

2025 DISTRICT 142 CONVENTION
HUMAN RIGHTS COMMITTEE REPORT
MARCH 20, 2025

The Human Rights Committee met March 18th and 19th 2025 in the sunset room 4 of the Planet Hollywood hotel. Jane-Marie McGrath as Committee Chairwoman presided and Jacqui Elton as Recording Secretary kept record. Our Facilitators for the meeting were VP Southwest Nina Caldwell and D142 Trustee Jennifer Araujo. AH ro HO

Committee Members in Attendance

Jane McGrath (Chair)	Tina Cahoon	Erik Garcia
Jacqui Elton (RS)	Ian Chun	Maxentius John
Rich Spolar	Timothy Flanigan	Kyle “KD” Morris
Shawn Apffel	Elizabeth Flores	
Patricia Baum	Michele Franklin	

Mission Statement

Human rights are fundamental freedoms and protections that belong to every person regardless of an individual’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, military status, or any other characteristic protected by law. Human rights protect one’s dignity, it prevents abuse, it promotes equality, and supports democracy and freedom.

Our meeting was called to order at 1405 with 13 members of the committee present. Jacqui Elton will now deliver the Human Rights Committee report.

GENERAL CONCERNS

- Customer aggression towards members is at an all-time high due to the political climate.
- Lack of dignity and respect upheld by companies in regard to customer behavior.
- Equity in the workplace with regards to recognition and discipline.

During discussions, the Human Rights Committee has made the following recommendations to further promote human rights and service to our membership:

RECOMMENDATIONS

Membership Outreach

- Schedule a quarterly Human Rights webinar meeting chaired by the D142 Human Rights.
- Podcasts that focus on a specific Human Rights topic quarterly.

- Recommend that Locals introduce bylaws and implement technology that give members the opportunity to virtually participate in monthly Local and Committee meetings.
- Educate the membership on the importance of Human Rights, Diversity, Equity, and Inclusion.
- Implement marketing strategies that relate Human Rights advocacy to the members' life experiences.
- Create a webpage on the District 142 site that lists resources available to the membership, as well as an anonymous form to ask questions or voice concerns regarding human rights and mental health.

Human Rights Summit

- We, the Human Rights committee will hold a two (2) to three (3) day Human Rights Summit by the end of 2026 at District 142 Headquarters. In the meantime, we recommend that each Local send at least one (1) delegate to the International Human Rights Conference to be held Sept. 24 – 28, 2025 in Atlanta, GA.

Legislative and Contractual Protections

- Promote Human Rights through legislation that protects members against verbal, mental, emotional and physical abuse from passengers.
- Ensure that current legislation is being enforced when members are assaulted.
- Commit to negotiating language in all CBAs that hold companies accountable for providing basic human rights to include diversity, equity, inclusion and mental health for their employees.

The Human Rights Committee recommends that District 142 begins to implement these recommendations within the next 6 months of notification.