the needs of members and work in the field to educate members on a regular basis; and

WHEREAS, our members are far more likely to get involved when the union provides education specifically designed to help them win the struggles in which they are engaged.

THEREFORE, BE IT RESOLVED that:

- (1) The USW endorses building bargaining power as a central purpose of all USW education and training activities and commits to allocating the resources needed to continue mobilizing our members to strengthen the union and achieve our bargaining and legislative objectives.

- (2) The USW will continue to educate our members in ways that have been effective in the past, but will expand our educational program to meet changing needs, including the use of online training, new media and local union educators.
- (3) The USW will ensure that gender and diversity lenses inform all USW education courses and materials so that they reflect the experiences of every member and promote solidarity and respect.
- (4) The USW will support activists and leaders in their work of engaging members and winning their loyalty to our union by seeking out and incorporating into our courses new approaches that help members see the relevance and value of our union, techniques for effective listening, and other tools for building the strength and solidarity of local unions.
- (5) The USW will provide courses that equip local union activists with the specific communication skills necessary to deal with conflict and harassment between and among members, which, left unchecked, can erode solidarity within our union.
- (6) The USW will recognize the traumatic life experiences of many of our members, acknowledge that these can follow them into the classroom, and take this into account as we plan and run courses that focus on gender-based violence, racism, colonialism, workplace accidents or other traumatic topics, including having support people on hand during particularly difficult discussions and activities.
- (7) The USW will expand its ability to offer online training in all its formats to meet the broad range of our union's needs and interests.
- (8) The USW will strive to produce the highest quality educational materials we can for participants, including incorporating graphics, video, and music produced by unionized workers.
- (9) The USW supports the "Back to the Locals" program in Canada as a means of developing activists and building local leadership capacity, continuing to devote resources to training member-facilitators and upgrading their skills, and aims to develop a comparable program in the United States.
- (10) When recruiting members to send to courses and be trained as member-facilitators, the USW will pay attention to the demographics of our union's membership and ensure our classrooms reflect that diversity.
- (11) The USW supports the continued coordination of the USW education and new media networks to advance the union's goals in ways that relate to the needs and concerns of our members, retirees and their families.

- (12) The USW commits to the goal of building activism by integrating legislative action, organizing, civil and human rights, history and economics education throughout the USW education program and conferences.
- (13) The USW will also provide educational programs, materials, and the *Stewards Corner* to promote our mission of internal and external organizing, grow the union and empower the membership.
- (14) The USW Education Department will continue its commitment to lead the development and maintenance of the Staff Toolbox and other resources that facilitate the work of the union.
- (15) The USW supports the Leadership Scholarship Program and other district-based programs specifically aimed at developing a diverse pool of future leaders and equipping them with the skills they will need at the bargaining table and in administering their labor agreements during the term of those contracts.
- (16) The USW will continue to welcome union members from across the world to participate in the Leadership Scholarship Program to build the global labor movement and to be involved in the Workers Uniting Leadership Program, which brings together union activists from across Canada, the U.S., the U.K. and Ireland to build the skills necessary for global action.
- (17) The USW will make as a primary objective developing new member orientation materials in the interests of educating those just entering our facilities and promoting activism among new members.
- (18) The USW commits to building a more inclusive union by offering training in a variety of languages, encouraging minority group and sector participation, and assuring that all educational venues are welcoming to all members and all educational materials are inclusive of all sectors and members.
- (19) The USW supports a recognition of the land on which we meet and the people who have lived on those lands at all USW educational programs.
- (20) The USW commits to continuing to preserve and make public our history by the establishment of the USW Museum and our continued engagement with the academic organizations that maintain our archives.
- (21) The USW affirms the importance of supporting the AFL-CIO's constituency groups.

Training and Career Development

WHEREAS, continuing education and training provide our members with tools crucial for adapting to the changing economy and the changing environment of work; and

WHEREAS, the USW has negotiated with major steel companies, most major tire manufacturers, a glass manufacturer, a paper products manufacturer, and a utility systems manufacturer to offer employer-funded training through the Institute for Career Development (ICD); and

WHEREAS, this negotiated benefit has proven so popular with our members that in 2023 alone, there were more than 4,000 USW enrollments in more than 2,000 ICD-sponsored classes hosted by local learning centers; and

WHEREAS, the ICD has more than 50 career development sites in the U.S. to enrich the lives of USW members by providing training that not only helps members on the job, but also improves long-term employability through a series of basic skills-teaching and technical-training packages; and

WHEREAS, new technologies and work reorganization have increased the education, literacy and skill requirements needed for our members to advance in their workplaces; and

WHEREAS, since its inception, the ICD has been awarded three United States Department of Labor grants to develop and deliver training to help workers transition to new employment opportunities and to supplement the training efforts of incumbent workers in the workplace; and

WHEREAS, basic skills like reading, writing, oral communications, numeracy and computer skills; the ability to understand, retain and utilize written and oral information; critical thinking, problem-solving, conflict resolution; social and economic analysis are critical components of educational and training programs; and

WHEREAS, ICD is committed to developing a highly-trained workforce by continually providing upskilling of our members through its programs; and

WHEREAS, the USW in Canada has a long history of working with employers, provincial and federal governments, and in some instances with other unions, to create sector-based councils that develop, promote and deliver training and labor adjustment programs that are tailored to meet the needs of workers; and

WHEREAS, the Canadian Skills Training and Employment Coalition (CSTEC) has operated for more than thirty years and offers skill development programs for Canadian steelworkers and other workers in the manufacturing sector, provides leadership in the

development of training programs that benefit workers, and continues to demonstrate the enormous potential of sector-based approaches to apprenticeship and training for both workers and employers; and

WHEREAS, the Steelworkers Charitable and Educational Organization (SCEO) has expanded its training programs to support educational initiatives that prepare USW members to integrate new technology in the workplace, aid in career transitions, and create a pipeline of future workers.

THEREFORE, BE IT RESOLVED that:

- (1) Our union should continue to expand its pioneering efforts to establish career development and other training programs in the United States, funded by collectively bargained employer contributions, that realize the desires of our members for lifelong learning and allow them to improve their literacy and basic skills, develop portable skills, and enhance their personal and family relationships by expanding their education opportunities, training and counseling inside and outside of their workplaces.
- (2) In Canada, our union should continue to build on its track record of creating effective councils that bring unions, employers, provincial and federal governments, and community colleges together to develop and deliver training and labor adjustment programs designed to meet the needs of workers.
- (3) We will increase the efforts with employers to provide more apprenticeship, training, and career advancement opportunities.
- (4) We will ensure that the enforcement of training and occupational standards in skilled trade jobs is maintained and work to strengthen the portability of skilled trade credentials and the mobility of skilled tradespeople.
- (5) The USW will call on our governments to support effective training and retraining programs, including those that train workers involved in new technologies that may offer significant employment opportunities building on the skills and talents of our members.
- (6) We support strong accountability measures in any expenditure of public monies, but such measures should not be used to privatize adjustment services and destroy labor and community-based programs that served workers successfully for many years.

Worker Ownership and Workers' Capital

WHEREAS, wealth and income inequality continue to grow and accelerate in the U.S. and Canada, with the U.S. at its highest levels of inequality since the 1920s and Canada since the 1930s; and

WHEREAS, the richest 1% in the U.S. and Canada have more wealth than the bottom 90% combined; and

WHEREAS, the wealthiest 10% of people in the U.S. owned 93% of all stocks as of January 2024 and 70% of all wealth in the U.S.; and

WHEREAS, the wealthiest 20% of people in Canada owned more than 67% of all wealth in Canada as of 2024; and

WHEREAS, the wealth of the richest 12 people in the U.S. increased by over 200% in the past 5 years, while working people struggled to keep up with inflation; and

WHEREAS, USW members have billions of dollars invested in pension plans, 401(k) plans, Registered Retirement Savings Plans (RRSPs) and labour sponsored investment plans in Canada, such as the Quebec Federation of Labour Solidarity Fund; and

WHEREAS, history has proven that these investments of our savings can produce both a healthy monetary return and a social return that sustains and creates jobs and invests in our communities; and

WHEREAS, we have too often seen the opposite result when we do not influence those investments, leaving Wall Street and Bay Street to gamble with our money in ways that threaten our jobs and destroy our communities; and

WHEREAS, Union density in the U.S. has fallen to its lowest in over 100 years; and

WHEREAS, there are well over 10,000 workers in worker-owned co-ops in the U.S. and Canada, millions more workers at member co-ops and producer co-ops, as well as 14 million workers in Employee Stock Ownership Plans (ESOPs) in the U.S., the majority of which are not currently Union; and

WHEREAS, worker ownership has proven to be fruitful when ownership means much more than just the value of a share; and

WHEREAS, Ownership Works, a non-profit that partners with private equity firms, has shown in recent years that even the tiniest share of ownership given to workers can improve productivity and profitability, resulting in higher compensation; and

WHEREAS, organizations such as 1worker1vote, Co-op Cincy, and the Union Co-op Council of the U.S. Federation of Worker Co-operatives have continued to grow and develop worker ownership combined with Union membership; and

WHEREAS, USW members at worker-owned co-ops such as Sustainergy, Co-op Cincy, WorX Printing, and Action OSH continue to grow their businesses and pave the way for new USW worker-owned businesses; and

WHEREAS, USW members work at co-ops in nearly every USW District in the U.S. and Canada, including producer co-ops such as Agropur in New Brunswick, and member-owned co-ops such as the Cloverland Electric Cooperative in Michigan, as well as credit unions across the U.S. and Canada; and

WHEREAS, to better support our members in co-ops, we established the USW Co-ops Council in 2024; and

WHEREAS, co-ops provide a new way to organizing working people who may not have otherwise been eligible to join a Union.

THEREFORE, BE IT RESOLVED that:

- (1) Our Union will continue to pursue every responsible avenue to ensure that the investments of the USW and of USW members collectively are used in a way that not only provides a reasonable monetary return, but also provides job security, job creation, invests in our communities and builds sustainable regional economies.
- (2) Our Union will engage with other unions, networks, and progressive organizations, such as the Canadian Association for Shareholder Education and Research (SHARE), the Global Unions' Committee on Workers' Capital, and Heartland Capital Strategies, to mobilize the workers' capital to ensure that workers' rights, human rights, safety, health, and the environment are fully respected with such investments.
- (3) Our Union supports the development of labor sponsored investment plans, and will research developing our own investment funds, in order to invest in and support USW members, to build and develop worker owned businesses, and to sustain our communities.
- (4) Through our USW Co-ops Council, our Union will continue to promote and develop unionized, worker-owned co-ops, as well as other forms of worker-ownership, as a sustainable means to organize workers, create jobs and support our communities.

- (5) Our Union will continue to pursue new ways of organizing workers through co-ops, whether worker-owned, member-owned, or producer-owned.

Resolution No. 28

All In on Political Power

WHEREAS, our power is collective and is made stronger when we organize, when we bring our voices together and when we vote; and

WHEREAS, the first political action committee was established by workers and their unions in 1943, under the name CIO-PAC, the Congress of Industrial Organizations Political Action Committee; and

WHEREAS, then-President of the CIO, Philip Murray, who later became the first president of the United Steelworkers Union, recommended the formation of this permanent political structure within the house of labor; and

WHEREAS, workers' voluntary contributions to CIO-PAC helped solidify a permanent fixture within the labor movement that would focus on organizing workers in the electoral process, financial support for pro-labor candidates, and fomenting a strategy for advancing worker-first legislation in Congress; and

WHEREAS, workers' efforts in the electoral and legislative processes led to the passage of the Wagner Act, also known as the National Labor Relations Act, which established the right of private sector workers to organize unions, and engage in collective bargaining with their employers; and

WHEREAS, the rapid unionization of workers following the Wagner Act led to the birth of the American middle class, and the rapid passage of other pro-worker laws, including a ban on child labor, the establishment of the eight-hour work day, the founding of Social Security and Medicare, safety standards, unemployment insurance, and more; and

WHEREAS, workers and their unions continued to build power, which led to the merger of the American Federation of Labor and the Congress of Industrial Organizations (AFL-CIO), and the establishment of political action committees by affiliated unions, including the United Steelworkers' Political Action Committee (USW PAC), over 70 years ago; and

WHEREAS, USW PAC is the backbone of our union's efforts in local, state and federal elections, providing the resources for electoral organizing and the backing of pro-worker, pro-union candidates.

WHEREAS, the impact of the USW PACs support for pro-worker candidates was demonstrated in the historic actions of the 117th Congress with the passage of the American Rescue Plan (2021), the Bipartisan Infrastructure Law (2021), the Inflation Reduction Act (2022) and The CHIPS and Science Act (2022), policies that saved the pensions of 120,000 USW retirees and members, lowered prescription drug prices for seniors, created and

maintained U.S. jobs, helped revitalize domestic manufacturing and established strong industrial policy.

THEREFORE, BE IT RESOLVED that:

- (1) The USW believes that our impact in the political arena is central to our efforts to improve the lives of our members and families.
- (2) The USW reaffirms its belief that our impact on elections and lawmaking depends upon maintaining a strong, member-supported political action committee, USW PAC.
- (3) The USW is committed to fostering a conversation within our union to help Steelworkers understand our vital role in the electoral and legislative processes.
- (4) The USW pledges to focus our efforts over the coming years on increasing member contributions to USW PAC, and aiding USW districts and locals in their efforts to negotiate contract language that will provide for members' direct payroll contributions to USW PAC.
- (5) The USW pledges to encourage members, from every sector of our union, to contribute to USW PAC at every opportunity, including direct conversations, local union meetings, and district conferences.

A 21st Century Manufacturing Economy

WHEREAS, the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) is the largest manufacturing union in North America; and

WHEREAS, our union is an organization of makers and creators in every workplace, whether it is a foundry, a mill, an office, a classroom, or a hospital, our union builds stronger communities through collective power; and

WHEREAS, through our collective bargaining we influence industries in the United States and Canada which combined are global powerhouses in manufacturing. Our two countries' manufacturing prowess generates \$2.3 trillion and \$174 billion of the gross domestic product (GDP) respectively; and

WHEREAS, the union's collective strength in multiple sectors of the economy allows it to influence policy in Washington, D.C. and Ottawa, holding politicians and corporate executives accountable for the decisions that impact our members, our workplaces, our communities and our families; and

WHEREAS, our collectively bargained contracts generate security not just in paychecks but also retirement accounts, pensions and health care benefits as well as providing a firm tax base for our communities that benefit workers and their families inside our union and beyond; and

WHEREAS, besides facilities that create goods and products, our union also represents workers at universities in Canada and the U.S. who help advance cutting-edge innovations – from medicines to other technological advancements – that will propel our two countries forward; and

WHEREAS, in the U.S. and Canada our governments have historically had a substantial impact in developing, supporting, and nurturing the next generation of industrial technology, including the internet, telecommunications, aerospace innovations, semiconductors, computers, pharmaceuticals, and nuclear power among others, many of which would not have come to fruition without public support; and

WHEREAS, the interconnectivity of USW members' industries highlights our collective power, as thousands of steelworkers supply the steel plate, coatings, fiber optic cables and other components for more than 10,000 USW members who build nuclear aircraft carriers and submarines which in turn are powered by USW members in the nuclear sector; and

WHEREAS, millions of packages shipped in the U.S. are done so in boxes made by USW paperworkers and delivered in vehicles powered by USW refinery workers; and

WHEREAS, many of our children get to school in USW-made buses on roads maintained by USW public sector workers, and future generations are brought into this world and safely cared for by USW health care members; and

WHEREAS, rubberworkers build the tires that help move the products USW members make to countless destinations; and

WHEREAS, USW members safely extract resources and critical minerals to build and power our countries and support the next generation of manufacturing; and

WHEREAS, the capabilities of U.S. and Canadian manufacturing have been hindered by a lack of investment, bad trade laws and a lack of commitment by some in elected leadership and industry; and

WHEREAS, in key sectors vital to critical industries and our countries' defense, trade cheaters across the globe have created massive levels of excess capacity and market concentration; and

WHEREAS, the People's Republic of China now produces more than half the world's steel, more than 60 percent of the world's aluminum, nearly 80 percent of the world's graphite, two-thirds of the world's lithium and a host of other goods, as well as dominating the commercial shipbuilding industry all through anti-competitive practices; and

WHEREAS, the U.S. and Canada have long-established integrated manufacturing and energy capabilities and the longest contiguous border in the world, which provides for unique opportunities to uplift our collective voices.

THEREFORE, BE IT RESOLVED that:

- (1) Our union will continue to organize the unorganized in every industry, including manufacturing, in the tradition of great Congress of Industrial Organizations leaders like John L. Lewis, Walter Reuther, and Phillip Murray.
- (2) We will advocate for strong industrial policies that lay the groundwork for success across our key sectors, including shipbuilding, semi-conductors, refining, steel, aluminum, non-ferrous metals, rubber, paper and all other allied industries. This includes worker-centered trade, robust investments in our public infrastructure, strong domestic procurement standards and labor laws that boost workers' access to unions and promote collective bargaining.
- (3) Our union will demand that federal dollars that go to companies through tax preferences or direct aid are conditioned with the right for workers to form a union free from employer interference.

- (4) The USW will advance trade policies that not only level the playing field for U.S. and Canadian workers, but also prevent multi-national companies and state-owned enterprises from abusing workers globally and the environment in which they live.
- (5) We will call on elected leaders in the U.S. and Canada to prioritize manufacturing and manufacturing investments that expand capacity in our respective countries and defend against illegal trade practices.

All In on Balancing the Scales

WHEREAS, we've witnessed more than four decades of increasing inequality, a rigged economy in which the rich get richer, but real wages for workers remain largely stagnant despite steadily rising productivity; and

WHEREAS, the very wealthy have more than doubled their net-worth in the past decade, lining their pockets with an additional \$7.7 trillion, while ordinary people can barely afford basic necessities and some struggle for regular meals, access to health care and housing. Nearly 37 percent of Americans cannot afford an unexpected expense over \$400; and

WHEREAS, the greedy corporations used the inflation caused by the Covid-19 pandemic as cover to further raise prices, leveraging a global catastrophe to achieve greater and greater profits out of working families; and

WHEREAS, unions provide a clear, undisputed economic advantage, with unionized workers earning on average 20 percent more than their non-union counterparts with similar responsibilities, education and experience, as well as having greater access to employer-sponsored health care, retirement security, safer workplaces and a voice on the job; and

WHEREAS, unions have successfully lobbied for policies that promote widespread prosperity like a robust National Labor Relations Board intent on protecting workers' rights, significant investments to rebuild domestic manufacturing and worker-centered trade that both protects our jobs and increases labor standards around the globe; and

WHEREAS, this widening gulf between working families and the ultra-wealthy goes hand-in-hand with attacks on unions and other efforts to restore balance to the economy; and

WHEREAS, we commit to defending the historic gains workers won during the 117th Congress with the passage of the American Rescue Plan (2021), the Bipartisan Infrastructure Law (2021), the Inflation Reduction Act (2022) and the CHIPS and Science Act (2022), policies that saved the pensions of 120,000 USW retirees and members, lowered prescription drug prices for seniors, created and maintained U.S. jobs, helped revitalize domestic manufacturing and established strong industrial policy; and

WHEREAS, rising income inequality and deindustrialization is linked to an erosion of democracy as increasing polarization and circulation of misinformation undermine faith in needed institutions like the free press, an independent judiciary and organized labor; and

WHEREAS, without a change in course our democratic nation faces a situation where the country is controlled by a few extremely wealthy individuals, commonly known as an oligarchy, who use their influence to force through policies that enable the retention of their massive wealth at the expense of workers; and

WHEREAS, one of the most obvious ways the extremely rich are pursuing their agenda is through a regressive tax structure intended to provide cuts for ultra-wealthy individuals and powerful corporations while providing little or no relief for everyday Americans and Canadians; and

WHEREAS, a feature of this tax reform is to use the huge budget deficit it creates as a guise to cut funding for programs on which working families depend like Social Security, Medicare, and Medicaid; and

WHEREAS, we are seeing in Elon Musk, whose \$390 billion in net worth is more than 2.2 million times that of the average American family and whose hostility to unions and disregard for workers' safety is well-documented, the real-time dangers of giving an unelected, unconfirmed layperson unfettered access to our government; and

WHEREAS, other billionaires like Jeff Bezos and Mark Zuckerberg have used their massive wealth to buy newspapers, limit alternative news voices on social media, and use their paid access to elected officials and political influence even as they've fought their own workers as they exercise their federal right to form a union; and

WHEREAS, as billionaires upend the federal workforce, they're deliberately sowing chaos so we will not notice the details of their anti-worker agenda and how they threaten the agencies on which workers rely to uphold their rights like the National Labor Relations Board, the Mine Safety and Health Administration, and the Occupational Safety and Health Administration; and

WHEREAS, these attacks directly impact our ability to collectively bargain strong contracts, stacking the deck in favor of greedy corporations that are willing to break the law as they seek to deny workers the fair pay and benefits they deserve; and

WHEREAS, rather than fixing the problems with our economy and legitimately identifying and eliminating waste, fraud and abuse, Musk and the rest of the current Administration are giving lip service to efficiency and attacks on policies that benefit every and all Americans as cover to dismantle systems that workers need, including firing civil servants tasked with protecting workers and destroying health and safety guidance on a wide range of industries, from health care to veterans benefits; and

WHEREAS, billionaires and their cronies seek to turn us against each other on the basis of age, race, gender, sexual identity and other superficial distinctions so that we will not turn our collective force against them to demand our fair share of economic gains; and

WHEREAS, we're also seeing these attacks play out at the state level, with anti-worker legislation passed or under consideration in a wide range of states from Utah to New Hampshire; and

WHEREAS, we understand that as union members we have a responsibility to serve on the front lines in the fight for economic justice.

THEREFORE, BE IT RESOLVED that:

- (1) Our union is all in on building an economy that serves everyone, not just the wealthy few.
- (2) We will use our collective strength not only to bargain strong contracts and organize new members into our union, but to hold all our elected officials, regardless of their political affiliation, accountable to our needs.
- (3) We will fight for a tax system that is fair and balanced, so that greedy corporations and parasite billionaires pay their share, just like the rest of us.
- (4) We will hold the line when it comes to retirement security and affordable health care, especially when it comes to protecting programs like Social Security and Medicare into which we have all paid. We will advocate for fair trade, safe workplaces and an industrial policy that grows the middle class rather than feeds off of it.
- (5) We will combat disinformation in all its forms, refusing to allow the billionaire class to hoard wealth and power under the cover of darkness.
- (6) We will reject the line of reasoning that suggests that working families must suffer for the economy to be made whole. We power our economy, and we deserve to share in the profits our labor creates.
- (7) We will take control back from the billionaire class who bought their way into our halls of government, rigging our economy in their favor. We will demonstrate once again that the many, working together, will always be more powerful than the self-interested few.

Executive Board and Other Referrals

WHEREAS, a number of resolutions have been submitted on subjects that require additional study or for other reasons are more appropriate for International Executive Board consideration and/or action.

THEREFORE, BE IT RESOLVED that:

- (1) The following resolutions be submitted to the International Executive Board for its consideration and disposition at its next regular meeting:
 - a) The USW should consult with equity seeking groups to create a workshop on allyship, and all elected leadership be encouraged to take such workshop within the first year of their elected term.
 - b) The USW should call for an immediate and permanent ceasefire, support the Palestinian General Federation of Trade Unions, affiliate with the National Labor Network for Ceasefire, and end all military aid to Israel.
 - c) The USW should condemn the use of artificial intelligence (“AI”) to replace workers, and refrain from using AI to generate text statements or images to the public.
 - d) The USW should reduce or remove the cost of dependent care as a barrier to Union participation and to encourage Local Unions to include reimbursement of dependent care expenses in their by-laws.
 - e) The USW should convene a meeting on the Strike Fund in order to incorporate time-limited strikes into the USW Constitution and By-laws and provide benefits for time-limited strikes.
 - f) The USW should allow Local Unions to amend their by-laws to be able to compensate members for unscheduled hours spent on Union activities, including training.
 - g) The USW should update the criteria for the number of Staff Representatives allocated to each District in order to add more Staff Representatives, and for each District to be able to modify the number of staff they have.
 - h) The USW should video record speakers at conventions, conferences, etc. and make such recordings available via the USW website and social media.

- i) The USW should provide Indigenous, Black, racialized members and equity seeking groups greater opportunities to attend major conferences in addition to those directly related to human rights and civil rights.
 - j) The USW should provide spots for an equal number of members from equity seeking groups in relation to the total number of members on the Resolutions Committee for each Convention.
 - k) The USW should provide training for all new Local Union officers within three months of taking office, which would be mandatory for the new officers.
 - l) The USW should establish a committee to explore the feasibility of an online expense reimbursement system and the use of credit cards by Local Unions.
 - m) The USW should allow Local Unions to use online banking for processing and managing expenses.
 - n) The USW should allow Local Unions to use credit cards issued to the Local Union for expenses.
 - o) The IEB should evaluate alternative uses for dues currently allocated for the Strike and Defense Fund.
- (2) We commend the many Local Unions that prepared and adopted these resolutions.