

## **Comprehensive Immigration Reform**

**WHEREAS**, the United States is a nation of immigrants founded on the shared ideals and rights of democracy, freedom of speech, religious tolerance and equal opportunity; and

**WHEREAS**, many immigrants come to the U.S. because of a lack of quality jobs and safety in their home country, a situation made worse by America's failed trade policies; and

**WHEREAS**, immigrant workers represent a significant percentage of workers employed in core Teamster industries and stand on the frontlines of many ongoing Teamster organizing campaigns; and

**WHEREAS**, unscrupulous employers exploit undocumented workers by paying them substandard wages, and avoid paying employee payroll and other taxes, and these actions hurt all U.S. workers by driving down labor standards and depriving federal, state, and local governments of revenues; and

**WHEREAS**, the current electronic verification system utilized by employers warrants considerable improvement and many employers exploit this flawed system and use the threat of immigration law and deportation to frighten and intimidate workers who attempt to improve their working conditions by forming a union; and

**WHEREAS**, children who are brought to this country illegally, in many cases will spend the vast majority of their lives in the U.S. and identify as being Americans with a desire to be a part of the productive and law-abiding populace of this country; and

**WHEREAS**, an injury to one worker, whether documented, native born, or not, is an injury to all workers and it is the mission of the Teamsters Union to vehemently fight for respect and dignity in the workplace for all working men and women;

**NOW, THEREFORE BE IT RESOLVED**, that the International Brotherhood of Teamsters believes that the most effective way to fully protect U.S. workers, reduce the unlawful exploitation of immigrant workers, and eliminate the incentive of employers to hire undocumented workers is for all workers – immigrant and native-born – to have full and complete access to the protection of labor, health and safety laws; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union supports efforts to enact a comprehensive reform of the immigration system that includes a rational and reasonable pathway to citizenship in order to end the underground, second class worker economy, where undocumented workers are easily exploited by employers whose actions harm all U.S. workers

**BE IT FURTHER RESOLVED**, that immigration enforcement initiatives should focus on exploitative employers and that immigration laws must be enforced in a manner that prioritizes keeping families together, and ensures fair and humane treatment, full access to the law including judicial review, adequate translation, and access to counsel and the federal court system; and

**BE IT FURTHER RESOLVED**, that the most effective electronic employment verification system is one that determines employment authorization accurately through an independent third party, prevents discrimination, and provides sufficient due process and privacy protection; and that employers who abuse electronic employment verification systems to recruit, hire or exploit

undocumented workers, evade the payment of taxes, produce fraudulent documents, or retaliate against workers who exercise their labor rights, must be punished with significant penalties and fines; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will continue to oppose any expansion of a “guest worker” or visa-type program that institutionalizes the indentured servant status characteristics of bracero programs of the past; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union supports legislation to rescind the Hoffman Plastics Supreme Court decision; and

**FINALLY, BE IT RESOLVED**, that the Teamsters Union urges Congress to immediately pass comprehensive immigration reform that includes a rational and reasonable pathway to citizenship for our nation’s 11 million or more undocumented individuals, provides full and complete access to the protection of labor, health and safety laws for all workers regardless of immigration status, includes strong enforcement actions against exploitative employers, prioritizes citizenship for Dreamers, and implements a humane, empathetic and thoughtful system of immigration enforcement which prioritizes keeping families intact and fully considers the complex and often painful circumstances surrounding each individual choice to seek U.S. residency and citizenship.