

A RESOLUTION OF AFSCME LOCAL ###, “NAME”, TO ENDORSE THE “COP-FREE AFSCME” CAMPAIGN

WHEREAS, AFSCME Local ### stands for Human Dignity, Racial and Social Justice for all of our co-workers and colleagues; and

Whereas, at its root, policing is both anti-worker and anti-Black; and

Whereas, the institution of policing in America has its origins directly in slavery. The slave patrols and night watches, which later became modern day police departments, were designed to control minorities, maintain the economic order, and assist wealthy landowners in recovering and punishing enslaved people who were considered property. Those police departments act as agents of state repression against workers, labor unions and the fundamental American right to organize and strike; and

Whereas, the impact of police violence on Black Americans is a concern to all Americans. Black Americans are our union siblings, family, colleagues, patients, clients, neighbors, and friends; and,

Whereas, since the 1980s, public funding and investment has prioritized policing at the expense of education, housing and all other social supports. The result of this organized abandonment of the public sector is that major *regions/states/cities* including *[insert your city/region here]* spend as much as 30% of their budget on policing, leaving fewer resources for public needs. *[insert information about your local context here. For example: As Los Angeles faces steep budget gaps due to COVID-19, Mayor Garcetti cut public services but not policing, furloughed government workers but left the police department untouched. In fact, policing continues to expand into, and act in place of, community institutions such as education and schools, housing and homelessness prevention, mental health services and youth services, requiring police officers to act as first responders, social and welfare agency workers, etc., when they have little training for those roles];* and

Whereas, *[insert local stats with references about police killings].*¹

Whereas, *[insert race/demographics disparity info, such as: Black Angelenos are disproportionately murdered by the police, totaling 25% of total deaths at only 8% of the total population.]*

¹ <https://www.latimes.com/projects/los-angeles-police-killings-database/>

Whereas, The website ProsecuteKillerCops.org has documented [*insert stats on number of officers and number of people killed for your local area, such as: 681 police officers within Los Angeles county responsible for the murder of 622 individuals since 2013*].²

Whereas, [info on prosecutions in your region]

Whereas, AFSCME Local ### recognizes that too many institutions in the US were designed to keep Black, Brown, Indigenous and People of Color as second class citizens to prevent them from accumulating wealth and equality; and

Whereas, the heinous public execution of George Floyd and the murder of Breonna Taylor by excessive police violence, a weapon that is used disproportionately exclusively against Black, Indigenous, and People of Color throughout the country, have outraged the people of the United States and provoked a mass movement in every state to defund local police departments and reinvest allocate those funds to social services, housing, community benefits and resources that keep people safe; and

Whereas, excessive police violence has continued over the past year despite that mass movement, and police have continued to target, brutalize, and even kill Black, Indigenous, and children of Color such as 13 year old Adam Toledo and 16 year old Ma'Khia Bryant despite public support to defund local police departments and reallocate those funds to resources that keep people safe;

Whereas, because of these incidents and many alike, the [union name] calls on union members to mobilize in the fight to overcome systemic racism as the key to the struggle for higher wages, middle-class jobs, and the survival of organized labor; and

Whereas, the opponents of the labor movement have long recognized that unions promote racial, economic and social equality, and thus our adversaries have sought to destroy organized labor by fighting vigorously for the passage of so-called “right-to-work” legislation which was pushed by individuals and organizations that sought to attack unions, weaken labor and undermine interracial solidarity; and

Whereas, we also believe in holding elected officials, public safety officers and community leaders accountable for their actions which strengthen or undermine public safety and racial justice and unflinchingly rebuke any person or persons in positions of power or who seeks to hold a position of power that have engaged in or continues to engage in activities that are racist, sexist, ableist, misogynistic, homophobic, transphobic, Islamophobic and/or xenophobic; and

Whereas, AFSCME District Council ## has not done all it can to address and fight for racial justice; and

² <https://prosecutekillercops.org/>

Whereas, AFSCME District Council ## wields power yet has not taken enough firm stances on [*and in fact has sometimes opposed*] legislation that could or would impact Black, Brown and Indigenous people;

Whereas, AFSCME's attempts to benefit from the image and legacy of Dr. Martin Luther King while protecting the forces that enable and perpetuate white supremacy by offering mild "reforms" with no real impact are hypocritical; and

Whereas, in 1897, delegates at the convention for the American Federation of Labor (later the AFL-CIO) refused the membership of a Cleveland police association, soundly reasoning that it was "not within the province of the trade union movement to specially organize policemen, no more than to organize militiamen, as both ... are too often controlled by forces inimical to the labor movement."

Whereas, AFSCME Local ### supports the right of all workers to have a union. We also believe the labor movement must be a crucial component of racial justice. We acknowledge and appreciate AFSCME President Lee Saunders' call that "we will not rest until our leaders answer our calls for racial justice." This is our union's call to leadership: we believe that police unions as they exist today do not belong in our AFSCME family. As long as police unions continue to wield their collective bargaining power to protect abusive practices and behaviors which prevent reforms and accountability, no one is safe. Police unions are incompatible with AFSCME's stated "dedication to making our communities stronger, healthier, and safer,"

Therefore be it resolved that AFSCME Local ### endorses the Cop-Free AFSCME campaign; and

Be it further resolved, that AFSCME Local ### calls on AFSCME District Council ## to disaffiliate from law enforcement unions; and

Be it further resolved, that AFSCME Local ### calls on AFSCME District Council ## to freeze the addition of any new police and carceral locals to the District; and

Be it further resolved, that AFSCME Local ### calls on AFSCME District Council ## join the Writers Guild of America, East and call on the Executive Council of AFSCME and the AFL-CIO to enact the process described in Article X, section 8(b) of the AFL-CIO Constitution to suspend the AFL-CIO's affiliation with the International Union of Police Associations (IUPA) and other law enforcement unions, on the constitutional grounds that the policies or activities of the IUPA and others are consistently directed toward the "achievement of the program or purposes of authoritarianism, totalitarianism, terrorism and other forces that suppress individual liberties and freedom of association and oppose the basic principles of free and democratic trade unionism;" and

Be it further resolved, that AFSCME Local ### calls on AFSCME District Council ## to ask all candidates it endorses to take the No Cop Money pledge to reject donations from police or

correctional officer unions or associations in their run for political office and donate any money they have received to Black-led organizations; and

Be it finally resolved, that AFSCME Local ### will work with other rank-and-file AFSCME members to demand change within AFSCME and the AFL-CIO.