



## Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC

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### **ESC Local 20 Executive Board Statement Condemning Systemic Racism and Supporting Black Lives Matter**

Last week, the Union Executive Board endorsed and adopted our International's strong statement of condemnation and call for action that was issued in response to the horrifying toll of violence upon Black men and women in our country. We specifically joined the International's call for action at the federal level to investigate and address these terrible events and recognize that the killings of George Floyd, Ahmaud Arbery, and Breonna Taylor are only the most recent examples of a long history of oppression and brutality.

This week, we are issuing our Local's own statement to pledge our commitment to the Black Lives Matter movement. Organizations like our local union need to reflect on the history and culture that has brought us to this point and time. More importantly, we also must work, now and going forward, to understand and dismantle the harms of systemic racism and white supremacy.

We know workers are whole human beings whose lives go beyond the workplace, and when Black people are disadvantaged and experience violence based on race in the community, it is a workers' rights issue. Allowing hate and division to exist, explicitly or veiled, only benefits the ruling class. Racism has been used as a wedge amongst workers for too long to prevent the power that comes with fully uniting all workers for our mutual interests. We know that economic and racial justice are inextricably linked, and in our work as a union, we pledge our unyielding commitment to fight for both.

We stand with those in the labor movement who will fight for equality for our Black brothers and sisters. We stand against the use of qualified immunity and union contracts to shield police from the consequences of oppressive violence. Unions have an important role to play in the constant struggle for justice, and we will not allow them to be co-opted to uphold systemic racism.

Specific steps ESC Local 20, IFPTE will take:

1. Authorize a BLM banner for the corners of the Union Hall.
2. Authorize altering the Union Hall Mural to support BLM.
3. Train staff and officers in anti-racism.
4. Donate to BLM organizations.

5. Communicate with our members to make it clear that their union is doing this work, and offering opportunities and resources for education and action towards the social transformation that is required to recognize and undo the impacts of systemic racism.
6. Dedicate an ongoing part of the Executive Board's agenda to reflection and to a sustained effort to address systemic racism in our society.

In solidarity,

John Mader, President

Joel Foster, Secretary-Treasurer

Kathy Clairmont, PG&E Unit Vice-President

Connie Savoy, Medical Professional Unit Vice President

Dr. Joan Mah, Optometry Unit Vice President

Mark Sims, Government, Administrative, Technical Unit Vice President