In 1948, at its Fourth Constitutional Convention, the Union set forth a broad commitment and policy in the area of civil rights and liberties and established the International Committee on Civil Rights.

Then with the enactment of the historic Civil Rights Act of 1964 and the Voting Rights Act of 1965, the Union began another phase of civil and human rights activities and reorganized the International Committee on Civil Rights.

The International President appoints the members of the International Committee on Civil Rights. It is comprised of a Chair, a Director of Civil Rights, a Committee Secretary, and representatives from districts and local unions in the United States and Canada.

The International Civil Rights Committee is responsible to the International Officers and Executive Board. It implements Union policy through the districts and the respective district directors. Each district has at least one Civil Rights Coordinator who communicates and works with local union officers and civil rights committees to expedite policy.

In 1965, an International Officer was named to head the International Civil Rights Committee. A three-fold civil rights program was undertaken at the district level that is utilized today. It is administered by the District Directors and Civil Rights Coordinators in each of the Union’s districts.

The goals of our District Civil Rights Program are to:

- Provide technical assistance to local union civil rights committees.
- Coordinate activities of local union civil rights committees with the International Committee on Civil Rights and the Civil Rights Department.
- Improve and expedite communications between local unions, the district offices and the International Civil Rights Committee (Department) concerning civil and human rights matters.

Chair of the International Civil Rights Committee

The Chair of the International Committee on Civil Rights is the International Vice President of Human Affairs who calls and presides over meetings of the International Committee.

Under direction of the Chair, the Committee assists the International officers in implementing the mandates of the Constitution and the International Convention. The Committee:

- Initiates and formulates various programs in the field of human rights and civil liberties.
- Reviews and evaluates the Union’s programs in the field.
- Requires periodic reports from the Director of Civil Rights.

Secretary of the International Civil Rights Committee

The Secretary records the minutes of the International Civil Rights Committee and is in charge of its files and documents.
The Secretary assists the Chair of the Committee in the discharge of the Chair’s obligation and performs other duties as may be directed.

**Director of Civil Rights**

The Director of Civil Rights is a member of the International Civil Rights Committee and works under the general direction of the International Committee and with its Secretary and Staff.

The Director of Civil Rights is a direct contact for district civil rights coordinators. The Director provides for the general executive and administrative operations of the Committee with the Civil Rights Department, including formulation of plans and programs that implement the human rights policies of the Union.

The Director of Civil Rights:

- Supervises and directs the Civil Rights Department staff and field work including assignments regarding programs, projects and conferences.
- Interprets policies of agencies and organizations with which the Union cooperates and may recommend the kind and extent of support given to these agencies and organizations.
- Represents the International Union with the Department staff in such agencies and organizations, including constituency organizations with which the Union cooperates.
- Supervises drafting of educational material and mass media releases on civil rights for Steelabor, the Union’s website and outside sources, such as newspapers, magazines, TV and Radio.
- Reports and makes recommendations to the Chair of the International Committee for consideration by the Committee and the International Executive Board.
- Serves as liaison on legislative matters involving civil rights and liberties.

**District Directors**

The District Directors as members of the Union’s International Executive Board, implement the resolutions of the Board and the International Constitutional Convention in the area of civil and human rights. The directors with their designated staff:

- Assist in the development of local union civil and human rights committees in the district.
- Are charged with the responsibility to prevent any violation of Union policy regarding discrimination and violations of non-discrimination provisions in bargaining agreements.
- Cooperate with the Chair of the International Civil Rights Committee in implementing our civil and human rights mandates. (Directors are listed on pages 22-24)

**District Civil Rights Coordinators**

The Civil Rights Coordinators assist the district directors in the implementation of the Union’s civil and human rights policies. The Coordinators:

- Assist the district directors in the development and coordination of civil and human rights programs and activities.
- Aid the district directors in handling civil rights complaints and problems.
• Investigate all complaints forwarded by the Director of Civil Rights and cooperate within the time elements reasonably requested for submission of an investigation report up to and including final resolution.

**District Staff Representatives**

The Staff Representatives under the supervision of the district director ensure that all local unions within their jurisdiction establish local union civil rights committees. The Staff Representatives:

• Assist the committees in the performance of their work.
• Keep the district director informed of any civil rights problems which arise within the district.

**Local Union Officers**

*The Local Union President shall appoint a Local Union Civil Rights Committee in accordance with Article VII, Section 12 of the Union’s Constitution.*

*The Recording Secretary shall forward the names of the civil rights committee chairperson and members to the International Secretary-Treasurer and the district director.*

The President shall call upon the chairperson to submit a monthly report to the local union membership meeting of the work and activities of the civil rights committee.

**Grievance Committee**

It is the obligation of the Grievance Committee to process all violations of the contractual agreement between the Union and the Company. The Grievance Committee:

• Shall vigorously enforce civil and human rights contract provisions; maintain continuous communication with the local union civil rights committee; and refer complaints to the joint civil rights committee as may be provided in the collective bargaining agreement.
• May request the advice and cooperation of the local union civil rights committee, the servicing staff representative or the district director in cases alleging violations of any non-discrimination provision.

**Local Union Civil Rights Committee**

*The Local Union Civil Rights Committee is appointed by the Local Union President (Art. VII, Sec. 12 of the Union Constitution).* It is recommended that the committee include the local union president and chairperson of the grievance committee in addition to its other members. The Local Union Civil Rights Committee:

• Upholds the Union’s policies and programs on civil and human rights and works with local union officers and members to promote and encourage active local union participation in such programs and activities within their respective districts.
• Meets at least once a month and prepares a monthly report of its work and activities to submit to the local union officers and present at membership meetings.
- Maintains continuous communication with the grievance committee and handles civil and human rights matters and complaints that are not violations of the collective bargaining agreement, unless otherwise provided for in the agreement through a negotiated joint civil rights committee.
- Shall not infringe upon the duties and responsibilities of the grievance committee.
- Should maintain close communication with the district director, staff representative and civil rights coordinator and keep them informed of committee activities.
- Should concern itself with allegations of discrimination in hiring practices.
- Must be cognizant of the time limitations and familiar with procedures for filing complaints with city, state and federal agencies in order to provide assistance and information to those members who are compelled to invoke such laws to obtain their rights.
- Shall be vigilant in the prevention of injustices in the local union and the community. The Union supports civil and human rights in a wide variety of community affairs, such as public education, housing and public facilities. The committee should support these objectives and programs under the direction of the district director to assure unified effective Union action.

The Members

The members are the backbone of the Union’s civil right structure.

The beginning and end of the chart (page 14) which shows our civil rights structure is the member - as a constitutional convention delegate at the top and as an active local union member a the base. Without the cooperation and effort of members in these two places, achievement of the aims, objectives and goals of the USWA program in civil and human rights would not be possible. The real push behind every attempt to work in this field has to start with the cooperative strength of the members. No effort on any level - International, District or Local - can hope to succeed without member support.

Personal freedom and human dignity begins and ends with the individual member. For this reason, the continued cooperation of all members along with Local Union Officers, District Directors Staff And International Officers is both needed and expected.

Negotiated Joint Civil Rights Committee

The Union through collective bargaining has provided for the establishment of a Joint Civil Rights Committee in many local unions. It is provided that a Joint Committee on Civil Rights shall be established at each location covered by the agreement.

The Union shall appoint two (2) members (number may vary), in addition to the Local Union President/Unit Chair and Grievance Chair. The company shall appoint an equal number of members...The parties shall each appoint a Co-Chair and provide each other with updated lists of the members of the Joint Committee. The role and responsibilities of the Joint Committee are specified within the agreement:

Provisions include that the Joint Civil Rights Committee:

1. Meet as necessary and review and investigate matters involving civil rights and attempt to resolve them.
2. *Shall not displace the normal operation of the grievance procedure or any other right or remedy and does not have jurisdiction over initiating, filing or processing grievances.*

It is further provided that:

3. *In the event an Employee or Union representative on the Joint Committee brings a complaint to the Joint Committee, the right to bring a grievance on the matter shall be preserved as follows:*

   a. The complaint must be brought to the attention of the Joint Committee within the same time frame that a complaint must be brought to the first step of the grievance procedure.

   b. The Employee must provide the Joint Committee with at least sixty (60) days to attempt to resolve the matter.

   c. After that time, if the Joint Committee has not resolved the matter, the Employee may request that the Grievance Chair file it as a grievance {in an advanced step of the grievance procedure} provided such filing is made within thirty (30) days of the employee being made aware of the Joint Committee's proposed resolution.