



### RACIAL JUSTICE RESOLUTION

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WHEREAS, in the wake of the decades and centuries of deaths of so many African Americans, Latinos, Asian and Pacific Islanders and other people of color who are still disproportionately the victims of police brutality, shootings and other instances of abuse of power resulting in death; and

WHEREAS, systemic racism is a pervasive and corrosive issue that undercuts the American Dream for too many African Americans, Latinos, Asian and Pacific Islanders and other people of color; and

WHEREAS, the Labor Movement, which at its core is centered on the foundation of Economic and Social Justice for all has the ability to be the strongest advocate in America today for social change and justice, has a duty and responsibility to address the issues of racism head on; and

WHEREAS, the AFL-CIO launched a Commission on Racial and Economic Justice several years ago to address issues of racial inequality and position the labor movement and our leaders as advocates for racial justice; and

WHEREAS, the California Labor Movement has vowed not to sit on the sidelines as millions of African Americans, Latinos, Asian and Pacific Islanders and other people of color suffer the devastation of racism, prejudice and violence on their families and their lives; and

THEREFORE BE IT RESOLVED, that Northern CA CBTU, California State APRI Chapter, AFL-CIO and its affiliates, State Federations and Central Labor Councils and Labor Unions support and combat racial injustice in every form by joining with our community partners to fight as hard as we can for as long as it takes –at the worksite, in the streets and in the Capitol -- to ensure that no African Americans, Latinos, Asian and Pacific Islanders and other people of color live in fear or economic despair simply because of the color of their skin; and

BE IT FUTHER RESOLVED that Northern CA CBTU, California State APRI Chapter, AFL-CIO and its affiliates, State Federations and Central Labor Councils and Labor Unions support continuing efforts to bring all three reparations Bills ( **HR. 40** and **S. 1083, AB. 3121**) to the floor of their respective chambers of Congress and the CA Legislature an open public, national discussion of the merits of their provisions, and work with allies to win support of Congress and the CA Legislature for their adoption; and

BE IT FUTHER RESOLVED that Northern CA CBTU, California State APRI Chapter, AFL-CIO and its affiliates, State Federations and Central Labor Councils and Labor Unions help draft and support legislation to change specific long-term systemic Federal, State, Local Legislation that changes qualified immunity for law enforcement offices; and

BE IT FURTHER RESOLVED that Northern CA CBTU, California State APRI Chapter, AFL-CIO and its affiliates, State Federations and Central Labor Councils and Labor Unions help draft and support Federal and State legislation that amends The Use-of-Force Continuum and Excessive Force laws which allow law enforcement to kill African Americans, Latinos, Asian and Pacific Islanders and other people of color.

BE IT FINALLY RESOLVED that Northern CA CBTU, California State APRI Chapter, AFL-CIO and its affiliates, State Federations and Central Labor Councils and Labor Unions ask the AFL-CIO to vanquish oppression, authoritarianism and cruelty in all their forms, disassociate from unions who perpetuate these acts of violence. (i.e. police unions and the border patrol union Fraternal order of Police, International Union of Police Association)



Cloudell Douglas Jr  
President  
CBTU-NCC

**Cosponsors:**

***Alameda County Chapter A. Phillip Randolph Institute,***

***Asian Pacific American Labor Alliance Alameda Chapter,***

***California State A. Phillip Randolph Institute Chapter,***

***Coalition of Labor Union Women California Capitol Chapter,***

***Labor Council for Latin American Advancement Sacramento Chapter,***

***Northern California Coalition of Black Trade Unionists Chapter,***

***Office of Professional Employees Union Local 29***

***California Progressive Alliance,***

***Alameda Central Labor Council***

**S. 1083**

**HR. 40**

**This Act may be cited as the “Commission to Study and Develop Reparation Proposals for African-Americans Act”.**

To address the fundamental injustice, cruelty, brutality, and inhumanity of slavery in the United States and the 13 American colonies between 1619 and 1865 and to establish a commission to study and consider a national apology and proposal for reparations for the institution of slavery, its subsequent de jure and de facto racial and economic discrimination against African-Americans, and the impact of these forces on living African-Americans, to make recommendations to the Congress on appropriate remedies, and for other purposes.

**AB. 3121**

This bill would establish the Task Force to Study and Develop Reparation Proposals for African Americans, consisting of 8 members, appointed as provided. The bill would require the Task Force to, among other things, identify, compile, and synthesize the relevant corpus of evidentiary documentation of the institution of slavery that existed within the United States and the colonies. The bill would require the Task Force to recommend, among other things, the form of compensation that should be awarded, the instrumentalities through which it should be awarded, and who should be eligible for this compensation. The bill would require the Task Force to submit a written report of its findings and recommendations to the Legislature. The bill would authorize reimbursement of the members’ expenses only to the extent an appropriation is made in the Budget Ac

**The Use-of-Force Continuum**

Most law enforcement agencies have policies that guide their use of force. These policies describe an escalating series of actions an officer may take to resolve a situation. This continuum generally has many levels, and officers are instructed to respond with a level of force appropriate to the situation at hand, acknowledging that the officer may move from one part of the continuum to another in a matter of seconds.

Should Law enforcement officers get Qualified immunity

(pros and cons)

<https://fedsoc.org/commentary/videos/qualified-immunity-in-america-an-overview-conversation-policybrief>