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HOUSE RESOLUTION

2           WHEREAS, Nearly a quarter-century ago, Ford Motor Company  
3 was thrust into the spotlight when female employees came  
4 forward to reveal they were subject to a hostile work  
5 environment, which included sexual and racial harassment,  
6 inside their factories; subsequently, several lawsuits, an  
7 Equal Employment Opportunity Commission (EEOC) investigation,  
8 and a \$22 million settlement to employees who experienced  
9 harassment have done nothing to change the culture of  
10 harassment that has spread throughout the Ford Motor Company  
11 plants in Chicago; today, women at these same plants say they  
12 have been subjected to many of the same abuses; in an industry  
13 once exclusive to men, these abuses are especially brazen; and

14           WHEREAS, Women joined the work force at Ford during World  
15 War II, when the factory made M8 armored cars; it was not until  
16 the 1970s that women routinely held permanent jobs on the line;  
17 these jobs allowed them to collect union wages while working  
18 for one of America's most storied companies; however, inside  
19 the two Chicago plants, women were treated as property or prey  
20 by their bosses and fellow laborers; they were subjected to  
21 offensive graffiti, crude comments about their bodies,  
22 unwanted physical advances, and the pressure of trading sexual  
23 acts for better assignments; and like those who complained  
24 several years ago, these women were mocked, dismissed,

1 threatened, and ostracized; and

2 WHEREAS, Some of the women felt doubly victimized, as they  
3 were propositioned and called names by their male co-workers;  
4 veteran employees warned that reporting a co-worker's  
5 inappropriate behavior would only bring more trouble,  
6 including the infliction of petty humiliations, such as denying  
7 bathroom breaks; calls for help were often met with hostility,  
8 resistance, or inaction from the union, whose leadership is  
9 mostly male; and

10 WHEREAS, Over the years, Ford Motor Company did not act  
11 aggressively or consistently enough to put an end to the  
12 problem; the Company delayed firing those accused of harassment  
13 and left workers to conclude that offenders would not be  
14 punished and retaliation would be tolerated; the ongoing  
15 misconduct was damaging to the victims, causing anxiety and  
16 depression; and

17 WHEREAS, Many of the women who reported the harassment have  
18 felt betrayed by both Ford and their lawyers and said they were  
19 pressured into giving up their jobs; and

20 WHEREAS, By 2015, half of all sexual harassment and gender  
21 discrimination complaints lodged with the Equal Employment  
22 Opportunity Commission originated in Chicago; the current

1 lawsuit against Ford involves approximately 30 plaintiffs and  
2 accuses multiple local union representatives of harassing  
3 women or obstructing their complaints; therefore, be it

4       RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE  
5 HUNDREDTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that we  
6 call on all departments of the Illinois Government, the City of  
7 Chicago, and Cook County to refuse to enter into any new  
8 contracts or to extend or renew any existing contracts with  
9 Ford Motor Company LLC; and be it further

10       RESOLVED, That the Illinois and Cook County Treasurers, as  
11 well as the Chicago City Clerk, divest any and all taxpayer  
12 assets form Ford Motor Company until Ford is found compliant  
13 with the guidelines of sexual harassment put forth by the U.S.  
14 Equal Employment Opportunity Commission; and be it further

15       RESOLVED, That suitable copies of this resolution be  
16 presented to the Governor of Illinois, the Illinois Treasurer,  
17 the Cook County Treasurer, the Mayor of the City of Chicago,  
18 and the Cook County Board.