

Introduction

The purpose of this Manual is to guide and assist local union officers, representatives and members in implementing the human rights policies and programs of our Union. Designed and prepared by the International Civil Rights Department, the Manual serves as a resource for human rights activities within the Union structure and the community.

In the United States and Canada USW history is deeply entrenched in the achievement of legislation and national policy that furthers human rights. Our record in the fight to uphold and enforce these rights, whether in the courts or the legislative arena, is outstanding.

Our Union has had exceptional success in attaining strong and extensive non-discrimination provisions and promotional opportunities through collective bargaining, including harassment and discrimination awareness training. The civil rights processes and procedures that enforce these provisions at all levels are outlined herein.

This Manual reaffirms the Union's commitment to protect and advance the civil and human rights of members on the job and in the community.

We welcome each and every member to use it to become more knowledgeable and active in our civil rights programs at all levels of the Union. We encourage the creativity and expansion of positive and all-inclusive programs that celebrate our Union's diversity and advance civil and human rights in our societies.

Leo Gerard - International President

James English - International Secretary-Treasurer

Tom Conway - International Vice President (Administration)

Fred Redmond - International Vice President (Human Affairs)