"I AM We."

Action Plan for Our Human Rights

W 2024 / SP 2025

IAM Human Rights

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Why Do We Have A Human Rights Action Plan?

To My Sisters, Brothers, and Siblings,

This action plan will guide our locals in beginning to create the structures and programs their members need in order to support active Human Rights Committees (HRCs).

During this time, where many in our union may be looking ahead to prepare for what is to come, the Human Rights Department, along with all our HRCs, are reflecting upon our IAM's long history of resilience.

As Machinists, we are fortunate that we do not have to look far for the answers to building a movement that respects and defends the rights of all people. ***Circular 888*** makes it clear that we cannot live by our union's values if we only treat our members' human rights as a passing conversation topic — we must take action.

As your Human Rights Director, I am here to support your direction as you develop active HRCs that can respond to the moment your members are experiencing. Every member should be empowered to defend human rights wherever they may be and this action plan is the first step.

This action plan will not have all the solutions, but your local and your HRCs will be able to use these tools to support morale, strengthen our union values, and build power in ways that move members to engage in the work ahead of us.

We are a movement of people, and our collective humanity will see us through even the toughest times.

In IAM Unity,

Nicole Fears

Nicole Fears, Director of Human Rights

Four Pillars to Affirm Our Human Rights

Our humanity is undeniable, but our rights can sometimes be overlooked or denied if we do not work together. Human rights are closely tied to worker power, and supporting the Labor Movement protects us all.

Here are four pillars to support our HRCs in connecting our human rights to the work of our unions:

Defend Democracy & Civic Institutions

Refusing to allow our victories to be erased, destroyed, or eliminated for future generations.

Disrupt & Disobey

Bold collective action, visible mobilization efforts, and amplify wins to both members and communities.

Protect People

Bringing members together to learn how to support and share power when our allies need us.

Steps To Building Power

Strategically assembling our members and communities to grow and maintain active Human Rights Committees.

Defend Democracy & Civic Institutions

The Labor Movement is an ongoing case study on how collective power defends our most basic rights in our communities and within our lives. As union members, when we practice informed democracy by engaging in our union's internal and external structures, we show our communities and those in power that we will not allow our hard earned wins to be dismissed.

There are bad actors who are working to reverse Labor's wins. This means we have to sustain our unions by empowering fellow union members to practice our values, participate in day to day union business, and fight even harder for the Labor Movement's right to exist.

Our HRCs can support IAM members as we Defend Democracy and Civic Institutions by:

- **Supporting both labor and community organizing fights through AFL-CIO affiliated Central Labor Councils (CLCs) and State Federations,**
- **Applying the *Committee on the Future*'s recommendations from our membership,**
- **Encouraging participation in internal and external trainings that strengthen our dedication to diverse voices and perspectives, and**
- **Uplifting and amplifying current labor laws that were won due to our union family's collective fight for recognition and dignity.**

Disrupt & Disobey

IAM members are part of the radical tradition of nonviolent resistance and movement building. We are our most "radical" when we are thorough, well-studied, and are intentional in our actions while we protect our human rights.

We fortify our movement and create "good trouble" by leaning in to tested and tried methods of collective action. Our HRCs are on the frontlines of the uncertainty that is being sowed in our communities by those who aim to harm us, our loved ones, and our justice-aligned movements. However, our HRCs will reduce harm by staying level headed, proactive, and measured in our responses when our rights are being attacked.

Our HRCs can support IAM members as we Disrupt & Disobey by:

- **Identifying, defining, and sharing historic examples of nonviolent collective action to our members,**
- **Training our members on "conscious inclusion" and allyship so that our committees can avoid transactional, tone-deaf interactions and provide transformational experiences for all,**
- **Being proactive and transparent as we work with members to assess our needs, and**
- **Mentoring and providing ample opportunities for our members to participate in actions so we can test, gauge, and build upon our strengths.**

Protect People

As union members who are a part of the larger Labor Movement, we know that we win when our self-interest involves those around us. We are the definition of people power. It is important that we protect not only our union members but people, and communities, everywhere.

Our members are invested and rooted in their communities and want them to thrive along side us as we all weather what has yet to come. The late Civil Rights Activist and United States Representative, John Lewis once said: "If not us, then who? If not now, then when?". We have access to tools and resources to protect ourselves and when we can, we should be sharing this knowledge with our allies, loved ones, and those who are most vulnerable around us.

Our HRCs can support IAM members as we Protect People by:

- **Empowering our members to stay grounded and aware of their communities' issues, concerns, and fights,**
- **Opening up the "House of Labor" in ways that serve not only our members but our communities' needs as we work to support one another through hard times,**
- **Increasing our committees' visibility in community by collaborating with trusted community partners who are aligned with union values, and**
- **Forming diverse networks and long-term transformational relationships with trusted community partners so that we can reduce harm for as many people in our communities as we can.**

Steps To Building Power

Our union is 137 years in the making. As Machinists, we are part of an institution. We rise upon the shoulders of great leaders, mentors, and stewards of the Labor Movement. Due to the years of institutional knowledge that has been retained through the written, oral, and practiced histories of our union, there is no obstacle as a collective, we have not faced.

Today, our HRCs are meeting the moment by reinforcing our foundations, pooling our collective resources, and empowering current and future generations of union members to pick up tools, skill up, and ready ourselves, together, to fight another day.

Our HRCs can support IAM members as we Build Our Power by:

- **Working closely with members to connect their interests and concerns with labor history and our current fights,**

- **Ensuring committee members can grow within their roles and that there is true intent in sharing power inclusively,**

- **Fostering an environment where members are thought partners, constructive feedback is valued, and**

- **Standardizing processes that allow for the onboarding of diverse members who are interested and invested in the work ahead of us.**

Our Call To Action

While we brace ourselves, our loved ones, and our communities for a federal administration that is more emboldened to viciously strip us all of our rights and collective humanity, we must remember that the Labor Movement, and other justice-aligned spaces, have equipped us with the tools necessary to make it through to better days.

This will, by no means, be an easy fight but nothing about our struggle and our hard earned victories, has been given to us. Here is a reminder, as union members, what is at stake starting as early as January 20th, 2025:

- **Restricted Access or Elimination of Overtime Pay**
- **The Erosion of Workplace Safety Standards**
- **Harmful State Preemption of Worker Protection Laws**
- **Elimination of Public Sector Unions**
- **Elimination of Protections for Misclassified Workers**
- **Weakening of the "Joint-Employment" Rule**
- **Elimination of Our First Amendment Rights at the Job**
- **Elimination of "Card Check"**
- **Exemption of Small Business Employees from NLRB Oversight**
- **Elimination of Minimum Wage and other Established Precedents**

Many of our union members, their households, and their surrounding communities will feel the affects of a wide spectrum of human rights being violated and dismantled in the coming years.

The above labor rights are only the tip of the iceberg. How will our Human Rights Committees respond?

Our Call To Action

Our Human Rights Committees will respond by:

- **Following the IAM's Constitution and will of our members.**
- **Recognizing the inequitable impacts experienced by our most marginalized members and communities while holding leaders, administrations, and institutions accountable.**
- **Working diligently to protect our most vulnerable members and their communities and treating everyone with the care, respect, and dignity they deserve.**
- **Keeping our members informed on current issues and how they can act.**
- **Creating spaces where members of all seniorities are empowered to participate within our committees.**
- **Preventing assumptions and creating safe environments where everyone can learn about their Human Rights.**

Most importantly, our Human Rights Committees will be tasked to be on the frontlines and be present. We will be there when our members feel alone, scared, or the targets of aggression — we are here to restore and maintain hope.

IAM
Human Rights

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