

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-1

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 18, New York, NY

SUBJECT: Creating a "One Union" Working Group

WHEREAS, in keeping with the theme of the IUPAT Convention, we must work to ensure that "One Union, One Family, One Fight" is more than just a slogan; and

WHEREAS, many of the resolutions at this Convention will be in support of how we respond as "One Family" and how we show up to "One Fight"; and

WHEREAS, the concept of "One Union" is more than just our procedures and structures; and

WHEREAS, "One Union" means that members and leaders of the IUPAT are united in our common vision of a better life for ourselves, our families and our communities regardless of which trade or district council we come from; and

WHEREAS, "One Union" further means that all members need to feel welcome, encouraged, and supported through all phases of their career; and

WHEREAS, the words and images we use to communicate within the IUPAT and to our contractors, allies, and the public should reflect our values; and

WHEREAS, in order to best achieve that goal, we need to share a common language, style and brand across the entire IUPAT; and

WHEREAS, this includes a consistent, strategic approach to promote our crafts and the value of the IUPAT to our contractors, our allies, and the public;

THEREFORE, BE IT RESOLVED, that no later than 6 months after this Convention, a One Union Working Group will be appointed by the General President to work under the direction of the Director of Communications; and

BE IT FURTHER RESOLVED, that the One Union Working Group will include representatives from District Councils, IU Departments, Affiliated Funds, and IUPAT Committees; and
Be it finally resolved, that the One Union Working Group will create an IUPAT Style Guide to ensure we are using shared phrasing, words and graphics throughout the IUPAT and will help implement adoption; track progress; and make further modification recommendations as needed.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-2

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Council 58, Collinsville, Illinois

SUBJECT: Enforcement of Apprenticeship Ratios

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) acknowledges the essential role of apprentices in maintaining and growing our workforce;

WHEREAS, the IUPAT is currently over 9,000 apprentices short of our 3:1 ratio goal;

WHEREAS, the IUPAT Constitution calls for, and most contracts specify, Apprentice to Journeyman ratios of one (1) Apprentice for every three (3) journeymen, ratios which are critical for the training and development of apprentices;

WHEREAS, yet these ratios are not being consistently observed and the failure to adhere to these ratios has led to an insufficient number of apprentices within our current system, jeopardizing our ability to sustain membership levels and replace retiring and departing Journeymen;

WHEREAS, the current practice of improper ratios has made training the future workforce challenging, thereby placing the future security of the finishing trades in jeopardy;

WHEREAS, this non-compliance limits job opportunities for apprentices resulting in higher costs per apprentice, and reduced retention rates, and has hindered the transfer of knowledge to the next generation of tradespersons;

WHEREAS, we recognize that recruiting the workers of tomorrow is the responsibility of all of us and that there is no better place to do that than with our apprentices;

THEREFORE, BE IT RESOLVED, that all IUPAT District Councils shall work towards the minimum ratio of one apprentice for every three Journeypersons, to ensure a robust and sustainable pipeline of skilled workers;

BE IT FURTHER RESOLVED, that District Council Servicing Departments, in collaboration with contractors, will implement and enforce a comprehensive plan to hold parties accountable for adhering to the agreed apprenticeship ratios as stipulated in contracts and collective bargaining agreements;

BE IT FINALLY RESOLVED, that through the enforcement of these ratios, the IUPAT will enhance the quality of training, lower training costs, improve job opportunities for apprentices, and ensure the vital transfer of knowledge within the trades, securing the future of the finishing trades industry.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-3

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Councils 82 & 36

SUBJECT: Combating Worker Misclassification and Growing Residential Market Share

WHEREAS, the IUPAT is committed to representing all workers within our trades, regardless of demographics, country of origin, or immigration status;

WHEREAS, an increasing number of low-road, non-signatory employers in the US and Canada are adopting exploitative business models that include worker misclassification, wage theft, and the exploitation of immigrant workers and people of color accounting for over \$15 billion stolen annually from workers;

WHEREAS, many of these exploitative employers originate in the residential market before expanding into markets that we traditionally represent, further undermining our ability to negotiate collective bargaining agreements effectively;

WHEREAS, the Bureau of Labor Statics reports that employment in the residential painting and drywall finishing sectors is nearly double that of commercial trades, and as traditional markets like high-rise and office space construction are increasingly being converted to residential fit-outs, there is a significant opportunity for the IUPAT to expand and strengthen its organizing efforts in these rapidly growing sectors;

THEREFORE, BE IT RESOLVED, that the IUPAT is committed to combating worker misclassification and organizing within the residential single-family and multifamily markets, and will develop agreements tailored to regain market density;

BE IT FURTHER RESOLVED, that the IUPAT will dedicate resources to fight worker misclassification wherever it occurs and promote the use of deferred action for labor enforcement as a means to protect workers' rights;

BE IT FINALLY RESOLVED, that the IUPAT will engage in long-term strategic organizing campaigns in both the single-family and multi-family residential markets, in collaboration with the North American Building Trades, by providing grants, organizing assistance, and legal aid to enhance these efforts.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-4

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 101, Portland, Oregon

SUBJECT: Fighting for Worker Rights at the Local Level

WHEREAS, the IUPAT is dedicated to protecting workers from misclassification, wage theft, unscrupulous employers, and unsafe job sites and working conditions;

WHEREAS, local governments across the US and Canada have the power to effectuate legislative and executive changes, enact and enforce labor laws, and are crucial players in safeguarding the rights and welfare of workers, substantially improving working conditions;

WHEREAS, local governments are significant purchasers of services provided by IUPAT contractors and members, and leveraging local government influence and purchasing power can ensure that infrastructure and services are built and maintained responsibly, reflecting our commitment to quality and safety;

WHEREAS, there exists substantial potential within local jurisdictions in both the United States and Canada to secure more opportunities for our contractors and members, thereby enhancing our market share and union density;

THEREFORE, BE IT RESOLVED, that prioritizing organizing around state and local changes that directly impact the rights and wellbeing of our members is essential for the IUPAT;

BE IT FURTHER RESOLVED, that the IUPAT will continuously champion stronger provincial, state, county, and municipal labor laws that protect workers against wage theft, misclassification, and safety violations;

BE IT FURTHER RESOLVED, that annually, each District Council will identify at least one local area within their jurisdiction to push for new, revised, or strengthened labor law provisions focused on responsible bidder language for public works, enforceable protections against wage theft, especially through misclassification as independent contractors, and stringent penalties for violators;

BE IT FINALLY RESOLVED, that a cross-departmental IUPAT team will collaborate with District Councils to disseminate best practices, model language, and lessons learned both within IUPAT and from other unions to enhance advocacy efforts across all levels.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

APPROVED

RESOLUTION NO.: RC-5

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 1020, Lima, Ohio

SUBJECT: Implementation of a Ranked Pool System for
Apprenticeship Enrollment

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is committed to fostering diversity, equity, and the highest standards of training in recruiting new apprentices;

WHEREAS, a Ranked Pool system provides a more equitable process for bringing in apprentices by ensuring access to a larger and more diverse group of potential members;

WHEREAS, the Ranked Pool method ensures that the best candidates with the highest chances of success are selected for our training programs, thereby enhancing the quality and reputation of the IUPAT;

WHEREAS, the adoption of a Ranked Pool system better balances the control of selecting apprentices between contractors and the union, which can better evaluate and rank candidates for more equitable outcomes;

WHEREAS, significant U.S federal legislative initiatives such as the Infrastructure Investment and Jobs Act, the Inflation Reduction Act, the CHIPS & Science Act, and others have created an unprecedented demand for skilled labor in the finishing trades industry;

WHEREAS, it is estimated that approximately 9,000 new apprentices are needed immediately to secure the future of the finishing trades industry and to perform the work that is on the horizon as a result of these investments;

WHEREAS, during a transitional period, it is practical to implement a dual enrollment system allowing both intent to hire by contractors and the Ranked Pool system to coexist, facilitating a smooth transition and accommodating various operational realities of our local unions and training centers;

THEREFORE BE IT RESOLVED, that all IUPAT Training Funds will conduct a thorough review of their current apprenticeship enrollment processes and make necessary revisions to enhance fairness and effectiveness. Training fund reviews shall be complete no later than January 1, 2026. During the review, funds should look for opportunities to integrate Ranked Pool provisions into their programs, thereby ensuring that the selection process aligns more closely with IUPAT's commitment to diversity, equity, and the highest standards of training.

BE IT FURTHER RESOLVED, that during the transitional period, which must end prior to the next IUPAT Convention, training programs may operate a dual enrollment system that includes both the intent to hire by contractors and the Ranked Pool system to ensure a seamless transition;

BE IT FURTHER RESOLVED, that after the transitional period contractor referrals and intent to hire will become part of the weighted average within the Ranked Pool system;

BE IT FURTHER RESOLVED, that the International Finishing Trades Institute (iFTI) will collaborate with the GPAC Training Subcommittee and third-party experts to develop a standardized Ranked Pool process template. This collaboration aims to provide a comprehensive and uniform guideline for Training Funds to implement the Ranked Pool System, ensuring that the process supports diversity, equity, and excellence in apprentice

selection across all participating funds, in alignment with IUPAT's commitment to high standards and inclusivity in training.

BE IT FINALLY RESOLVED, that this resolution will enhance the IUPAT's capability to train highly skilled professionals, promote equitable access to training opportunities, and strengthen the overall workforce within the unionized trades, thereby enabling the IUPAT to meet the demands of upcoming projects and secure the future of the industry.

**THIRTY-THIRD GENERAL CONVENTION
ORLANDO, FLORIDA**

RESOLUTION NO.: RC-6

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 1244, Kenner, Louisiana

SUBJECT: Upholding Voting Rights and Democracy

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is dedicated to championing the rights of all working people, recognizing that the ability to vote equitably in elections is foundational to protecting worker rights and union advocacy;

WHEREAS, the right to fully participate in our democracy through voting is not only a cornerstone of the American experience, but crucial for making decisions that directly impact the lives, wages, working conditions and safety of our members;

WHEREAS, the engagement of IUPAT members in the electoral process ensures that their voices are heard on issues directly affecting their jobs and communities, including legislation related to labor rights and economic justice,

WHEREAS, recent reductions in federal oversight of state voting regulations have led to a landscape where many states have imposed restrictive measures, making it increasingly difficult for many citizens, including IUPAT members, to register and maintain their voter registration;

WHEREAS, the spread of misinformation surrounding voting processes threatens the integrity of our elections and, by extension, the democratic mechanisms that support fair labor practices and union rights;

WHEREAS, proactive measures such as guaranteed early voting, widespread availability of mail-in voting, and enhanced safety at polling stations are essential to protect the voting rights of all, especially the working class and marginalized communities;

WHEREAS, the efforts to undermine democratic participation often coincide with attacks on unions and workers' rights by well-funded special interests, highlighting the intersection of economic and racial justice with voting rights;

THEREFORE, BE IT RESOLVED, that the IUPAT reaffirms its commitment to upholding voting rights, combating racial discrimination, and actively opposing voter suppression;

BE IT FURTHER RESOLVED, that we call on Congress to pass comprehensive voting rights legislation, including the John Lewis Voting Rights Act, to ensure robust protection of voting rights across the nation;

BE IT FINALLY RESOLVED, that the IUPAT will continue to disseminate accurate voting information and actively engage in campaigns to ensure all members and their families are registered and empowered voters, thereby strengthening our voice in advocating for labor rights and justice.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-7

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 890, Alexandria, Virginia

SUBJECT: : Commitment to Grassroots Worker Organizing
Through NLRB Elections

WHEREAS, the IUPAT recognizes the importance of both traditional and innovative organizing tactics to expand union membership;

WHEREAS, union approval ratings are at their highest since 1965, with 68% of Americans acknowledging that unions improve working conditions, wages, and benefits;

WHEREAS, the National Labor Relations Act Section 7 guarantees workers the right to join, form, and assist a union, emphasizing that the decision to unionize rests with the workers, not the owners;

WHEREAS, recent infrastructure investments and Buy American provisions under the Biden Harris administration have spurred growth in manufacturing in the United States;

WHEREAS, it is crucial for the IUPAT to organize within the glass and glazing manufacturing sector, as these entities are increasingly bidding and self-performing work, thus impacting our industry and market share;

WHEREAS, workers organized through NLRB elections gain a deeper understanding of and commitment to the labor movement and their critical role within our union;

THEREFORE, BE IT RESOLVED, that the IUPAT and our affiliates reaffirm our commitment to grassroots worker organizing, emphasizing the strategic use of NLRB elections to foster union growth;

BE IT FURTHER RESOLVED, that the IUPAT will actively organize within sectors critical to our jurisdiction, including glass and glazing manufacturers, fabricators, paint makers, blast & paint shops, and other relevant manufacturing entities;

BE IT FURTHER RESOLVED, that the IUPAT sets a goal to increase our membership footprint by targeting a 10% annual growth in newly organized workers within these sectors;

BE IT FINALLY RESOLVED, that each District Council should prioritize engagement with unrepresented workers, striving to file for at least one NLRB election per year, aiming to convert at least 75% of these filings into successful union certifications.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-8

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters and Tapers Local Union 265
Midlothian, Illinois

SUBJECT: Enhancing Data Integrity and Membership Accuracy

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) recognizes the critical importance of accurate membership data to ensure effective union operations and the equitable allocation of benefits;

WHEREAS, discrepancies between membership lists and benefits remittance lists not only hinder the precise allocation of funds but also impact the union's ability to serve its members effectively;

WHEREAS, regular review and correction of these discrepancies through the "No-Hit" list are essential for maintaining the integrity of membership records, thereby supporting transparent and democratic union practices;

WHEREAS, maintaining accurate and reliable membership data is a foundation for effective member engagement and union growth;

THEREFORE, BE IT RESOLVED, that District Councils will review, correct, and update the "No-Hit list" monthly upon receipt of the list from the IU Servicing Department, ensuring all members employed by signatory contractors who have benefits remitted on their behalf are accurately recorded as members of the IUPAT;

BE IT FURTHER RESOLVED, that service representatives will conduct regular jobsite visits to personally engage with individuals listed on the "No-Hit" list, as part of a comprehensive internal organizing and membership engagement effort, to address any discrepancies directly and to foster a stronger connection between the union and its members;

BE IT FURTHER RESOLVED, that the IU Servicing Department will provide ongoing support and assistance to District Councils to enhance their capabilities in managing these lists, thereby ensuring the accuracy and reliability of membership data;

BE IT FINALLY RESOLVED, that these efforts will be part of a larger strategy to enhance union democracy and member participation, as envisioned in "The Vision Document," by fostering a more engaged and accurately represented membership base.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-9

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: International Service Department

**SUBJECT: Strengthening Internal Organizing Through Enhanced
Communication and Training**

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) recognizes the critical importance of union democracy and the active participation of its members as fundamental to the strength and vitality of the union;

WHEREAS, effective and continuous training of service representatives is essential for improving communication with members, fostering a sense of community and belonging, and encouraging active participation in union activities;

WHEREAS, increased job site visits, one-on-one communications, and comprehensive feedback mechanisms are crucial for engaging members and understanding their needs and aspirations;

WHEREAS, participation in union activities such as meetings, political rallies, job actions, and committee work is vital for empowering members and ensuring their voices are heard, thereby strengthening union democracy;

WHEREAS, the IUPAT aims to increase work hours by 10% annually and provide members with more opportunities to actively shape their union experience and enhance their professional growth;

THEREFORE BE IT RESOLVED, that the IUPAT commits to an integrated internal organizing strategy that includes ongoing education and training for service representatives, both through internationally sponsored and locally initiated training opportunities by ensuring each service representative is enrolled in and participates in at least one local and one international sponsored service representative training or continuing education opportunity;

BE IT FURTHER RESOLVED, that the IUPAT will enhance the frequency and quality of interactions between service representatives and members, including more regular job site visits and improved one-on-one communication by establishing a system of contact tracking and job site visit logging;

BE IT FURTHER RESOLVED, that each District Council will actively work towards a 20% annual increase in member attendance at union meetings and participation in job actions, political rallies, events, and committees through targeted communication strategies and member engagement initiatives;

BE IT FINALLY RESOLVED, that the IUPAT will establish clear metrics to track the success of these efforts, including the increase in member attendance at union activities and overall work hours, to ensure continuous improvement and adaptation of strategies to meet the evolving needs of our members.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-10

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 294, Fresno, California

SUBJECT: Reaffirm Commitment To Long Term Strategic Organizing

WHEREAS, the IUPAT has a long-term commitment to organizing in order to grow our union, expand our market share, and increase opportunity; and

WHEREAS, each organizing campaign, no matter the outcome, provides valuable information and lessons; and

WHEREAS, in order to be successful a campaign requires an ecosystem of research, trained organizers, and the ability to make informed decisions based on past experience; and

WHEREAS, we have seen through initiatives like Strategic Cities and our yearly Organizing Summit, that include intentionally sharing best practices and engaging in joint planning, has developed a talented group of new organizers and directors;

WHEREAS, it is clear that in order to put District Councils in the best position to win organizing campaigns, there must be consistent access to new and updated research;

WHEREAS, in order to meet the goals, set by the General Executive Board and the General President's Advisory Committee around increased membership, we must have ongoing, impactful learning opportunities for both new and experienced organizers; and

WHEREAS, it is clear that in order to put District Councils in the best position to win organizing campaigns, there must be consistent access to new and updated research;

WHEREAS, For the IUPAT to meet our organizing goals, we must retain organizers by being deliberate in creating pathways to new opportunities and creating pipelines for rank-and-file members to join our organizing teams;

THEREFORE, BE IT RESOLVED, that the IUPAT reaffirms our commitment to long term, strategic organizing investments, and

BE IT FURTHER RESOLVED, that as part of that investment, the IUPAT will continue to develop models for shares learning and organizer development; and

BE IT FURTHER RESOLVED, that the IUPAT will continue to grow our research capacity internally and partner with other unions and allied organizations to share information where practicable; and

BE IT FURTHER RESOLVED, that the IUPAT commits to leadership development and opportunity pipelines for organizers throughout our organization.

BE IT FINALLY RESOLVED, that through these efforts, the IUPAT pledges to assist our District Councils in reaching a net gain of 10,000 new members in the United States by the next convention.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-11

COMMITTEE DESIGNATION: RESOLUTIONS

APPROVED

SUBMITTED BY: Tradeshow Craft Committee

SUBJECT: Tradeshow Training / Call Coverage

WHEREAS, the IUPAT, the iFTI and its training partners have worked together for over 130 years to make certain our members have the best safety training, skills, and education on work sites throughout North America, and

WHEREAS, tradeshow locals and the convention industry as a whole experience temporary peak events that exhaust the daily capacity of the regular member skilled workforces creating over hires for brief periods of time, and

WHEREAS, failure by a jurisdiction or council area to complete and finish a convention on time and on budget drives the work to areas and jurisdictions outside the IUPAT's purview, and

WHEREAS, over hire workers are a pipeline to apprenticeship indentures and regular member status, and

WHEREAS, a highly trained and certified workforce is a safe and productive workforce, and

THEREFORE, BE IT RESOLVED that each tradeshow local, and the tradeshow craft committee will work with iFTI to create and roll out online tradeshow curriculum covering basics and issues of the contractors, including holding Train the Trainer courses for Tradeshow Worker instructors at the International Training

Center in Hanover, MD and/or our accredited instructional Service Centers, and

BE IT FURTHER RESOLVED that each District Council and tradeshow local offer and issue affiliate memberships to over hire workers, and offer said curriculum to affiliate members. And,

FINALLY, BE IT RESOLVED that District Councils offer the curriculum to all tradesmen within the council, and utilize the trained members of all trades of the councils when temporary peak events occur, for the overall benefit of maintaining work jurisdiction and growing membership in District Council areas and the International Union of Painters and Allied Trades.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-12

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Glaziers Local Union 1165, Indianapolis, Indiana

SUBJECT: Development and Implementation of Pre-Apprenticeship Programs

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) recognizes the need to increase the number of apprentices to sustain and grow our workforce;

WHEREAS, the IUPAT is committed to serving the communities where our members live and work, and to providing equitable opportunities, particularly to members of disadvantaged and historically marginalized communities;

WHEREAS, establishing partnerships with local and community-based organizations can enhance our understanding of community needs, improve access to supportive services for these communities, and create a consistent recruitment pipeline into the finishing trades;

WHEREAS, there is a critical need to develop and implement apprenticeship readiness programs that can effectively prepare high school and career and technical education (CTE) center students for successful careers in the finishing trades;

THEREFORE, BE IT RESOLVED, that each District Council shall operate a minimum of three (3) pre-apprenticeship, apprenticeship readiness programs each year in partnership with local and community-based organizations;

BE IT FURTHER RESOLVED, that each District Council will develop a minimum of one new program annually that targets high schools or career and technical education (CTE) centers, aiming to cultivate a robust feeder system into our apprenticeship programs; and

BE IT FURTHER RESOLVED, the IUPAT will deepen our work with Job Corps as well as NABTU in their existing pre-apprenticeship pipeline;

BE IT FURTHER RESOLVED, that in order to achieve these goals, each District Council will appoint a workforce coordinator to ensure the goals of the District Council and the partner programs are met;

BE IT FINALLY RESOLVED, that through these initiatives, the IUPAT will not only expand its recruitment reach and apprenticeship intake but also enhance the impact of its programs on local communities, thereby securing a skilled, diverse, and community-engaged workforce for the future of the finishing trades industry.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-13

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Council 1M, Warren, Michigan

SUBJECT: Pass the PRO ACT & Fund Federal Labor Law Enforcement

WHEREAS, the IUPAT upholds the fundamental right of all workers to form, join, and advocate for unions in their workplaces;

WHEREAS, the effectiveness of the Labor Movement is rooted in solidarity across unions and the ability to support each other's organizing efforts;

WHEREAS, despite the longstanding federal support for collective bargaining since the National Labor Relations Act of 1935, recent administrations have allowed funding for key agencies like the National Labor Relations Board (NLRB) and the Department of Labor (DOL) Wage & Hour Division to stagnate, weakening enforcement of labor laws;

WHEREAS, recent decades have seen minimal legislative action to enhance the capabilities of workers to organize and this lack of updates to federal labor laws has led to an increase in anti-worker legislation at the state and local levels;

WHEREAS, under the current administration, the NLRB and DOL have diligently enforced labor laws, significantly benefiting workers, as evidenced by cases such as Tito Contractors being ordered to pay back \$250,000 in stolen wages and 593 IUPAT painters winning \$3.6 million in back wages;

WHEREAS, the IUPAT has actively participated in the Worker Power Coalition to align efforts pushing for critical labor law reform;

THEREFORE, BE IT RESOLVED, that the Delegates to the 33rd General Convention of the IUPAT strongly support updates and enforcement of federal labor laws;

BE IT FURTHER RESOLVED, that the IUPAT prioritizes the passage of critical legislation to strengthen workers' rights and rebalance power between workers and employers, specifically:

- The Richard L. Trumka Protecting the Right to Organize (PRO) Act, which modernizes the National Labor Relations Act;
- The No Tax Breaks for Union Busters Act, which eliminates tax deductions for employer expenditures on anti-union activities;
- The Public Service Freedom to Negotiate Act, which guarantees collective bargaining rights for public employees;

BE IT FURTHER RESOLVED, that the IUPAT calls on all local affiliates to actively organize and mobilize their members in lobbying efforts to secure the passage of these essential acts, thereby ensuring robust protections for all workers.

BE IT FINALLY RESOLVED, that the IUPAT calls on all U.S. federal elected officials to champion the efforts of workers to organize, negotiate, and collectively advocate for improved wages, benefits, safety standards, and workplace culture.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-14

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: CORE Committees

SUBJECT: Establishment of a Unified Code of Conduct and Ethics to Enhance Workplace Environment and Ensure Fair Treatment

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is dedicated to creating a safe and respectful workplace free from discrimination, harassment, and all forms of unacceptable behavior;

WHEREAS, the IUPAT acknowledges the critical need to reflect the broad demographics of the United States in its workforce, promoting a culture of equity and fairness for historically underrepresented groups: Black members, Women and Latino individuals, LGBTQIA+ persons, Native American, Alaska Native, and Indigenous peoples, Asian American, Native Hawaiian and Pacific Islander, Middle Eastern, and Northern African individuals;

WHEREAS, the establishment of CORE Committees has strengthened our union's ability to recommend, monitor, educate, and implement strategic initiatives focused on enhancing diversity and ensuring ethical conduct across all levels;

WHEREAS, it is essential for the IUPAT and its members to adopt and adhere to a comprehensive Code of Conduct that includes defined expectations, behaviors, and standards consistent with the core values of the IUPAT, ensuring all members and participants in union business maintain the highest standards of integrity and accountability;

WHEREAS, all IUPAT members are required to engage in ongoing education and training initiatives that foster a better understanding of workplace rights and promote actions that support a harassment-free environment;

THEREFORE, BE IT RESOLVED, that the International Union of Painters & Allied Trades (IUPAT) shall develop and adopt a unified Code of Conduct as the standard of ethical behavior, applicable to all members, leaders, and participants in union activities, ensuring alignment with our core values of transparency, integrity, and fairness within 6 months of this convention;

BE IT FURTHER RESOLVED, that the IUPAT collaborate with iFTI to develop and implement valuable training programs for IUPAT members that cover topics such as anti-harassment, workplace ethics, mentoring and, the promotion of diversity and inclusion, to be incorporated into the IUPAT apprenticeship programs and journeyman upgrade training. The goal is to refresh annually or upon changes in leadership or relevant laws ensuring that each member receives, and has access to annual training to begin no later than January 31st 2025;

BE IT FURTHER RESOLVED, that a designated Ethics Committee, inclusive of representatives from the CORE Committees and overseen by the General Executive Board, will be established to monitor compliance, review complaints, and provide guidance and recommendation on the interpretation and application of the Code of Conduct;

BE IT FINALLY RESOLVED, that the IUPAT commits to rigorous enforcement of this Code of Conduct, with clear procedures for addressing violations, including the establishment of transparent mechanisms for reporting and resolving issues, thereby ensuring all members work in an environment that respects their dignity and rights.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-15

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Council 78, Orlando, Florida

SUBJECT: Barriers to Entry for Apprenticeship Programs

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is committed to increasing accessibility and diversity within our trades;

WHEREAS, current standards of apprenticeship, including requirements for English language proficiency, high school diplomas or GEDs, citizenship, and possession of a driver's license or vehicle, may pose significant barriers to potential apprentices;

WHEREAS, entry testing and essays used for ranking, though intended to assess readiness, can inadvertently exclude capable individuals who could otherwise succeed in our trades;

WHEREAS, removing these barriers, as the IFTi has already done through model standards, will make our trades more accessible to a broader range of candidates, thus opening the door to individuals with unique skills and experiences that are valuable to our industry;

WHEREAS, becoming more inclusive not only increases our potential recruitment pool but also strengthens our role as responsible partners in the communities where we operate;

THEREFORE BE IT RESOLVED, that the IUPAT will review and revise the standards of apprenticeship, standard operating procedures, and other business practices to remove all unnecessary barriers to entry;

BE IT FURTHER RESOLVED, that the IUPAT will eliminate structural barriers such as requirements for English language proficiency, high school diplomas or GEDs, citizenship, drug or alcohol testing, and drivers' licenses where feasible, and reevaluate the necessity and implementation of entry testing and essays;

BE IT FINALLY RESOLVED, that by adopting these changes, the IUPAT will foster a more inclusive, diverse, and vibrant workforce capable of meeting the challenges and opportunities of the finishing trades industry while remaining committed to excellence and equality.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-16

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Council 7, Big Bend, Wisconsin

SUBJECT: Supporting the Harris-Walz Ticket for the 2024 US Elections

WHEREAS, since their inauguration, President Biden and Vice President Harris have demonstrated steadfast support for workers and unions;

WHEREAS, significant legislation such as the Infrastructure Investment and Jobs Act, the CHIPS and Science Act, and the Inflation Reduction Act, all featuring strong labor standards, have been instrumental in generating thousands of new construction jobs for all workers, including IUPAT members;

WHEREAS, President Biden's proactive labor-friendly actions, including the dismissal of the previous anti-worker NLRB general counsel and the appointment of pro-labor figures such as Jennifer Abruzzo, former Secretary Marty Walsh, Acting Secretary Julie Su, and Wage & Hour Division Director Jessica Looman, have reinvigorated worker protections and rights enforcement;

WHEREAS, these actions have directly benefited IUPAT members through vigorous enforcement of labor laws resulting in the recovery of millions of dollars in stolen wages and the restoration of pensions for many of our members;

WHEREAS, Vice President Harris provided the tie breaking vote in the U.S. Senate for important IUPAT priorities like the

confirmation of Jennifer Abruzzo as General Counsel of the NLRB and the passage of the Inflation Reduction Act;

WHEREAS, the administration's policies have strengthened worker rights and union power through:

- Rescinding industry-recognized apprenticeship programs (IRAPs) favoring registered apprenticeship programs with substantial;
- Mandating Project Labor Agreements on significant federal projects;
- Enhancing enforcement of the Davis-Bacon Act;
- Securing multiemployer pension systems via the American Rescue Plan;

WHEREAS, President Biden's historic participation in a union picket line and both President Biden's and Vice President Harris's engagements with IUPAT members at our union halls underscore their genuine commitment to the labor movement;

WHEREAS, Vice President has selected Minnesota Governor Tim Walz as her running mate who is not just an ally of labor unions but is a union member having spent over two decades as a classroom teacher;

WHEREAS, as Governor Walz last year signed one of the most worker friendly legislation packages of any state including banning anti-union captive audience meetings;

THEREFORE, BE IT RESOLVED, that the delegates to the 33rd IUPAT General Convention reaffirm our support for Kamala Harris for President and Tim Walz for Vice President;

BE IT FURTHER RESOLVED, that IUPAT leaders and staff will continue to educate our members on the achievements of the Biden-Harris administration, the direct benefits to IUPAT members, and the importance of the upcoming elections;

BE IT FURTHER RESOLVED, that we will actively participate with the broader labor movement to mobilize union members across the United States to understand the stakes of this election;

BE IT FINALLY RESOLVED, that we commit to uphold the integrity of the electoral process and advocate for the peaceful transition of power.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-17

NOT APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters and Allied Trades Local 939
Dorchester, Massachusetts

SUBJECT: Adopt Principles for Socially Responsible
Financial Investment

WHEREAS, the International Union of Painters and Allied Trades fights for all working people; solidarity with workers everywhere is a crucial part of labor unionism, and the workers' struggle has no borders;

WHEREAS, at time of writing this resolution May 2024, since October 2023, more than 34,000 Palestinians have been killed¹, at least 14,00 of the children² with over 12,000 additional children injured; famine³ is imminent as 1.1 million, half of Gaza, are experiencing catastrophic food insecurity; 55% of all buildings in the Gaza Strip have been destroyed⁴ or damaged;

WHEREAS, on January 26, 2024, the International Court of Justice (ICJ), the United Nations' highest court, found plausible evidence⁵ Israel has committed acts that violate the Genocide Convention⁶ established 1948; and, on May 24, 2024, the ICJ ordered⁷ Israel immediately halt its military assault on Rafah, citing "catastrophic" living conditions for the over 1 million refugees who have fled there, Israel having previously declared it a safe zone.

WHEREAS an academic report by scholars at the International Human Rights Clinic at Boston University School of Law, the International Human Rights Clinic at Cornell Law School, the Centre for Human Rights at the University of Pretoria, and the

Lowenstein Human Rights Project at Yale Law School found that Israel has committed and continues to commit genocide⁸ against Palestinians in Gaza.

WHEREAS, Section 2 of the Constitution of the International Union of Painters and Allied Trades, "Objects," states "It is recognized that the problems that this labor organization will confront are not limited to 'bread and butter' unionism or to organization and collective bargaining alone, but encompass a broad spectrum of economic and social objectives ...".

WHEREAS, February 16, 2024, the IUPAT joined⁹ 6 other national unions representing over 9 million workers to form the National Labor Network for Ceasefire, calling for an immediate ceasefire in Gaza.

WHEREAS, May 20, 2024, the IUPAT joined¹⁰ 5 other national unions to stand in solidarity with campus protesters demanding their schools divest from those profiting from war crimes in Gaza and to demand rights to protest and free speech be respected.

AND WHEREAS, U.S. unions' political influence¹¹ as well as divestment as a tactic,¹² were instrumental in opposing and bringing to an end apartheid in South Africa.

THEREFORE, BE IT RESOLVED, the International Union of Painters and Allied Trades shall, through its Trustees and financial officers, advocate and vote for complete divestment of its IUPAT Industry Pension Fund, the IUPAT Industry Pension Fund (Canada), the IUPAT Industry Annuity Plan, the Death Benefit Fund, Accidental Death Benefits Fund, and any other of its related or affiliated Funds from any state bonds of any state heretofore found plausibly in violation of the Genocide

Convention and from any publicly-traded weapons manufacturers, firms, corporations, or other institutions that aid the ongoing illegal occupation of Palestine and the genocide of Palestinians, according to the divestment list¹³ maintained by the Nobel Peace Prize-winning NGO American Friends Service Committee. The

Union and union-side Trustees of its Funds shall generally promote and advance a socially responsible investment approach integrating Environmental, Social, and Governance Criteria.

FINALLY, BE IT FURTHER RESOLVED, the General Convention of the International Union of Painters and Allied Trades calls upon all Trustees and Business Manager/Secretary-Treasurers of its District Councils to advocate and vote for divestment of their Pensions, related and affiliated Funds and any other monetary instruments according to these same criteria.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-18

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Enhancing Opportunities for Black Workers in the IUPAT

WHEREAS, Black Americans constitute 13.4% of the United States population and 12.6% of the labor force, yet their representation in the building and construction trades is disproportionately low;

WHEREAS, collaborative efforts between building trades affiliates, Local and Federal Governments, partnerships with Military and Veteran programs, MC3 pre-apprenticeship programs, and workforce development nonprofits, significantly increase opportunities and access for black workers in the Construction Trades;

WHEREAS, legislative reforms such as the Bipartisan Infrastructure Law (BIL), the CHIPS Act, the Inflation Reduction Act (IRA), and Executive Order 14063 mandating Project Labor Agreements on Federal projects \$35 million or more offer vital support and career pathways for historically underrepresented workers within the construction industry;

WHEREAS, despite these advancements, black workers continue to face systemic barriers, including limited access to work opportunities with contractors, limited training, a lack of leadership development, inequity of work hours, unfair treatment in the workplace, occupational segregation, and instances of harassment and discriminatory practices;

WHEREAS, the IUPAT is committed to reflecting the demographics of the United States by setting a goal of 14% Black member participation, thereby fostering a more representative and equitable union;

WHEREAS, systemic barriers hinder the participation and advancement of Black members in the IUPAT, particularly in the Building & Construction sector, manifesting in unequal opportunities, inadequate training, and disparities in workplace treatment, including harassment and discrimination;

WHEREAS, it is essential for the IUPAT to actively engage in initiatives that eliminate these barriers and promote inclusivity through education, awareness, recruitment, retention, mentorship, and professional development of Black members;

THEREFORE, BE IT RESOLVED, that the International Union of Painters and Allied Trades, its District Councils, and all of its members are committed to eliminating barriers that limit the participation of black workers in our trades. We collectively commit to partnering with community groups to implement recruitment and supportive service campaigns designed to lift the black community into successful career pathways;

BE IT FURTHER RESOLVED, that the International Union of Painters & Allied Trades commits to achieving 14% Black workforce representation in each of its trades by 2029 , reflecting our dedication to building a diverse and inclusive union, and proactively establishing a mentorship program linking Black apprentices with experienced tradespeople;

BE IT FURTHER RESOLVED, that the IUPAT will establish a yearly benchmark of increasing black worker participation by at least 2% each year, monitoring progress through semiannual reports to the membership and the General President's Advisory Committee (GPAC);

BE IT FURTHER RESOLVED, that progress and corrective steps towards these goals will be systematically reported within the CORE scorecard and reviewed at local, district, and regional meetings to ensure compliance, transparency and accountability;

BE IT FURTHER RESOLVED, that the IUPAT in collaboration with the iFTI, will implement and develop valuable respectful workplace and anti-harassment training for all members. This training will be conducted in-person to ensure thorough engagement and understanding, along with refresher training to maintain and reinforce a respectful and inclusive work environment;

BE IT FINALLY RESOLVED, that IUPAT leadership at all levels—from local unions to national offices—will actively participate and support diversity initiatives, ensuring their full implementation and integration into our organizational practices.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

APPROVED

RESOLUTION NO.: RC-19

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Implementation Scorecards for Enhanced
 Monitoring and Strategic Decision Making

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is dedicated to advancing the culture of diversity, inclusion, and equity within the IUPAT and is committed to promoting the interests of LGBTQIA+, Black Workers, Young Workers, Latino, and Women's communities;

WHEREAS, the IUPAT has formed and empowered CORE committees to actively participate in shaping the Union's strategies by recommending programs, policies, and initiatives aimed at enhancing diversity, equity, and access for all members, thereby fostering inclusivity and representation of historically underrepresented and/or marginalized communities within the IUPAT.

WHEREAS, the IUPAT recognizes the critical importance of monitoring and tracking the progress of recruitment and retention campaigns to ensure accountability and drive meaningful change within the Union;

WHEREAS, the collection, aggregation, and review of data and quality metrics at GPAC is essential for monitoring the progress, effectiveness, and impact of our initiatives as well as identifying areas for improvement;

WHEREAS, a comprehensive CORE scorecard will provide a structured framework for assessing the achievements and addressing the challenges faced by workers within the LGBTQIA+, Black Workers, Young Workers, Latino, and Women's communities, empowering us to make informed decisions and take strategic actions that enhance the working conditions and promote equity to further our collective goals;

THEREFORE, BE IT RESOLVED, that the International Union of Painters & Allied Trades shall implement a CORE scorecard at GPAC to align the adopted resolutions set forth by this Convention. The CORE scorecard will be developed collaboratively with the LGBTQIA+, Black Workers, Young Workers, Latino, and Women's CORE Committees, ensuring that it reflects the priorities and objectives of each constituency;

THEREFORE, BE IT FURTHER RESOLVED, that each District Council organized under this international union shall implement a CORE scorecard that will be reviewed at each district council meeting, that will align the adopted resolutions set forth by this Convention and in alignment with their tactical work plans and goals. The CORE scorecard will be developed collaboratively with the local LGBTQIA+, Black Workers, Young Workers, Latino, and Women's CORE Committees, ensuring that it reflects the priorities and objectives of each constituency;

BE IT FURTHER RESOLVED, that the CORE scorecard will be used to systematically evaluate the outcomes of diversity and inclusion efforts, ensuring that all levels of the organization are held accountable and that strategic adjustments can be made to meet our long-term objectives in fostering an inclusive, diverse, and equitable union.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-20

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Capital Strategies and the Defense of IUPAT
 Fund Assets

WHEREAS, there are over 100 pension funds sponsored by the IUPAT, and affiliated Local Unions and District Councils in the United States and Canada, and;

WHEREAS, collectively, these funds hold over \$16 billion in assets to provide retirement benefits for hundreds of thousands of IUPAT members, employees, and their families, and;

WHEREAS, the foremost objective is to ensure that IUPAT pension funds achieve the greatest rate of return possible while also meeting the need to invest safely and responsibly; and

WHEREAS, we must engage and hold accountable our investment managers, consultants, attorneys, and other service providers as we seek to select the best investment managers, service providers, and investment vehicles for our funds; and

WHEREAS, IUPAT pension funds are long-term investors whose success is measured over decades and lifetimes, not in quarterly returns and thus must become active owners by closely scrutinizing the practices of the corporations in which we invest, and;

WHEREAS, the use of responsible investments to harness the power of workers' capital is a principle of the IUPAT, and our funds and advisors should seek out those investments that offer the collateral benefit of creating good union jobs, and;

WHEREAS, to ignore the health of the continuing income stream into our funds is to sacrifice an important interest of plan participants, and;

WHEREAS, the collection of information related to fund investment holdings into a national database will further the interests of our funds by assisting in the identification of opportunities for collective action as well as the development of comprehensive strategies and coordination among funds.

THEREFORE, BE IT RESOLVED, that the IUPAT, in collaboration with the IUPAT Industry Pension Fund, will establish a Committee on Organizing and Capital Strategies; and

BE IT FURTHER RESOLVED, that the IUPAT, in support of IUPAT pension fund trustees; will develop a Capital Stewardship Program, which shall include a "Trustee Leadership Training and Support Program," and develop a menu of best practices related to active ownership and responsible investment practices for fund managers; and,

BE IT FURTHER RESOLVED, as part of these initiatives, the IUPAT and its affiliated funds create a menu of best practices for trustees related to active management of fund assets and engagement with consultants and other providers; and

BE IT FURTHER RESOLVED, that the IUPAT Pension Fund and local affiliated funds demand of their investment managers that they explore the use of investment programs or funds that promote "double bottom line" or "collateral" benefits such as the creation of union jobs;

BE IT FURTHER RESOLVED, that all pension funds should be asked

1. to direct the fund's administrator to forward to the IUPAT a list of the fund's investment consultants, investment managers, custodians, and proxy voting services, with disclosure of total asset figures by asset class and by allocation to specific investment manager or investment product, on a semi-annual basis; and
2. to direct their custodial bank and its proxy voting service to forward to the IUPAT a statement of the fund's investment holdings on a quarterly basis

BE IT FURTHER RESOLVED, the International Union, in collaboration with the Industry Pension Fund, will develop a process to assist plan trustees in carrying out these objectives and will provide educational materials and training opportunities for trustees on matters of capital strategy;

BE IT FURTHER RESOLVED, that a special emphasis of the Capital Stewardship Program shall be the use of proxy voting to ensure our views are represented and to engage in ongoing review of the internal governance and labor practices of the corporations in which our funds invest; and

BE IT FINALLY RESOLVED, that the IUPAT will continue to advance the interests of IUPAT pension funds on significant legislative and policy issues affecting our funds, including ERISA issues, bankruptcy principles, and Social Security and similar proposals.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-21

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: **Enhancing Opportunities for Latino Workers
In the IUPAT**

WHEREAS Latinos represent a significant portion of the U.S. population and labor force, yet their representation in leadership and staff positions in the IUPAT is disproportionately low;

WHEREAS collaborative efforts with building trades affiliates, local and federal governments, military and veteran programs, MC3 pre-apprenticeship programs, and workforce development non-profits increase opportunities for Latino workers in the Construction Trades;

WHEREAS legislative reforms like the Bipartisan Infrastructure Law (BIL), CHIPS Act, Inflation Reduction Act (IRA), and Executive Order 14063 mandating Project Labor Agreements offer vital support and career pathways for historically underrepresented workers in construction;

WHEREAS Latino workers face systemic barriers including language, leadership development, inequitable work hours, workplace treatment, occupational segregation, and discrimination;

WHEREAS the IUPAT is committed to reflecting the diverse demographics of the U.S. by fostering a more representative and equitable union;

WHEREAS it's crucial for the IUPAT to engage in initiatives eliminating barriers and promoting inclusivity through education, awareness, recruitment, retention, mentorship, and professional development of Latino members;

THEREFORE, BE IT RESOLVED Each District Council shall establish Latino Committees to create inclusive environments for Latino and Latina workers, young workers, Black Latinos, LGBTQ Latinos, and non-English speakers, ensuring representation and active involvement in union activities;

BE IT FURTHER RESOLVED The IUPAT will facilitate and financially support Latino Committee members' participation in local and national groups (e.g., LCLAA, TWBN, CBTU), aiming for Latino and Latina members to comprise at least 30% of all IUPAT conference delegations, with balanced representation;

BE IT FURTHER RESOLVED Each District Council will strive for bilingual representation at all leadership levels by 2029 through targeted recruitment, language training, and mentorship programs;

BE IT FURTHER RESOLVED The IUPAT will establish a CORE scorecard monitoring framework to track progress, with annual benchmarks including Latino and Latina representation and participation rates, aiming for annual increases until alignment with membership demographics;

BE IT FURTHER RESOLVED Resources will be committed to leadership development programs for at least 100 Latino and Latina leaders by 2029 focusing on negotiation, leadership, advocacy, and labor law skills;

BE IT FINALLY RESOLVED Resolutions and metrics will be annually reviewed and adjusted based on effectiveness and Latino and Latina community needs, with results reported at GPAC meetings for transparency and accountability.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-22

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: LGBTQ+ CORE – Investing and Spending
 In our values

WHEREAS, The IUPAT is a leader in the diversity, equity, and inclusion space and takes proactive measures that recognize the value of a diverse workforce. We as a Union support the promotion and protection of LGBTQ+ transgender, and reproductive rights which are essential for achieving growth and diversity in our membership: social justice and equality for all;

WHEREAS, the state of Florida, and other states, have an active legislative agenda that allows discrimination to be legal, specifically towards the LGBTQ+ and transgender communities. These laws permit health care providers and Insurers to deny health care based on religious, ethical and moral beliefs. Additionally, there are laws that promote discriminatory hiring, housing and everyday interactions for the LGBTQ+ community. Although other minority groups are also experiencing similar attacks on freedoms, the attacks on the LGBTQ+ community are rampant and widespread nationwide;

WHEREAS, impact investing (including insurance providers), both fiscal and political, is a powerful tool to drive positive social change by directing the fundamental core values of the IUPAT towards initiatives that support marginalized communities and uphold human rights;

WHEREAS, the IUPAT responsibly advocates for the rights and well-being of all workers, including those from marginalized and underrepresented groups;

THEREFORE, BE IT RESOLVED, that we commit to advocating for impact investing, responsible spending and good faith efforts in the location and

selection of future IUPAT sanctioned conventions, conferences and partnerships by:

1. Developing an ethics scorecard that lifts the core values and fundamental protections of workers and combats the use of members' assets in locations that actively pursue legislative agendas that harm the rights of workers, and jeopardize the safety and freedoms of our Delegates and their families.
2. Partnering with State institutions and community partners that prioritize social impact and have a proven track record of supporting human rights and equality.
3. Promoting education and awareness about the importance of impact investing and spending within our International and among our members.
4. Collaborating with other labor organizations, advocacy groups, and community leaders to amplify the impact of our collective investments and spending and support broader social justice initiatives. contribute to meaningful progress in supporting LGBTQ+, transgender, reproductive rights, marginalized communities, and future socio-economic policies that limit our members safety, well-being and participation.

BE IT FURTHER RESOLVED, that we, as a labor organization, stand firmly in support of LGBTQ+, transgender, and reproductive rights and commit to leveraging our resources and influence to promote social equity and justice through impact investing and spending.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-23

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Maternity Leave Program Expansion

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is committed to supporting the health and well-being of all its members, and has created a comprehensive maternity leave benefit program through the LMCI;

WHEREAS, the IUPAT recognizes the significant physical, emotional, and mental health impacts on individuals following a miscarriage or the termination of a pregnancy;

WHEREAS, supporting members during challenging times aligns with other IUPAT initiatives focused on mental health and well-being;

WHEREAS, providing short-term leave benefits for individuals who have experienced a miscarriage or the termination of a pregnancy demonstrates IUPAT's commitment to our membership;

THEREFORE, BE IT RESOLVED, that the International Union of Painters & Allied Trades (IUPAT) shall recommend that the LMCI Board of Trustees amend the maternity leave program to include up to two weeks of paid leave following a miscarriage or the termination of a pregnancy as a covered benefit, providing individuals with adequate time to recover physically and emotionally from their experience;

BE IT FURTHER RESOLVED, that the IUPAT shall direct the Women's Committee, and the IUPAT leadership, to work with District Councils, and their local health and welfare funds to ensure the effective implementation of the amended maternity leave policy, to provide education and support to members who may utilize this benefit and to communicate this enhanced benefit to eligible members of the IUPAT.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-24

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Enhancing Opportunities for Women in the IUPAT

WHEREAS, women make up 51.1% of the total United States population and 50.3% of the population in Canada, yet represent only a small fraction of the workforce in the Building and Construction Trades;

WHEREAS, the Delegates of the 32nd IUPAT Convention unanimously passed Resolution RC-3 committing to achieve 20% of our workforce by 2024 to be women. We collectively mis stepped by not enacting a comprehensive District Council strategic plan to address the antiquated systems operating within our Councils, as well as the hiring, training, mentoring and retaining practices of our signatory contractors.

WHEREAS, collaborative efforts have resulted in incremental change in Councils that have embraced the challenge, and our collective work continues to develop and elevate best practices internally and across the IUPAT. We must do more and we must be the change we call for, moving forward together and strategically;

WHEREAS, The Biden/Harris Administration set the stage for organized labor to grow within our ranks and across the building trades. IUPAT affiliates, in conjunction with local and Federal Governments, community partnerships, Military and Veteran programs, MC3 pre-apprenticeship programs, and workforce development non-profits, significantly increase opportunities and access for women in the Construction Trades;

WHEREAS, legislative reforms such as the Bipartisan Infrastructure Law (BIL), the CHIPS Act, the Inflation Reduction Act (IRA), and Executive Order 14063 mandating Project Labor Agreements on Federal projects \$35 million or more offer vital support and career pathways for historically underrepresented workers within the construction industry;

WHEREAS, despite these advancements, women in the Building & Construction sector continue to face systemic barriers including limited access to work opportunities with our contractors, limited training, a lack of leadership development, inequity of work hours, unfair treatment in the workplace, occupational segregation, and instances of harassment and discriminatory practices;

THEREFORE, BE IT RESOLVED, that the International Union of Painters and Allied Trades, its District Councils, and all of its members are committed to eliminating barriers that limit the participation of women in our trades;

BE IT FURTHER RESOLVED, that the IUPAT will work to increase the percentage of women in the trades to at least 20% by 2029 through targeted recruitment, training programs, collaboration with our signatory contractors, and partnerships with organizations dedicated to the advancement of women in the workforce;

BE IT FURTHER RESOLVED, that the IUPAT commits to targeted strategies and support mechanisms to ensure each craft meets or exceeds this threshold;

BE IT FURTHER RESOLVED, that progress towards these goals will be systematically reported and reviewed through semiannual reports and monitoring within the CORE scorecard, in collaboration with the General President's Advisory Committee (GPAC) to ensure compliance, transparency and accountability at every level of the IUPAT;

BE IT FURTHER RESOLVED, that the IUPAT will advocate for the expansion and advancements of policies that support family-friendly work environments, such as flexible working hours and parental leave, to accommodate and retain more women in the trades;

BE IT FURTHER RESOLVED, that the IUPAT in collaboration with the iFTI, will implement respectful workplace and anti-harassment training for all members, to be conducted in-person to ensure thorough engagement and understanding, along with refresher training to maintain and reinforce a respectful and inclusive work environment;

BE IT FINALLY RESOLVED, that the IUPAT will actively engage with Local, State and Federal legislators to support and pass policy and programs that foster equal opportunity, fair treatment, and safety for women in the construction industry, using our influence to advocate for regulations that uphold these principles and align with our values.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-25

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Infrastructure and Workforce Development

WHEREAS, The Biden-Harris Administration has passed three historic bills that invest in public infrastructure, providing contracting, recruitment, organizing, and work opportunities throughout the United States; and

WHEREAS, through use of Executive Orders and the regulatory agenda, the Biden-Harris Administration has made IUPAT members and contractors more competitive in expanding Industrial, Commercial, and Residential markets; and

WHEREAS, the construction industry is facing a skilled workforce gap relative to demand and megaprojects are widening that gap and creating local contractor vacuums that affect other sectors, markets, and geographies; and;

WHEREAS, a number of President Biden's Executive Orders as well as the Justice40 Initiative focus many federal investments on economic growth in low-income and disadvantaged communities, and;

WHEREAS, there is a need for education and technical assistance on labor policy, market opportunities, barrier reduction, and workforce development to capture opportunities on the local level; and

WHEREAS, President Biden's Executive Order on Scaling and Expanding the Use of Registered Apprenticeships in Industries and the Federal Government and Promoting Labor-Management Forums seeks to promote Pre-Apprenticeship programs such as Jobcorps and Registered Apprenticeships to meet employer needs while investing in workers' skills, reducing employment barriers, promoting job quality, equity, inclusion, and accessibility, and foster productive labor-management relations; and

WHEREAS, the IUPAT seeks to replicate good Federal policies where needed and practicable on the state and local level.

THEREFORE, BE IT RESOLVED, that the International Union of Painters and Allied Trades establish a committee on Public Infrastructure, Investment, and Workforce Development consisting of cross departmental representatives from the IU and District Councils, in order to advance the interest of IUPAT members in public markets,

BE IT FURTHER RESOLVED, that the initial goal of the Committee is to identify labor policies within certain public funding programs that are most relevant in advancing the interests of IUPAT members and signatory contractors;

BE IT FURTHER RESOLVED, that the Committee will also seek to develop a sustainable system for ongoing labor analysis in publicly funded markets and for use of common reporting criteria to better track permissible data related to utilization of Registered Apprenticeships in grants and procurement;

BE IT FURTHER RESOLVED, that the IUPAT and the Labor-Management Collaborative Initiative (LMCI) develop, a strong communication system with subordinate bodies, industry partners, and community stakeholders regarding market opportunities and labor demands;

BE IT FINALLY RESOLVED, that the IUPAT, the LMCI, and IUPAT subordinate bodies work to capture a diverse contractor pool and market share across all industry markets represented by the IUPAT.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-26

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Staffing & Supporting the IUPAT Helping Hand Program

WHEREAS, in 2018, the IUPAT Helping Hand Program was created as a joint labor-management program in recognition of a rising need among members for dedicated services related to behavioral health and substance abuse; and

WHEREAS, in 2022, the IUPAT became the first international union with a full time staffer dedicated to developing training, materials and programs related to ensuring members and their families get the assistance they need; and

WHEREAS, the building and construction trades suffer from one of the highest rates of suicide across all industries, reporting a rate as much as 4 times higher than that of the general population; and

WHEREAS, the rates of addiction and overdose within the IUPAT and across the industry have been on the rise; and

WHEREAS, Helping Hand is dedicated to reducing stigma and changing the culture around how members experiencing substance abuse or mental health issues are treated and supported; and

WHEREAS, the Helping Hand Program supports District Councils to better provide services to members through peer support and connecting members to proper resources and, in the last three years, both District Councils and Contractors have taken advantage of the enhanced program offerings provided by the Helping Hand Program; and

WHEREAS, all members of the IUPAT should feel as though they are valued and a vital part of the union and this can best be accomplished

through expanding the reach of programs like HelpingHand through trainings, online information, at union meetings, and on the jobsite; and

THEREFORE, BE IT RESOLVED, that the IUPAT reaffirms our commitment to the Helping Hand Program; and

BE IT FURTHER RESOLVED, that in order to expand the reach and impact of the Helping Hand Program, prior to the next General Convention, each District Council will:

- assign a staff person to be dedicated to Helping Hand as part of their regular job duties; and
- submit grant proposals to LMCI to provide job site based behavioral health training; and
- add the 1 hour Introduction to Behavioral Health training to staff and member education; and

BE IT FINALLY RESOLVED, presentations about the IUPAT Helping Hand Program will continue to be included in all conferences.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-27

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Immigrant Organizing & Political Advocacy

WHEREAS, the IUPAT stands in solidarity with immigrant workers to form and join unions in their workplaces, and

WHEREAS, the IUPAT is a union that was founded by, and has historically and currently been comprised of thousands of immigrants, and

WHEREAS, immigrant workers comprise approximately 30% of all workers in construction and are specifically more likely to fall victim to wage theft and worker misclassification by their employers, and

WHEREAS, the mistreatment and exploitation of immigrant workers in our industries creates an insurmountable disadvantage to our union signatory contractors, and

WHEREAS, governmental programs such as TPS, DACA, and deferred action have given immigrant workers a much needed reprieve from exploitation on the job site and legal pathways to working in the United States, and

WHEREAS, the IUPAT has made organizing immigrant workers on the jobsite and defending their rights at the local, state, and federal levels one of our chief priorities as a union;

THEREFORE, BE IT RESOLVED, that the IUPAT will continue to advocate for and support immigrant workers; and

BE IT FURTHER RESOLVED, that we will work to reduce barriers for immigrant workers to join our union, and seek to break down barriers

with regards to language, cultural identities, and discrimination within our union halls and on the jobsite;

BE IT FINALLY RESOLVED, the IUPAT will recommit our efforts to invest in combating worker misclassification and wage theft; and, will continue to advocate politically for candidates that support legal pathways to citizenship for all workers, including by expanding and protecting programs such as DACA, TPS, and deferred action.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-28

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Promoting Labor Management Collaboration

WHEREAS, the IUPAT recognizes that in order for our members to thrive, we must have strong employer partners; and

WHEREAS, the LMCI is jointly administered by representatives of both the IUPAT and our signatory contractors; and

WHEREAS, the mission of the LMCI is to promote the interests of our skilled craft members and our employers to each other as well as to outside entities; and

WHEREAS, the LMCI supports the overall finishing trades industry as well as individual crafts by convening Craft Committees to share best practices and lessons learned; and

WHEREAS, LMCI has created an extensive curriculum of courses designed to develop and enhance the skills our industry needs, including a catalog of over 65 courses available online; and

WHEREAS, in order to create the conditions to grow workforce and expand market share for finishing trades contractors, the LMCI partnership must be strong at both the IU and District Council level; and

WHEREAS, in order to ensure the broadest impact, this partnership should include associations and non-affiliated contractors where feasible; and

THEREFORE, BE IT RESOLVED, that the IUPAT reaffirms our commitment to strong partnerships and to investing in LMCI programs; and

BE IT FURTHER RESOLVED, that in order to continue to promote productive collaboration between labor and management, each District Council will hold a minimum of one (1) joint Labor-Management retreat annually using a template provided by the LMCI; and

BE IT FINALLY RESOLVED, that in order to further deepen the connection, each District Council will sponsor, promote, and recruit participants for at least two (2) LMCI sponsored courses annually.

THIRTY-THIRD GENERAL CONVENTION

ORLANDO, FLORIDA

RESOLUTION NO.: RC-29

APPROVED

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: General Executive Board

SUBJECT: Renewed Commitment to Organizing in Canada

WHEREAS, the IUPAT is committed to organizing all workers in our industries, recognizing the robust opportunities in Canada's commercial, residential, and industrial coatings markets;

WHEREAS, while the fundamentals of organizing remain consistent and favorable labor laws in Canada, such as card check, facilitate rapid organizing by the IUPAT, regional differences and specific labor laws necessitate tailored approaches within and across Canada;

WHEREAS, in 2022, leaders and organizers from every District Council in Canada collaborated with the International Union to revitalize our organizing strategies;

WHEREAS, in 2023, this collaboration led to the launch of a new leadership series specifically designed for Canadian organizers and a pioneering organizing blitz in Ottawa, which organized 46 contractors and achieved a 90% market share in the high-rise and single-family housing sectors;

WHEREAS, effective planning between organizing and servicing departments is crucial for maximizing the impact of our campaigns, and the inter-country camaraderie among organizers has significantly boosted all organizing efforts;

THEREFORE, BE IT RESOLVED, that the IUPAT is committed to a long-term investment in organizing in Canada;

BE IT FURTHER RESOLVED, that this investment will leverage all resources of the IUPAT, including research, training, leadership development, servicing and organizing departments, grants, and organizing assistance;

BE IT FINALLY RESOLVED, that through these concerted efforts, the IUPAT pledges to assist our District Councils in achieving a net gain of 5,000 new members in Canada by the next Convention.