

292 The following Resolution was submitted by Rose Conti, Delegate of Local 807 and
293 Judy DiPaola, Delegate of Local 335:

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295 **RESOLUTION #5-09**
296 **MARRIAGE EQUALITY RESOLUTION**

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298 **Whereas:** we recognize that lack of access to marriage rights deprives gay and
299 lesbian working families of more than 1,000 rights and benefits afforded heterosexual
300 families, such as spousal Social Security and pension benefits, hospital visitation
301 rights, spousal health insurance, immigration rights, and many other federal, state,
302 and local protections, as well as other rights in the workplace; and

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304 **Whereas:** civil union and domestic partnership laws, while well intentioned, create an
305 unequal legal status for same-sex couples that extends only a few of the state and
306 local-level protections and benefits afforded "spouses" in heterosexual marriage. No
307 legal mechanism for protecting families is as widely accepted as the definition of
308 marriage. Denying access for loving, committed same-sex couples is discriminatory,
309 and violates the rights and constitutional order of its citizenry.

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311 **Therefore Be It Resolved:** We affirm CSEA's commitment to equal rights for all our
312 members, regardless of sexual orientation.

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314 **Therefore Be It Resolved:** CSEA will make it a collective bargaining and legislative
315 goal to ensure that all members enjoy equal rights and all those benefits that are
316 consistent with being legally married in New York State.

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318 **Therefore Be It Resolved:** CSEA will support the right of same-sex couples to
319 access the full and equal rights, responsibilities, and commitment of civil marriage
320 and oppose laws and constitutional amendments that deny that right.

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322 **Therefore Be It Resolved:** CSEA will resist any attempt by anti-worker forces to use
323 this issue in elections this year or beyond to divide working people in order to elect

324 candidates with proven track records of favoring corporate special interests at the
325 expense of our working families.

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327 **Therefore Be It Finally Resolved:** CSEA will call on the New York State Legislature
328 and Governor to enact a law providing marriage equality for all [our] CSEA members
329 and citizens and CSEA will act in concert to achieve that goal. [on behalf of all
330 working families.]

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332 **Justification / Explanation:** While members of CSEA have a variety of views about
333 the institution of marriage, we believe that equality and fairness is a fundamental,
334 uniting guideline of our organization and that all members and our families are
335 entitled to equal representation under the governing principles of our union. We also
336 recognize the fact that the New York State AFL-CIO and every major labor union in
337 the Empire State has openly expressed its commitment to support marriage equality
338 legislation.

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340 The denial of marriage equality hurts not just our members, but also our children,
341 neighbors and co-workers who care about the well-being of their workplace and local
342 communities.

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344 Many of our members have participated over the years, both as union members and
345 as activists in their communities, in movements for equal rights for people of color,
346 immigrants, women and people with disabilities, seniors, and others.

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348 By doing so we have often embraced movements for equal rights that were
349 controversial at the time. Those in opposition use marriage equality as a wedge
350 issue to divide our strength as a union.

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352 CSEA's own mission statement suggests that as working men and women --
353 everyone and everywhere -- we are our greatest resource. We organize and
354 represent workers to ensure every voice is heard, our place at the table is kept and
355 the American dream is ours for the 21st century. As a labor union, we hold the values

356 of honesty, inclusiveness, respect and diversity as working principles for staff and
357 members alike.

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359 As a union, we have a particular responsibility to protect equal rights in connection
360 with collective bargaining, economic benefits, legislation, and any employer or
361 government action that affects any CSEA member in the workplace.

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363 **FOR THE PURPOSE OF PLACING THIS RESOLUTION BEFORE THE**
364 **DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF**
365 **THIS RESOLUTION AS AMENDED ON LINES 328 THROUGH 330. THE**
366 **COMMITTEE RECOMMENDS A "YES" VOTE.**

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