1st Year goals suggested by the groups

- **Building the base by:**
  - Work with local unions, communities and young people already in agreement and follow their leadership
  - Develop a best practice network including the U.S. and abroad
  - Reach and organize the most impacted communities and potentially displaced workers by asking them what they need

- **Mapping and Surveying**
  - Who is doing the work currently?
  - Where is there potential? What work is missing the Climate Justice frame?
  - What labor structures exist around climate and environment?
  - Find places where that climate and environment infrastructure has yet to be built

- **Develop criteria for Climate Justice projects**
  - What makes something Climate Justice, does it have a race and gender lens?

- **Connect allies with the mapping of labor leaders done by the Labor Network for Sustainability**

- **Support for local actions that engage workers**
  - I.e. Toolkits and trainings

- **Expand the conversation**
  - Meet ups
  - Conversations on race and Black Lives Matter
  - Hold devoted strategy sessions and power analyses
  - Uncover where conversations around strategy are already happening and find where they are needed

- **Develop a Vision/Narrative (A Samuel Gompers style statement that inspires)**

1st year goals on the cutting room floor already in motion by LNS

- Find leadership in those already involved in the movement
- Develop a Just Transition conversation within Labor
- Have a Labor Network for Sustainability steering committee check in after 1 year
  - With special attention paid to its composition i.e. women and people of color
- Form a continuation committee to maintain momentum
  - This could include educational resources and a speaker’s bureau
- Create a **Labor Resolution on Climate Justice**
- Labor Network for Sustainability should have a national organizer funded by union contributions and/or explore partnering with another organization (possibly JWJ)
- Create a toolkit for having conversations about climate, race and fossil fuels
1\textsuperscript{st} Year goals on the cutting room floor

- Organize and expand our constituency/movement
  - Education, outreach and issue campaigns
- Organize local Convergences
- Instill a sense of urgency for the problem and the need for a WWII style response to it
- Research and map impacts and opportunities of climate change on unions and workers
- Create a **Labor Resolution on Racial and Climate Justice**
  - Develop a curricula and start trainings for trainers (multi-lingual and adapted to specific audiences)
  - Pass the Labor Resolution at select locals
- Build greater connections with frontline communities and learn from their current examples
- Learn from the most vulnerable communities and potentially displaced workers
- Connect with AFL-CIO race dialogue groups
- Organize strategy sessions at local level
- Create a space to analyze various sectors for job development and climate vis a vis local economic trajectories
- Expand LNS capacity to share information via a repository
- Build caucuses in Convergence attendee’s organizations
- Train Labor Network members to have/lead conversations on race and climate justice

3\textsuperscript{rd} Year goals presented by the groups

- Support building of organizing committees (internal and external)
- Consistent regional Convergences
- Days of Action
  - Gather activists in the movement
  - Not just on climate but inclusive of the Racial Justice frame
- Online strategies to engage more people with quantifiable metrics
- Create tools to educate and mobilize people around Just Transitions
- Lobby to pass the Merkley/Sanders Bill
- Full sectoral analyses of key unions and industries
- The US Labor Movement begins to play a powerful role in the growing global Climate Justice Movement.
- Flesh out the discussion amongst labor and allies about worker-friendly climate policy
  - Include reducing fossil fuels and investing in frontline community protections
- Pension funds should be listening to the Divest/Invest movement and specific financial focuses that move the economy toward a New Economy should be established
Simultaneously, divestment should have a clear strategy for weakening the opponents of Climate Justice.

- AFI-CIO is united around climate change and has won funding for a pilot green jobs program, becoming a clear and dependable leader for the reduction of greenhouse gasses and economic justice for all.
- Organize workers in the green sector and work toward transitioning current unionized labor to sustainable jobs.
- Pass a Labor Resolution on Climate Justice at Internationals and State Feds.
- Clear strategy to grow the Labor Movement through the Climate Crisis.

**3rd year goals on the cutting room floor already in motion by LNS**

- Build and broaden coalitions at all levels between labor and frontline environmental justice communities.
- Specific strategic plans tailored to each union and sector.
- Develop a Climate Justice committee in each union.
- Foster bottom up pressure from CLC’s/Unions to adopt IPCC Policy.

**3rd Year goals on the cutting room floor**

- One or more campaigns that successfully implement labor and environmental justice demands.
  - Disseminate and leverage these successes.
  - Enact some specific local policy or project to demonstrate the progress of the movement.
  - A union puts out a 10-year vision with climate and racial justice lens.
  - Make climate change one of the top priorities for labor’s political endorsements.

**5th Year Goal presented by the groups**

- Labor Movement leads transition to Energy-Eco Democracy.
  - Through public ownership of utilities and resources.
- Collaborative investments that can become self-replicating.
- Community cooperatives with multi-city connections.
- Labor and community partnership models that have been proven to work.
- Detailed community processes to determine sustainability discussions.
- Ascertaining who is being impacted by climate change and prioritize frontline communities.
- Assemble examples of victories and craft a narrative around them.
- Carbon Tax with worker protections and democratic controls.
- Superfund for workers displaced by the transition to a New Economy.
January 27th – January 29th, 2016

Have our communities and country on the trajectory that science says is necessary to preserve the climate in a way that embodies Labor Movement objectives for justice, equality and democracy.

The majority of the Labor Movement has made Climate Change a priority.

A robust job and transition program is in full effect nationally.

Promote viable examples of worker ownership models that prioritize sustainability, both environmentally and economically.