**Rail Labor Division Resolution:**

**The Fight for Paid Sick Leave Without Discipline**

**for All Railroad Workers**

**WHEREAS**, Railroad Workers are critical to the National and Global supply-chain, and

**WHEREAS**, it is in the national interest, including the national health and defense, that essential transportation services be maintained; and

**WHEREAS**, Railroad Workers are susceptible to illnesses that affect the general public, because Railroad Workers are required to work in confined spaces and travel in close quarters with their coworkers; and

**WHEREAS**, Railroad Workers are exposed to greater risk to injury than the general population by the very nature of their railroad occupations, which require Railroad Workers to work in groups of Employees with heavy tools, equipment and machinery; and

**WHEREAS**, the vast majority of Railroad Workers do not have any paid sick leave and all Railroad Workers are subject to discipline for absence due to illness and injury; and

**WHEREAS,** the railroads’ are experiencing several decades of record profits yet repeatedly refuse to voluntarily agree to provide paid sick leave for all Railroad Workers, and their railroads’ refusal to provide paid sick leave is hazardous in a safety-sensitive industry and jeopardizes our national health and defense for essential transportation services be maintained; and

**WHEREAS**, many States have passed laws that provide paid sick leave for Workers and the railroads have actively fought such State paid sick leave laws to deny Railroad Workers in those states with access to such state paid sick leave rights; and

**WHEREAS**, on the 30th anniversary of the Family Medical Leave Act, all Railroad Workers do not have paid sick leave with the guarantee that they will not be punished for absences due to illness and injury; and

**WHEREAS**, the lack of paid sick leave for all Railroad Workers, 30 years following the passage of the Family Medical Leave Act is unacceptable; therefore be it

**RESOLVED**, that all of Rail Labor is united and resolved to fight for paid sick leave for all Railroad Workers through collective bargaining or voluntary agreement, and that Rail Labor will further call upon all elected and appointed government officials and government agencies to pass a national paid sick leave law that covers all Railroad Workers with paid sick leave without penalty or punishment, and further call upon these government officials and agencies to explore additional safeguards through rule-making and regulations for paid sick leave for all Railroad Workers.