



# Railroad Workers United

***Unity—Solidarity—Democracy: The Rank and File in Action!***

railroadworkersunited.org • info@railroadworkersunited.org  
(206) 984-3051 • PO Box 1053, Salem, IL 62881

## RWU Resolution in Support of Dignity & Respect

**Whereas**, all working people deserve dignity and respect on the job; and

**Whereas**, unions have historically been the means by which workers have collectively banded together to defend their dignity and to win respect of their employers; and

**Whereas**, the North American rail carriers have undertaken a concerted effort in recent years to demean and degrade rail workers along with their sense of dignity; and

**Whereas**, this effort by the rail carriers includes but is not limited to:

- Constant surveillance upon and interference with railroad workers in the course of their daily duties;
- A major increase in discipline for all sorts of “infractions”, both in number of workers disciplined and in the severity of the discipline meted out;
- A record number of firings and terminations;
- Harassment and reprisal taken against workers who report injuries;
- Failure to abide by OSHA findings when cited by the regulatory agency for violations;
- Implementation of draconian attendance policies which restrict workers from taking needed time off work and which call for harsh discipline if/when a worker violates such a policy;
- Relentless violation of the union agreement, accompanied by endless denials of claims;
- Blaming workers for every accident and injury rather than fixing the underlying hazards.

**Whereas** these attacks are detrimental to our mental and physical health, make for a stressful, dangerous and unsafe work environment, erode our sense of self-worth and endanger union solidarity; and

**Whereas**, constantly responding to discipline and “individual” problems on an individual basis diverts union resources -- in terms of time, energy and finances – into a defensive posture, eroding the power and effectiveness of the union; and

**Whereas**, since these attacks are universal and involve the entire railroad workforce, it must be met with a concerted defense by the collective effort of the workforce;

**Whereas**, filing paper – whether it be claims, grievances, complaints, whistleblower complaints, etc. – is an important tactic but is clearly not enough to deter the carriers from escalating this wholesale attack;

**Therefore, be it resolved** that Railroad Workers United (RWU) condemns this arrogant and despicable attack by the rail carriers upon our dignity, integrity and solidarity; and

**Be it further resolved** that RWU calls on all railroaders to resist this universal attack by creative means; and

**Be it further resolved** that RWU calls upon the union leadership to acknowledge the reality of this omnipresent situation and commit resources to organizing their membership to fight this scourge; and

**Be it finally resolved** that RWU constitute a *Committee on Workers’ Dignity & Respect* that will identify and address issues that demean and degrade workers.

***This Resolution adopted at the Fourth Biennial RWU Convention  
April 3<sup>rd</sup> & 4<sup>th</sup>, 2014 Chicago, Illinois***