

RESOLUTION REGARDING THE CIVIL AND ECONOMIC RIGHTS OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER PEOPLE

WHEREAS, as trade unionists, we believe that all workers are entitled to fair pay, safe working conditions, health care and equal rights free from discrimination on the basis of race, creed, gender, color, national origin or sexual orientation, and

WHEREAS, our Union has fought for economic equality and protection against discrimination for lesbian, gay, bisexual and transgender (LGBT) workers in our collective bargaining agreements and through political coalitions throughout the United States and Canada, and

WHEREAS, our Union and the workers we represent have benefited from the active support of the LGBT communities in our struggle to raise workers and their families above the poverty line, and

WHEREAS, tens of thousands of LGBT individuals work throughout the companies and industries that our Union seeks to organize, and

WHEREAS, the Hotel Workers Rising campaign and many other UNITE HERE efforts have been embraced and strongly supported by the LGBT communities of the United States and Canada, and

WHEREAS, LGBT workers continue to face widespread discrimination, harassment and violence; and that lack of access to civil marriage deprives LGBT workers and their families of many significant rights and benefits afforded

heterosexual families, including Social Security and pension benefits, hospital visitation rights, spousal health insurance, immigration rights and many other local, state and federal protections, and

WHEREAS, civil union and domestic partnership laws, however well intentioned, create an unequal legal status for same-sex couples and their families, and

WHEREAS, while members of UNITE HERE hold a variety of views, according to their personal or religious beliefs, about marriage, sexual orientation and gender identity, our commitment to the equality of all men and women under the law is a fundamental and guiding principle of our organization, and

WHEREAS, UNITE HERE opposes those who would divide and weaken workers by exploiting the issue of same-sex marriage rights, just as we oppose other efforts to divide and weaken workers,

THEREFORE BE IT RESOLVED: The General Executive Board of UNITE HERE reaffirms our Union's commitment to full equal rights for all of our members, regardless of sexual orientation or gender identity.

UNITE HERE will make it a collective bargaining and legislative goal to ensure that all members enjoy equal rights and benefits. We will support the rights of LGBT individuals and couples against discrimination in all areas including employment, housing and civil marriage. We will oppose policies, laws and constitutional amendments that seek to

deny or overturn such rights and we will continue to welcome, respect and value LGBT workers within our Union.