## Util NC

#### The standard is consistency with utilitarianism

#### Actor specificity – Util is the only moral system available to policymakers. Goodin 95

Robert E. Goodin 95 [professor of government at the University of Essex, and professor of philosophy and social and political theory at Australian National University], “Utilitarianism as a Public Philosophy”, Cambridge Studies in Philosophy and Public Policy, May 1995, BE

Consider, first, the argument from necessity. Public officials are obliged to make their choices under uncertainty, and uncertainty of a very special sort at that. All choices - public and private alike - are made under some degree of uncertainty, of course. But in the nature of things, private individuals will usually have more complete information on the peculiarities of their own circumstances and on the ramifications that alternative possible choices might have for them. Public officials, in contrast, are relatively poorly informed as to the effects that their choices will have on individuals, one by one. What they typically do know are generalities: averages and aggregates. They know what will happen most often to most people as a result of their various possible choices. But that is all. That is enough to allow public policy-makers to use the utilitarian calculus - if they want to use it at all - to choose general rules of conduct. Knowing aggregates and averages, they can proceed to calculate the utility payoffs from adopting each alternative possible general rule. But they cannot be sure what the payoff will be to any given individual or on any particular occasion. Their knowledge of gener- alities, aggregates and averages is just not sufficiently fine-grained for that.

#### No intent-foresight distinction – If we foresee a consequence, then it becomes part of our deliberation which makes it intrinsic to our action since we intend it to happen.

#### Pleasure and pain are intrinsically valuable.

Moen 16 [Ole Martin Moen, Research Fellow in Philosophy at University of Oslo “An Argument for Hedonism” Journal of Value Inquiry (Springer), 50 (2) 2016: 267–281] SJDI, brackets in original

Let us start by observing, empirically, that a widely shared judgment about intrinsic value and disvalue is that pleasure is intrinsically valuable and pain is intrinsically disvaluable. On virtually any proposed list of intrinsic values and disvalues (we will look at some of them below), pleasure is included among the intrinsic values and pain among the intrinsic disvalues. This inclusion makes intuitive sense, moreover, for **there is something undeniably good about** the way **pleasure** feels **and** something **undeniably bad about** the way **pain** feels, and neither the goodness of pleasure nor the badness of pain seems to be exhausted by the further effects that these experiences might have. “Pleasure” and “pain” are here understood inclusively, as encompassing anything hedonically positive and anything hedonically negative.2 The special value statuses of pleasure and pain are manifested in how we treat these experiences in our everyday reasoning about values. If you tell me that you are heading for the convenience store, **I might ask: “What for?”** This is a reasonable question, for when you go to the convenience store you usually do so, not merely for the sake of going to the convenience store, but for the sake of achieving something further that you deem to be valuable. You might answer, for example: “To buy soda.” This answer makes sense, for soda is a nice thing and you can get it at the convenience store. I might further inquire, however: “What is buying the soda good for?” This further question can also be a reasonable one, for it need not be obvious why you want the soda. You might answer: “Well, I want it for the pleasure of drinking it.” If I then proceed by asking “**But** what is the pleasure of drinking the soda good for?” the discussion is likely to reach an awkward end. The reason is that the **pleasure is not good for anything further;** it is simply that for which going to the convenience store and buying the soda is good.3 As Aristotle observes: **“We never ask** [a man] **what his end is in being pleased, because** we assume that **pleasure is** choice **worthy in itself.”**4 Presumably, a similar story can be told in the case of pains, for if someone says “This is painful!” we never respond by asking: “And why is that a problem?” We take for granted that if something is painful, we have a sufficient explanation of why it is bad. If we are onto something in our everyday reasoning about values, it seems that **pleasure and pain are both places where we reach the end of the line in matters of value.**

#### Every study of credible social theories concludes consequentialism is good---Scientific studies of biology, evolution, and psychology prove that deontological proclivities are only illogical layovers from evolution

* Util isn’t about treating humans as objects: it’s about treating each person equally and choosing the action that maximizes human life, which is the ultimate human good

Greene 2010 – Joshua, Associate Professor of Social science in the Department of Psychology at Harvard University (The Secret Joke of Kant’s Soul published in Moral Psychology: Historical and Contemporary Readings, accessed: www.fed.cuhk.edu.hk/~lchang/material/Evolutionary/Developmental/Greene-KantSoul.pdf)

What turn-of-the-millennium science is telling us is that human moral judgment is not a pristine rational enterprise, that our moral judgments are driven by a hodgepodge of emotional dispositions, which themselves were shaped by a hodgepodge of evolutionary forces, both biological and cultural. Because of this, it is exceedingly unlikely that there is any rationally coherent normative moral theory that can accommodate our moral intuitions. Moreover, anyone who claims to have such a theory, or even part of one, almost certainly doesn't. Instead, what that person probably has is a moral rationalization. It seems then, that we have somehow crossed the infamous "is"-"ought" divide. How did this happen? Didn't Hume (Hume, 1978) and Moore (Moore, 1966) warn us against trying to derive an "ought" from and "is?" How did we go from descriptive scientific theories concerning moral psychology to skepticism about a whole class of normative moral theories? The answer is that we did not, as Hume and Moore anticipated, attempt to derive an "ought" from and "is." That is, our method has been inductive rather than deductive. We have inferred on the basis of the available evidence that the phenomenon of rationalist deontological philosophy is best explained as a rationalization of evolved emotional intuition (Harman, 1977). Missing the Deontological Point I suspect that rationalist deontologists will remain unmoved by the arguments presented here. Instead, I suspect, they will insist that I have simply misunderstood what Kant and like-minded deontologists are all about. Deontology, they will say, isn't about this intuition or that intuition. It's not defined by its normative differences with consequentialism. Rather, deontology is about taking humanity seriously. Above all else, it's about respect for persons. It's about treating others as fellow rational creatures rather than as mere objects, about acting for reasons rational beings can share. And so on (Korsgaard, 1996a; Korsgaard, 1996b). This is, no doubt, how many deontologists see deontology. But this insider's view, as I've suggested, may be misleading. The problem, more specifically, is that it defines deontology in terms of values that are not distinctively deontological, though they may appear to be from the inside. Consider the following analogy with religion. When one asks a religious person to explain the essence of his religion, one often gets an answer like this: "It's about love, really. It's about looking out for other people, looking beyond oneself. It's about community, being part of something larger than oneself." This sort of answer accurately captures the phenomenology of many people's religion, but it's nevertheless inadequate for distinguishing religion from other things. This is because many, if not most, non-religious people aspire to love deeply, look out for other people, avoid self-absorption, have a sense of a community, and be connected to things larger than themselves. In other words, secular humanists and atheists can assent to most of what many religious people think religion is all about. From a secular humanist's point of view, in contrast, what's distinctive about religion is its commitment to the existence of supernatural entities as well as formal religious institutions and doctrines. And they're right. These things really do distinguish religious from non-religious practices, though they may appear to be secondary to many people operating from within a religious point of view. In the same way, I believe that most of the standard deontological/Kantian self-characterizatons fail to distinguish deontology from other approaches to ethics. (See also Kagan (Kagan, 1997, pp. 70-78.) on the difficulty of defining d eontology.) It seems to me that consequentialists, as much as anyone else, have respect for persons, are against treating people as mere objects, wish to act for reasons that rational creatures can share, etc. A consequentialist respects other persons, and refrains from treating them as mere objects, by counting every person's well-being in the decision-making process. Likewise, a consequentialist attempts to act according to reasons that rational creatures can share by acting according to principles that give equal weight to everyone's interests, i.e. that are impartial. This is not to say that consequentialists and deontologists don't differ. They do. It's just that the real differences may not be what deontologists often take them to be. What, then, distinguishes deontology from other kinds of moral thought? A good strategy for answering this question is to start with concrete disagreements between deontologists and others (such as consequentialists) and then work backward in search of deeper principles. This is what I've attempted to do with the trolley and footbridge cases, and other instances in which deontologists and consequentialists disagree. If you ask a deontologically-minded person why it's wrong to push someone in front of speeding trolley in order to save five others, you will get characteristically deontological answers. Some will be tautological: "Because it's murder!" Others will be more sophisticated: "The ends don't justify the means." "You have to respect people's rights." But, as we know, these answers don't really explain anything, because if you give the same people (on different occasions) the trolley case or the loop case (See above), they'll make the opposite judgment, even though their initial explanation concerning the footbridge case applies equally well to one or both of these cases. Talk about rights, respect for persons, and reasons we can share are natural attempts to explain, in "cognitive" terms, what we feel when we find ourselves having emotionally driven intuitions that are odds with the cold calculus of consequentialism. Although these explanations are inevitably incomplete, there seems to be "something deeply right" about them because they give voice to powerful moral emotions. But, as with many religious people's accounts of what's essential to religion, they don't really explain what's distinctive about the philosophy in question.

#### Autonomy collapses to util – violetion of autonomy is a consequence

## NC Shell

#### CP Text: A just government should recognize the unconditional right of non-police workers to strike, abolishing police unions.

#### The aff makes police collective bargaining worse and gives more power to police unions.

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- ("What is The Blue Flue and How Has It Increased Police Power," Washington Post, 7-1-2020, 11-2-2021https://www.washingtonpost.com/outlook/2020/07/01/what-is-blue-flu-how-has-it-increased-police-power/)//AW

This weekend, officers from the New York City Police Department are rumored to be planning a walkout to protest calls to defund the police. This builds on a similar tactic used by police in Atlanta less than a month ago. On June 16, Fulton County District Attorney, Paul L. Howard Jr. announced that Garrett Rolfe, the Atlanta police officer who fatally shot Rayshard Brooks, would face charges of felony murder and aggravated assault. That night, scores of Atlanta Police Department officers caught the “blue flu,” calling out sick en masse to protest the charges against Rolfe. Such walkouts constitute, in effect, illegal strikes — laws in all 50 states prohibit police strikes. Yet, there is nothing new about the blue flu. It is a strategy long employed by police unions and rank-and-file officers during contract negotiations, disputes over reforms and, like in Atlanta, in response to disciplinary action against individual officers. The intent is to dramatize police disputes with municipal government and rally the citizenry to their side. But the result of such protests matter deeply as we consider police reform today. Historically, blue flu strikes have helped expand police power, ultimately limiting the ability of city governments to reform, constrain or conduct oversight over the police. They allow the police to leverage public fear of crime to extract concessions from municipalities.

#### Police unions use collective bargaining to reinforce systems of racism and violence. Clark ‘19

Paul F. Clark [School Director and Professor of Labor and Employment Relations, Penn State], 10-10-2019, "Why police unions are not part of the American labor movement," Conversation, [https://theconversation.com/why-police-unions-are-not-part-of-the-american-labor-movement-142538 //accessed 10/20/2021](https://theconversation.com/why-police-unions-are-not-part-of-the-american-labor-movement-142538%20//accessed%2010/20/2021) //marlborough jh

In the wake of George Floyd’s death at the hands of a Minneapolis police officer, news reports have suggested that [police unions bear some of the responsibility](https://www.salon.com/2020/06/27/police-unions-blamed-for-rise-in-fatal-shootings-even-as-crime-plummeted/) for the [violence perpetrated against African Americans](https://www.nytimes.com/2020/05/30/us/derek-chauvin-george-floyd.html). ¶Critics have assailed these unions for [protecting officers who have abused their authority](https://www.washingtonpost.com/outlook/2020/06/09/limits-when-police-can-use-force-is-better-solution-than-banning-police-unions/). Derek Chauvin, the former police officer facing [second-degree murder charges for Floyd’s death](https://www.npr.org/2020/06/03/868910542/chauvin-and-3-former-officers-face-new-charges-over-george-floyds-death), had nearly [20 complaints filed against him during his career](https://www.mercurynews.com/2020/05/30/minneapolis-officers-work-personal-background-detailed-2/) but only received two letters of reprimand. ¶Many people who support labor unions in principle, who view them as a countervailing force against the power of employers, have only recently [come to view police unions as problematic](https://www.latimes.com/politics/story/2020-06-15/police-unions-george-floyd-reform) – as entities that [perpetuate a culture of racism and violence](https://www.newyorker.com/news/news-desk/how-police-union-power-helped-increase-abuses). ¶But this sentiment reverberates through the history of the U.S. labor movement. As a [labor scholar](https://ler.la.psu.edu/people/pfc2) who has [written about unions](https://theconversation.com/essential-us-workers-often-lack-sick-leave-and-health-care-benefits-taken-for-granted-in-most-other-countries-136802) for [decades](https://onlinelibrary.wiley.com/doi/full/10.1111/bjir.12526), I think this viewpoint can be explained by the fact that police unions differ fundamentally from almost all trade unions in America. **¶**Foot soldiers for the status quo **¶**For many veterans of the labor movement, [police have been on the wrong side](https://plsonline.eku.edu/insidelook/history-policing-united-states-part-3) of the centuries-old struggle between workers and employers. [Rather than side with other members of the working class](https://www.businessinsider.com/mayhem-in-madison-police-remove-protesters-lockdown-capitol-2011-3), police have used their legal authority to protect businesses and private property, enforcing laws viewed by many as anti-union. **¶**The strain between law enforcement and labor goes back to the origins of [American unions in the mid 19th century](https://plsonline.eku.edu/insidelook/history-policing-united-states-part-3). Workers formed unions to fight for wage increases, reduced working hours and humane working conditions. **¶**For employers, this was an attack on the existing societal power structure. They enlisted the government as the defender of capital and property rights, and [police officers were the foot soldiers](http://america.aljazeera.com/articles/2014/12/22/police-unions-havealwaysbeenalabormovementapart.html) who defended the status quo. **¶**When workers managed to form unions, companies called on local police to disperse union gatherings, marches and picket lines, using [violence and mass arrests to break the will of strikers](https://www.smithsonianmag.com/history/how-1897-massacre-pennsylvania-coal-miners-morphed-galvanizing-crisis-forgotten-history-180971695/). **¶**A narrow focus **¶**Police work is a fundamentally conservative act. And police officers tend to be politically conservative and Republican. **¶**A poll of police [conducted in September 2016 by POLICE Magazine](https://www.policemag.com/342098/the-2016-police-presidential-poll) found that 84% of officers intended to vote for Donald Trump that November. And law enforcement unions like the Fraternal Order of Police, the International Union of Police Associations and the National Border Patrol Council [all endorsed Trump’s candidacy in 2016](https://theintercept.com/2016/10/09/police-unions-reject-charges-of-bias-find-a-hero-in-donald-trump/). **¶**This contrasts sharply with the 39% share of all [union voters who voted for Trump](https://www.wsj.com/articles/democrats-labor-to-stem-flow-of-union-voters-to-trump-11567422002) and the fact that every other union which made an [endorsement supported Hillary Clinton](https://justfacts.votesmart.org/candidate/evaluations/55463/hillary-clinton). **¶**Exclusively protecting the interests of their members, without consideration for other workers, also sets police unions apart from other labor groups. Yes, the first priority of any union is to fight for their members, but most other unions see that fight in the context of a [larger movement that fights for all workers](https://aflcio.org/what-unions-do/social-economic-justice). ¶Police unions do not see themselves as [part of this movement](https://www.teenvogue.com/story/what-to-know-police-unions-labor-movement). With one exception – the [International Union of Police Associations](https://www.theguardian.com/us-news/2020/jun/11/police-unions-american-labor-movement-protest), which represents just [2.7% of American police](https://www.bjs.gov/content/pub/pdf/ftelea9716.pdf) – law enforcement unions are not affiliated with the AFL-CIO, the U.S. labor body that unites all unions. ¶Alternative justice system ¶A central concern with police unions is that they use collective bargaining to negotiate contracts that reduce police transparency and accountability. This allows officers who engage in excessive violence to [avoid the consequences of their actions](https://www.washingtonpost.com/business/2020/06/10/police-unions-violence-research-george-floyd/) and remain on the job. ¶In a way, some police unions have created an [alternative justice system](https://www.theatlantic.com/politics/archive/2016/06/restorative-justice-police-violence/489221/) that prevents police departments and municipalities from disciplining or discharging officers who have committed crimes against the people they are sworn to serve. ¶In Minneapolis, residents filed more than [2,600 misconduct complaints](https://www.wsj.com/articles/the-problem-with-police-unions-11591830984) against police officers between 2012 and 2020. But only 12 of those grievances resulted in discipline. The most significant [punishment any officer received was a 40-hour suspension](https://www.nytimes.com/2020/05/30/us/derek-chauvin-george-floyd.html). **¶**Besides collective bargaining, police have used the political process – including [candidate endorsements and lobbying](https://www.theguardian.com/us-news/2020/jun/23/police-unions-spending-policy-reform-chicago-new-york-la) – to secure local and state legislation that protects their members and quells efforts to provide greater police accountability. ¶Police officers are a formidable political force because they represent [the principle of law and order](https://www.thedailybeast.com/the-gop-and-police-unions-a-love-story). Candidates endorsed by the police unions can claim they are the law and order candidate. Once these candidates win office, police unions have [significant leverage to lobby for policies](https://nymag.com/intelligencer/2020/06/george-floyd-protests-police-abuse-reform-qualified-immunity-polls.html) they support or block those they oppose. ¶Because of this power, critics claim that police unions don’t feel accountable to the citizens they serve. An attorney who sued the Minneapolis Police Department on behalf of a Black resident who was [severely beaten by police officers](https://www.nytimes.com/2020/05/30/us/derek-chauvin-george-floyd.html) said that he is convinced that Minneapolis “officers think they don’t have to abide by their own training and rules when dealing with the public.” ¶George Floyd’s death has raised serious concerns about the current role of police and police unions in our society. Several unions have demanded that the International Union of Police Associations be expelled from the U.S. labor federation. Other [unions oppose expulsion](https://www.nbcnews.com/politics/politics-news/national-labor-groups-mostly-close-ranks-defend-police-unions-n1231573). They argue that the labor movement can have a greater impact on a police union that is inside the “House of Labor.” ¶In any case, there is a growing recognition that police unions differ significantly from other unions. And there is a growing acceptance that they are not part of the larger American labor movement but rather a narrowly focused group pursuing their own self-interests, often to the detriment of the nation at large.

#### Police backed by unions are more violent than non-unionized police. Ingraham ’20.

Christopher Ingraham [Reporter] 20. ("Police Unions and Police Misconduct: What the Research Says About the Connection," Washington Post, 6-10-2020, 10-27-2021 https://www.washingtonpost.com/business/2020/06/10/police-unions-violence-research-george-floyd/)//AW

Some of the most shocking images to emerge from the demonstrations that have dominated recent headlines stem from violent interactions between law enforcement officers and peaceful protesters. They’ve also escalated calls for police reform. But police unions tend to be resistant to such efforts, as their mandate is to protect the interests of their members — even in cases when those interests may be counter to democratic norms and values. Though an understudied topic of criminology, what research that does exist is unequivocal: “Virtually **all** of the **published items** that express an opinion **on the impact of police unions regard them as having a negative effect**, particularly **on innovation, accountability, and police — community relations**,” as a review in the journal Police Practice and Research put it. Researchers say unionized officers draw more excessive-force complaints and are more likely to kill civilians, particularly nonwhite ones. Here are some key findings: Unionization emboldens violent officers A recent University of Chicago working paper found violent misconduct among sheriff’s officers increased about 40 percent after a state supreme court ruling allowing the officers to unionize. The incidents examined in this paper are among the most serious types of violent misconduct, including sexual assault and excessive force. It’s worth noting the baseline numbers of these types of incidents are very low, such that the 40 percent increase translates into roughly one additional violent incident per sheriff’s office every five years. Certain union-negotiated contract provisions — including time limits on misconduct investigations, expungement of misconduct records, and mechanisms allowing officers to challenge disciplinary findings — make it more difficult to detect and punish officers who abuse their position, the researchers say. Additionally, the authors write, unionization “may increase solidarity among officers and thereby strengthen a code of silence that impedes the detection of misconduct.” Use-of-force complaints more likely among unionized officers A 2006 report from the federal Bureau of Justice Statistics found unionized police agencies garnered 9.9 use-of-force complaints for every 100 officers, compared with 7.3 for non-unionized agencies. During the disciplinary process, about 7 percent of those complaints were sustained, or found to have merit, in unionized agencies. In nonunion agencies, the sustain rate was more than double, at 15 percent. In effect, officers in unionized police forces are more likely to be the subjects of an excessive-force complaint, but more likely to beat the allegations in disciplinary hearings. Lengthy appeals processes make it more difficult to fire ‘bad apples’ Writing in the University of Pennsylvania Law Review, Stephen Rushin analyzed 656 police union contracts to examine the role of the disciplinary appeals process in misconduct cases. “The median police department in the data set offers police officers as many as four layers of appellate review in disciplinary cases,” he found. Some provided six or seven layers of review. After those levels are exhausted, most departments then allow officers accused of misconduct to appeal to a third-party arbitrator. More than half gave the offending officers some control over the selection of the arbitrator. The result, as detailed in a 2017 Washington Post investigation, is that a stunningly high percentage of officers fired for misconduct are eventually rehired after a lengthy appeals process. In Washington, D.C., for instance, 45 percent of the officers fired for misconduct from 2006 to 2017 were rehired on appeal. In Philadelphia, the share is 62 percent. In San Antonio, it’s 70 percent. Other contract provisions also shield police from accountability In a separate paper in the Duke Law Journal, Rushin analyzed 178 police union contracts and found a number of provisions that played a role in shielding police from the consequences of misconduct, including provisions that “limit officer interrogations after alleged misconduct, mandate the destruction of disciplinary records, ban civilian oversight, prevent anonymous civilian complaints, indemnify officers in the event of civil suits, and limit the length of internal investigations.” He found that “overall, 156 of the 178 police union contracts examined in this study — around 88 percent — contained at least one provision that could thwart legitimate disciplinary actions against officers engaged in misconduct.” Police unions advocate shielding disciplinary records from public view Writing in the Stanford Law & Policy Review, Katherine Bies notes that “police disciplinary records are public in only 12 states,” due in no small part to lobbying efforts by police unions. The article deals specifically with the efforts of police unions to pass laws in two states — New York’s notorious Section 50-a and a similar law in California — that shield disciplinary records from public scrutiny. “Police unions often strategically frame any opposition to their agenda of secrecy as endangering public safety and harming the public interest,” Bies writes. “However, police unions often conflate ‘the public interest’ with the private interests of police officers.” Unionized police may be more likely to kill civilians, particularly nonwhite ones Economist Rob Gillezeau recently previewed his research examining the relationship between unionization and police killings of U.S. citizens. While provisional, his initial results suggest the police unionization happening in the 1950s through the 1980s led to “about 60 to 70″ additional civilians killed by police each year. The “overwhelming majority” of those civilians were nonwhite. “With the caveat that this is very early work, it looks like collective bargaining rights are being used to protect the ability of officers to discriminate in the disproportionate use of force against the nonwhite population,” he recently said on Twitter.

### Turn Unions

#### Police unions are anti-labor- means the aff can never solve without getting rid of them AND turns case. Modak 20.

Ria Modak [Student Coordinator, Muslim American Studies Working Group, Harvard Student Labor Action Movement and the Harvard Graduate Students Union] 20 - ("Police Unions Are Anti-Labor," Ria Modak, Harvard Political Review, 9-9-2020, 10-27-2021 https://harvardpolitics.com/police-unions-are-anti-labor/)//AW

My own experiences with HUPD are reflective of a long history fraught with violence. For two centuries, **the police have been used to suppress labor action** and promote corporate interests. **The police**, the National Guard and the U.S. Army **played an integral role in suppressing the Great Strike of 1877**, the Homestead Strike of 1892 **and** the **Lawrence Strike** of 1912, to name a few examples. **In** each of **these incidents,** the **police resorted to extreme violence**, acquiring new legal powers and protections as they terrorized working class communities. By the middle of the 20th century, **the police had become** **a**n autocratic, **militarized force whose** primary **role was to challenge organized labor through union-busting and strike-breaking.** They continue to occupy this role. For evidence, we have to look no further than the ongoing protests for racial justice in which the police have been called to attend to instances of rioting. Their brutal treatment of protesters, including the use of teargas and rubber bullets, is further proof of their commitment to property over people. It is no coincidence that cops interfere with labor action; the fundamental objective of the police is to protect property. Modern day police forces in urban cities like Boston were founded to safeguard trade and protect commercial property, and in the South, policing evolved from slave patrols tasked with chasing down runaway slaves. **Policing** was, and **continues to** be, a way to protect and **serve capitalism, not people**. By attending to private property, which itself depends on the extraction of labor from the working class, the police align themselves with capitalists, rather than with workers**. The** material **interests of** the **police are antithetical to the very ethos of organized labor, which seeks to protect workers from capitalist exploitation.** It is impossible to build a working class movement while supporting an institution that was founded to oppress working class and Black communities. Police unions are also complicit in anti-labor action in the federal political arena. The Fraternal Order of Police and **the International Union of Police Associations**, the two largest police unions in the country, endorsed President Trump in 2016 and recently endorsed his reelection campaign. By funneling money into President Trump’s campaign, **the IUPA is** directly **responsible for** hisblatantly **anti-labor policies, which have restricted the freedom to join unions, silenced workers, and gutted health and safety protections.** Furthermore, much of the power **of** policing lies in **police unions,** which **enable racist, anti-labor action by making it** nearly **impossible for** police **officers to be held accountable** for their actions. Collective bargaining agreements allow officers to evade the consequences of innumerable wrongs — including the violent killing of Black people, sexual assault, lying to investigators and falsifying documents — by limiting independent oversight and expunging misconduct records. In addition, unions spend millions of dollars lobbying against police reform on the local, state and federal levels. By shielding officers from consequences and blocking reform, **police unions embolden violence against the Black and Brown communities** that are the most vulnerable to police brutality. One way to put an end to racialized police violence is to put an end to police unions. **Dismantling police unions is a** crucial **step in taking power away from the police and giving it back to** working class communities and **communities of color.** Although not all police departments are unionized or affiliated with a larger labor federation like the AFL-CIO, those that are must be expelled. However, disaffiliation must be only the first step in a broader struggle to dismantle the police in its entirety. Police abolition means building a world that does not rely on capitalism and racism to structure society. Although some critics of abolition argue that disaffiliating police unions would threaten other public sector unions, many trade unionists disagree with this position, indicating support from public sector workers themselves. Union members represented by the Service Employees International Union and United Auto Workers have demanded the disaffiliation of police unions from the larger labor movement. In addition, a coalition of labor organizers called “No Cop Unions” have called on the AFL-CIO to expel IUPA and urged AFL-CIO affiliates with partial law enforcement membership to terminate their relationships with unionized police and correctional officers. Ultimately, the call to separate **police unions** from the labor movement is a recognition that they **have no role in a society that truly values workers**. The **goals of the police**, which are maintained and facilitated by police unions, **are incompatible with pro-labor ideology**. The labor movement must take a firm stance against police unions and work to develop an anti-racist praxis. There can be no labor justice while police unions continue to protect anti-worker interests.

### Health Inequality

#### Police violence has sweeping health consequences, especially for BIPOC communities. Ehrenfeld and Harris ‘20

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AMA policy recognizes that physical or verbal violence between law enforcement officers and the public, particularly among Black and Brown communities where these incidents are more prevalent and pervasive, is a critical determinant of health and supports research into the public health consequences of these violent interactions. Recognizing that many who serve in law enforcement are committed to justice, the violence inflicted by police in news headlines today must be understood in relation to larger social and economic arrangements that put individuals and populations in harm’s way leading to premature illness and death. Police violence is a striking reflection of our American legacy of racism—a system that assigns value and structures opportunity while unfairly advantaging some and disadvantaging others based on their skin color and “saps the strength of the whole society through the waste of human resources,” as described by leading health equity expert Camara Jones, MD, MPH, PhD. Importantly, racism is detrimental to health in all its forms. In any season, police violence is an injustice, but its harm is elevated amidst the remarkable stress people are facing amidst the COVID-19 pandemic. Even now, there is evidence of increased police violence in the form of excessive police-initiated force and unwarranted shootings of civilians, some of which have been fatal. This violence not only contributes to the distrust of law enforcement by marginalized communities but distrust in the larger structure of government including for our critically important public health infrastructure. The disparate racial impact of police violence against Black and Brown people and their communities is insidiously viral-like in its frequency, and also deeply demoralizing, irrespective of race/ethnicity, age, LGBTQ or gender. Just as the disproportionate impact of COVID-19 on communities of color has put into stark relief health inequity in the U.S., the recent deaths of Breonna Taylor, a Black woman and EMT in Louisville who was shot and killed in her own home due to mistaken identity by law enforcement, and George Floyd, a Black man in Minneapolis killed at the hands of law enforcement, spotlight yet again where the deck is stacked against Black people. Floyd’s final words, “I can’t breathe,” echoed those of Eric Garner, killed by police in New York City in 2014—and many others before him. This tenor of atrocious injustice is haunting. We recognize that adherence to COVID-19 public health guidelines, including wearing face masks and physical distancing, is critical to preventing illness and death. Yet signs are already emerging to indicate that police forces are practicing disproportionate enforcement in predominantly Black and Brown communities. What’s often not highlighted are the harmful health impacts that result, such as the connection between excessive police activity and health. Research demonstrates that racially marginalized communities are disproportionally subject to police force, and there is a correlation between policing and adverse health outcomes. For example, an independent analysis found that Black males are three times more likely to be killed during a police encounter than their White male counterparts.1 Similarly, national data from 2012 shows that while Latinx made up roughly 18 percent of the population, they accounted for 30 percent of arrests and 23 percent of all searches.2 An increased prevalence of police encounters is linked to elevated stress and anxiety levels, along with increased rates of high blood pressure, diabetes and asthma—and fatal complications of those comorbid conditions.3 Racism as a driver of health inequity is also particularly evident in findings from a 2018 study showing that law enforcement-involved deaths of unarmed black individuals were associated with adverse mental health among Black American adults—a spillover effect on the population, regardless of whether the individual affected had a personal relationship with the victim or the incident was experienced vicariously.4 The trauma of violence in a person’s life course is associated with chronic stress, higher rates of comorbidities and lower life expectancy, all of which bear extensive care and economic burden on our healthcare system while sapping the strength of affected families and communities. The United States has a track record of historically and systemically disadvantaging certain racial groups—in addition to ethnic, religious and other minoritized groups—across the country. These structural and political forces have created deep-seated problems that persist today, more than 150 years after slavery ended and 50 years after the Civil Rights Movement. It’s widely understood in medicine and public health that structural racism manifests in differential access by race to opportunities, resources, conditions, and power within their respective systems. Corporeal and psychological violence at the hands of police is a derogatory device of enforcement, which is a philosophy our AMA cannot abide. Police brutality in the midst of public health crises is not crime-preventive—it creates demoralized conditions in an already strained time. It exacerbates psychological harms and has a clear impact on bystanders. Over time, this violence manifests as an erosion of communal trust in police and a “weathering" of people who bodies are historically “over-policed”. The history of over-policing marginalized and minoritized communities in America is well-ingrained within our culture, but not inextricably so. The ultimate defense against police violence in times of public health crisis, and beyond, is centering equity and ensuring accountability as a public health measure. To help confront this systemic issue in our society, the AMA urges other leading health organizations to also take up the mantle of intolerance for police brutality and racism. We urge states to require the reporting of legal intervention deaths and law enforcement officer homicides to public health agencies. We urge health institutions and physician organizations to explicitly denounce police violence, particularly in times of COVID-19 and during other public health crises. We urge clinics, hospital and healthcare providers to review and reconsider their policies and relationships with law enforcement that may increase harm to patients and patient communities. We call for the Centers for Disease Control and Prevention (CDC) and the National Academies of Sciences, Engineering, and Medicine and other such parties to study the public health effects of physical and verbal violence between law enforcement officers and public citizens, particularly within racially marginalized communities. We call for uniform training, transparency in reporting and accountability by law enforcement. Excessive police force is a communal violence that significantly drives unnecessary and costly injury, and premature morbidity and death. Our country—our society—demands more.

r labour, as collective bargaining would essentially become a dead letter.