Resolution of the Pennsylvania Federation Joint Protective Board
Brotherhood of Maintenance of Way Employes Division of the
International Brotherhood of Teamsters to Promote the Formation of a
Caucus of Women Maintenance of Way Workers

Whereas, Traditionally the work of building and maintaining railroad track, bridges,
buildings and catenary systems on railroads under the jurisdiction of the
Pennsylvania Federation has been predominately performed by men; and

Whereas, More and more women are working these good, union jobs for the same
reasons that the men are working these jobs and that is to provide for
their families and enjoy the job protections that a trade union offers; and

Be It Resolved,

That the Pennsylvania Federation Joint Protective Board Brotherhood of
Maintenance of Way Employes Division of the International Brotherhood of
Teamsters call for the creation of an independent caucus of union
women workers with the following mission statement:

“Our mission is to create a network of active union sisters to provide avenues for
our women members to address issues related specifically to their needs as
women workers in non-traditional jobs. Because our women workers work in
relative isolation from one another, it is our goal to provide them with regular
opportunities to come together for meetings. We will provide communication,
education, strategy and a support system to advocate for equality and economic
security for our sisters and their families, as well as promoting a quality work
environment. We believe that “An Injury to One is an Injury to All” and;
therefore, we are committed to supporting the safety and health of our women
members which includes a zero tolerance for all sexual harassment behaviors.
Sexual harassment is an offensive working condition which can lead to serious
physical and emotional health and safety problems. We will further engage to
promote social, economic and political justice within our workplace, our
communities, our nation and within our Union.”

Be It Further Resolved,

That the Pennsylvania Federation will provide the material resources to
make the formation of this caucus a reality. The actual structure of the
caucus will be determined in consultation with the Federation officers and
women workers with a goal to create the most effective organization
given the specific logistical considerations on each railroad.

March 8, 2018