



SR1561

LRB100 21283 MST 37654 r

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SENATE RESOLUTION

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WHEREAS, For the last quarter-century, the Ford Motor Company has garnered a reputation for mishandling complaints of sexual and racial harassment at their production plants across the nation, giving rise to a string of lawsuits in the 1990s, an Equal Employment Opportunity Commission (EEOC) investigation, and a \$22 million settlement to Ford employees who experienced harassment; and

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WHEREAS, The allegations made by female employees have included crude comments about women's bodies, graphic images of male genitalia, groping, males simulating sexual acts or masturbating in front of the women, and supervisors who offered favorable treatment to women who would have sex with them; and

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WHEREAS, The culture at the Ford plants enabled this conduct, thereby causing many of the women who reported harassment to be mocked, dismissed, threatened, or ostracized; and

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WHEREAS, While Ford touted its purported commitment to cracking down on this hostile work environment of the 1990s, it continued to delay firing those accused of harassment, did not provide adequate sexual harassment training, and failed to stamp out retaliation against those women who reported

1 misconduct, leaving workers to conclude that offenders would go  
2 unpunished; and

3 WHEREAS, Ford has done little to address the longstanding  
4 culture of sexual harassment at its plants, resulting in  
5 another EEOC investigation, a recent \$10 million settlement of  
6 sexual harassment claims, and continuing litigation between  
7 Ford and employees who suffer from this pervasive sexual and  
8 racial harassment; and

9 WHEREAS, Ford's Chicago Assembly Plant and the Chicago  
10 Stamping Plant, which together employ over 5,700 people, of  
11 which just under a third are women, have been the source of  
12 half of all sexual harassment and gender discrimination  
13 complaints lodged against Ford with the EEOC; and

14 WHEREAS, Although United Auto Workers (UAW) is the union  
15 entrusted with representing Ford workers in employment  
16 matters, UAW not only breached its duty of fair representation  
17 to women experiencing harassment at Ford's Chicago plants, but  
18 many of the alleged perpetrators of harassment included UAW  
19 representatives and leadership; and

20 WHEREAS, Harassment victims who sought protection from UAW  
21 were instead rebuked for tattling on a union brother and  
22 putting a man's job at risk, and bullied into tolerating the

1 harassment as just another aspect of the job; and

2 WHEREAS, Neither Ford nor UAW took any action to mitigate  
3 the inherent conflict of interest that arises when both a  
4 victim and the perpetrator of sexual harassment are members of  
5 the same collective bargaining unit and the union must fairly  
6 represent both workers; and

7 WHEREAS, Many of the known and unknown women who became  
8 victims of sexual harassment throughout their employment with  
9 Ford are Illinois workers who have suffered serious  
10 psychological and physical trauma, economic loss, and  
11 retaliation including loss of their jobs as a result of Ford  
12 and UAW's gross mishandling and failure to eradicate this  
13 impermissible behavior; therefore, be it

14 RESOLVED, BY THE SENATE OF THE ONE HUNDREDTH GENERAL  
15 ASSEMBLY OF THE STATE OF ILLINOIS, that we urge the Equal  
16 Employment Opportunity Commission, the Illinois Department of  
17 Human Rights, and the Illinois Department of Labor to  
18 investigate the culture of harassment at Ford's Illinois  
19 plants, and provide increased support for the brave women who  
20 have come forward to make their voices heard; and be it further

21 RESOLVED, That we call upon the Governor of Illinois to  
22 review all state contracts with Ford Motor Company for

1 compliance with the Illinois Human Rights Act, the Illinois  
2 Procurement Code, and other laws and regulations governing  
3 state contractors; and be it further

4       RESOLVED, That we call upon the National Labor Relations  
5 Board, the Equal Employment Opportunity Commission, the  
6 Illinois Department of Human Rights, and the Illinois  
7 Department of Labor to investigate UAW's role in facilitating  
8 the harassment at Ford's Illinois plants, including whether it  
9 breached its duty of fair representation to union members who  
10 were victims of harassment; and be it further

11       RESOLVED, That suitable copies of this resolution be  
12 delivered to Governor Bruce Rauner, the Acting Chair and the  
13 Commissioners of the Equal Employment Opportunity Commission,  
14 the members of the National Labor Relations Board, the Director  
15 of the Illinois Department of Human Rights, the Director of the  
16 Illinois Department of Labor, the United Automobile Workers  
17 International Executive Board, and the Board of Directors at  
18 Ford Motor Company.