

## **IUOE Local 478 Standing United for All**

As we, the American people, witness a new movement begin and carefully listen as people of color peel back the pain that comes from racial inequality, economic inequity, and, all too often, the lack of justice for minority communities, Local 478 remains committed to ensuring that our contractors and our union continue to build a workforce committed to eliminating discrimination, harassment and systematic racism within Connecticut's heavy construction industry and within the communities that we live and work. As advocates of Executive Order 11246, we stand in opposition of any and all discrimination both in the initiation and employment of our members including, but not limited to, race, religion, creed, color, national origin/ancestry, age, gender, or protected veteran status. We will continue to work with public entities and private employers to achieve hiring goals that reflect the diversity of our State while ensuring compliance with Federal and State EEO regulations. Additionally, we are committed to continuing to work with underserved minority communities to bring about change through training and employment.

As we look back on history, we are reminded that Dr. Martin Luther King Jr. was killed while he was in Memphis supporting the sanitation workers' union strike. We are further reminded of his words as he explained how racial equality is intricately linked to economics when he asked, "What good does it do to be able to eat at a lunch counter if you can't buy a hamburger?" A question that remains viable today - a half a century later. In the spirit of America and all that we profess to stand for at IUOE Local 478, I encourage all our Local 478 brothers and sisters to embrace the words that we begin each union meeting with as we say The Pledge of Allegiance, "one nation under God, indivisible, with liberty and justice for all" and let us each catalyze those words into deeds that bring about positive change for our nation.

Business Manager Craig Metz  
IUOE Local 478