RESOLUTION REGARDING "ALL IN FOR WASHINGTON"

Resolution #1

Submitted by Spokane Regional Labor Council, AFL-CIO

WHEREAS, the Washington State Labor Council Constitution states: "… to the more effective organization of working men and women; ... to the achievement of a higher standard of living and working conditions; to the attainment of security for all the people; to the enjoyment of the leisure which their skills make possible; and to the strengthening and extension of our way of life and the fundamental freedoms which are the basis of our democratic society"; and

WHEREAS, the Washington State Labor Council Constitution states: "To combat resolutely the forces that seek to undermine the democratic institutions of our nation and to enslave the human soul"; and

WHEREAS, the Washington State Labor Council Constitution states: "To strive always to win full respect for the dignity of the human individual whom our unions serve"; and

WHEREAS, the top one percent pays 2.6% in state taxes, the middle twenty percent, of working men and women, pays about six times the amount of the top one percent which is 12.7% in state taxes; and the bottom twenty percent, of working men and women, pay about eight times the amount of the top one percent which is 17.3% in taxes; and

WHEREAS, working men and women, the bottom 40%, carry the top one percent to retirement while working families face the fear of possibly never being able to purchase a home; and shoulder a state tax system that burdens working families with the responsibility of providing for state function; where the norm of starting out in life is for the bottom 20%, who rely on state programs, to be shamed for accepting help to make it to a better tomorrow, or possibly never having a pension that they can retire on; and

WHEREAS, Washingtonians are uninformed about our regressive tax code; which is last place as the most upside-down state tax code out of all 50 states in this nation; and whereas Idaho beats Washington with a more progressive state tax system; now, therefore, be it

RESOLVED, that the Purpose and Declaration of Principle of the Washington State Labor Council is to propose, support, and promote legislation favorable to and to oppose legislation detrimental to the interests of workers and organized labor; and be it further

RESOLVED, the Washington State Labor Council will carry the torch of education and join All in For Washington to further inform all Washingtonians about our upside-down state tax code; and be it further

RESOLVED, the Washington State Labor Council will participate in or take on a leadership role in the campaign All in For Washington to help cultivate thoughtful reform that joins all Washingtonians and Union members together. We will continue to organize the unorganized to not only join together, but fight together and win together; and be it finally

RESOLVED, that this resolution will be an action of the Washington State Labor Council continuing to honor Resolution #4 from the 2017 WSLC Convention, CALLING FOR A STRATEGIC PLAN TO RECLAIM THE POWER OF THE LABOR MOVEMENT. This is accomplished by fighting for a state tax plan that would free those being oppressed by our current regressive tax system, such as, working men and women, our union members, working class heroes.

opeiu8/afl-cio

Referred to the Resolutions Committee

RESOLUTION REGARDING CONSTITUENCY GROUP VICE PRESIDENT CANDIDATES

Resolution #2

Submitted by APRI, APALA, ARA, CBTU, CLUW, LCLAA, PAW and WA YELL

WHEREAS, constituency groups affiliated with the WSLC are a critical part of the functioning of the WSLC; and

WHEREAS, the Constituency Group Vice Presidents on the WSLC Executive Board are elected on a statewide basis; and

WHEREAS, the current language in the WSLC Constitution enables a qualified member to run as a candidate for Vice President without the sanction of the Constituency Group and even against the wishes of the Constituency Group; now, therefore be it

RESOLVED, that Article V.4(a) of the Washington State Labor Council, AFL-CIO Constitution be revised to ensure Constituency groups have the ability to select their candidates for the positions of Vice President; and be it finally

RESOLVED: that Article V.4(a) be revised as follows:

> V.4(a) Representatives of the eight (8) constituency/allied groups (APRI, APALA, ARA, CBTU, CLUW, LCLAA, PAW and WA YELL) shall be elected on a statewide basis. In order to be eligible, candidates must be active members of the constituency group in their areas, as defined by their bylaws. Candidates are required to be members of an affiliated union, as well as the constituency group, and must have five (5) valid nominations from other affiliated unions. If there is more than one chapter of a constituency group in the state, the combined chapters shall determine their designated nominee. The constituency groups ~~may~~ shall contact the Secretary Treasurer and have the name of their designated choice to fill the Executive Board position placed on the ballot. Only the constituency group nominee shall be placed on the ballot. In the event no nominee is put forward by the constituency group, the nomination shall be open to all eligible candidates. Final election of the Constituent Vice Presidents will be based on the total number of ballots cast for each position.

opeiu8/afl-cio

Referred to the Constitutional Committee

UNITE AND STAND UP FOR COMMUNITIES UNDER ATTACK

Resolution #3

Submitted by WFSE Council 28

WHEREAS, the attack on protestors in Charlottesville, VA on August 12, 2017 shows that there remains a serious threat; and

WHEREAS, groups which have an anti-worker agenda that includes breaking unions, gutting the social safety net, privatizing public education, eviscerating environmental laws, deregulating banking and other industries, militarizing the police, waging endless war, and weakening civil rights protections; and

WHEREAS, working people are in the streets confronting violence, and would greatly benefit in this battle from labor's experience, discipline, and resources; now, therefore, be it

RESOLVED that the Washington State Labor Council will encourage its locals to form united fronts with activists from a broad range of perspectives in order to organize protests against, and ongoing resistance to, these threats; and be it finally

RESOLVED that WSLC join with other unions and targeted communities to organize a program that counters these groups with principles that include:

1. Stop attacks on immigrants, Muslims and Jews, refugees, people of color, women, activists, LGBTQIA+, the poor, and labor;
2. Defend unions – stop right-to-work laws and expand collective bargaining rights;
3. Jobs for all through rebuilding the infrastructure and public jobs programs funded by taxing corporate wealth;
4. Defeat attempts to destroy the safety net, including subsidized healthcare.

opeiu8/afl-cio

Referred to the Resolutions Committee

RESOLUTION IN SUPPORT OF REPRESENTATION FOR AFL-CIO CONSTITUENCY GROUPS

Resolution # 4

Submitted by Pride at Work

WHEREAS, the AFL-CIO has chartered constituency groups to represent communities that have been historically marginalized and excluded from positions of power and influence in the labor movement; and

WHEREAS, those constituency groups include the A. Phillip Randolph Institute, AFL-CIO Union Veterans Council, Asian Pacific American Labor Alliance, Coalition of Black Trade Unionists, Coalition of Labor Union Women, Labor Council for Latin American Advancement, and Pride At Work; and

WHEREAS, each constituency group represents the unique history and lived experience of its own community; and

WHEREAS, the Washington State Labor Council has afforded each constituency group that exists in Washington State representation at its conventions and on its Executive Board; and

WHEREAS, these constituency groups and their individual members have made many contributions to the whole labor movement, to the Washington State Labor Council, and to the Central Labor Councils under its jurisdiction; and

WHEREAS, these constituency groups help link organized labor to marginalized communities, educate members of their own communities about labor issues, and advise AFL-CIO affiliates about how best to represent their members from marginalized communities; and

WHEREAS, Resolution 19, passed at the AFL-CIO Convention in October, 2017, explicitly called for “Diverse and Inclusive Leadership for a Thriving Labor Movement;” and

WHEREAS, representation of the unique voices of women, veterans, communities of color, and the LGBTQ community is and should remain a key labor value; now, therefore, be it

RESOLVED, that the Washington State Labor Council finds that each constituency group forms a vital part of the modern labor movement; and be it finally

RESOLVED, that the Washington State Labor Council recommends to the Central and Regional Labor Councils that they afford representation in their delegate bodies and on

their Executive Boards to local chapters of each of the AFL-CIO constituency groups, where such chapters exist.

opeiu8/afl-cio

Referred to the Resolutions Committee

IN SUPPORT OF THE GOLDENDALE PUMPED STORAGE HYDROELECTRIC PROJECT

Resolution #5

Submitted by the Washington State Building and Construction Trades Council

WHEREAS, the Washington State Labor Council believes it is the Labor Movement's obligation to rebuild the middle class through obtaining and sustaining jobs that provide family wages and benefits; and

WHEREAS, the Washington State Labor Council also believes in the need for a just transition to greener energy sources, and whole-heartedly rejects the assertion that we must choose between quality jobs and a healthy environment; and

WHEREAS, in recognizing the need for those greener sources of energy, it is also important to recognize the storage limitations of solar and wind-generated power; and

WHEREAS, pumped storage is the only proven, cost-effective storage at scale, and consists of pumping or generating by moving energy in the form of water through a powerhouse between an upper and lower reservoir; and

WHEREAS, the Washington State Labor Council embraces the opportunity to contribute to the just transition by constructing a pumped storage site which will be strategically located in Goldendale, Washington to support de-carbonization goals affordably and reliably; and

WHEREAS, the Washington State Labor Council is currently working with developers National Grid and Rye Development to ensure that this $2.24 billion energy project is built by skilled Union tradesmen and tradeswomen, along with their apprentices, under a Project Labor Agreement which reflects the value and capabilities of American workers; and

WHEREAS, studies have indicated that the construction of this facility will result in the equivalent of 3,164 full-year jobs with over $190.3 million in wages, with on-site construction lasting approximately 4 years; and

WHEREAS, lengthy and sizable construction projects such as this one are essential for the Building Trades Unions to start the next generation of skilled craft workers in a career that provides the level of wages and benefits required to maintain a successful family life in the local community; and

WHEREAS, the Washington State Labor Council is committed not only to securing family-wage jobs for its members, but also for others in the community to better the quality of life for all working people; and

WHEREAS, it is estimated that this project will create another 3,486 indirect and induced jobs during the construction period, along with 32 direct and another 40 indirect and induced operation and maintenance jobs once construction is complete; and

WHEREAS, financial support for state and local essential services is an important component in creating and maintaining healthy communities; and

WHEREAS, this project is projected to generate approximately $44.4 million in state and local revenue during construction, plus an estimated $15.1 million in property taxes revenues for Klickitat County, which will go to fund local and state school districts, county roads, local fire, hospitals, parks and library districts; now, therefore, be it

RESOLVED, that the Washington State Labor Council confirms its strong support for the JD Pool Pumped Storage Hydroelectric Project and pledges to work in all possible ways for the successful permitting and construction of this facility; and be it further

RESOLVED, that the Washington State Labor Council calls on all affiliated locals and members to participate in all public review processes to push for a reliable permitting timeline that will show developers that they can flourish in Washington State, and also to advocate for the high environmental standards, the quality jobs, and the local and state revenues this project will bring; and be it finally

RESOLVED, that the Washington State Labor Council will communicate its support to Governor Jay Inslee, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies.

opeiu8/afl-cio

Referred to the Resolutions Committee

REGARDING RAILROAD OCCUPATIONAL AND PUBLIC SAFETY REGULATION AND LEGISLATION

Resolution #6

Submitted by SMART-Transportation Division/United Transportation Union

WHEREAS, railroads are a vital infrastructure and industry in Washington State, critical to commerce and the economy; and

WHEREAS, the economic vitality of Washington State is predicated on safe, viable rail networks with adequate capacity to provide freight service for our ports, aerospace industry, maritime cluster, agriculture, and other businesses, as well as adequate capacity for passenger rail; and

WHEREAS, railroads employ over 5,000 unionized workers in Washington State and provide stable, family-wage jobs with premium healthcare and retirement benefits; and

WHEREAS, recognizing the inherently dangerous nature of work in railroad occupations, the safety of railroad employees is of paramount concern to rail labor organizations; and whereas unfortunately, significant serious ongoing safety concerns currently exist in railroad operations and rail infrastructure in Washington State, subjecting railroad union members in operating crafts to unacceptable occupational hazards that also frequently endanger public safety, including the following:

- Insufficient and/or poorly maintained walking surfaces, footpaths, and rail yard walkways utilized by railroad crews performing required duties, including but not limited to safety inspections of trains and other safety-related duties;
- Poor lighting conditions in and around rail yards and rail-adjacent industries;
- Dangerous conditions at train crew change points across our state, including unsafe locations that lack proper walkways and/or have steep drop-offs, lack of lighting, inadequate distance or clearance from adjacent tracks, crossings over numerous mainline tracks in high-speed train zones, etc.;
- The lack of maintenance of critical rail appliances and infrastructure, including switches and derails lacking proper ergonomic standards or any physical operational force standards;
- The complete absence of any legal employer obligation to provide protection or coverage for railroad workers who, while on duty, are injured in traffic accidents caused by third parties;
- The absence of any hours of service laws or regulations limiting the length of time on duty or minimum rest requirements for Yardmasters, who are the “rail traffic controllers” of train yards;

- No legal requirements addressing the minimum number of railroad workers required on trains;
- Draconian attendance and outrageous availability policies, contributing to an epidemic of chronic long-term fatigue among most railroad workers;
- No paid sick leave, while railroad companies' subject workers to severe discipline and/or termination due to illness or injuries sustained by them or their families, and whereas FMLA qualification threshold requirements do not consider rail industry scheduling; and
- No clear state or federal occupational safety regulatory oversight of railroad operational employees, until after a railroad worker is killed on the job, leaving train crew workers in a vacuum without any protection even in situations of intentional endangerment by railroad management; and

WHEREAS, railroad yardmasters, who control train movements in and around the various rail terminals and facilities, are not protected by the Federal Railroad Hours of Service laws, which limit the number of consecutive hours other railroad employees can work to 12, with no less than 10 hours between shifts; and

WHEREAS, many railroad yardmasters are forced to work 16-hour shifts, with only eight hours off between shifts, creating dangerous sleep deprivation situations that endanger the lives and safety of the rail workers they are supervising, the public, and themselves; and

WHEREAS, in 2007 RCW 81.44.065 was inadvertently repealed, resulting in uncertainty as to which state agency has authority over various aspects of railroad safety and/or which department is empowered to enforce railroad occupational and public safety regulations, while four state agencies and ten local governments have different facets of rail regulatory authority; and

WHEREAS, the Federal Railroad Administration of the US Department of Transportation is neither established nor equipped as a railroad worker occupational safety agency, and the Occupational Safety and Health Administration within the US Department of Labor declines to assert regulatory authority for the safety of railroad operating crews working on trains; and

WHEREAS, the Washington State Department of Labor and Industries asserts it has no regulatory oversight authority for the safety of railroad workers while in train service, and the Washington State Utilities and Transportation Commission (WUTC) has unclear and limited authority regarding railroad workplace safety; and

WHEREAS, adoption of railroad safety regulations along with assertive, proactive enforcement are critical to ensure both public and workplace safety, such authority should be coordinated by one state agency; and

WHEREAS, a clear determination of which state agency will be ultimately entrusted with most railroad safety regulatory and enforcement authority must be made; and

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC) at its previous conventions supported and endorsed the following legislative goals and regulatory outcomes regarding railroad workplace and public safety:

- HB 2944, the Safe Leave Act for Washington Railroad Workers, first introduced in 2018, would ensure that railroad employees in Washington State who work for transportation carriers regulated by the Surface Transportation Board are protected from draconian railroad company attendance and availability policies for illness, it revises the state FMLA eligibility thresholds to allow railroad workers to qualify for family medical leave protections on a basis similar to those granted to airline flight crew employees; additionally, this legislation directs the Washington State Utilities and Transportation Commission (UTC) to adopt regulations requiring railroad carriers to establish state-approved programs allowing rail workers to absent themselves from duty when experiencing fatigue without being subjected to discipline; it also requires that statistics on rail worker layoffs be reported to the UTC annually for the purposes of examining and improving the safety of railroad working conditions.
- HB 1670/SB 5845, a Washington State bill equivalent to the Federal Hours of Service law that now covers railroad operating craft personnel, to include railroad yardmasters working within the State of Washington.
- HB 1559/SB 5846, establishing a minimum, mandatory railroad crew size of no fewer than two qualified operating craft employees on all trains and railroads operating in Washington State, while also requiring additional crew members for specific trains containing high-risk, volatile hazardous materials, to be positioned on the rear end of these trains to monitor the dangerous cargo and quickly respond to any incident or emergency.
- Continuing to pursue the eventual consolidation of all State of Washington railroad public and workplace safety and regulatory functions under a single agency, the WUTC; substantial expansion of rail occupational safety regulations, as well as the revision of penalties for safety violations, as a deterrent for noncompliance, that are substantive and meaningful based on the profitability of a railroad carrier; granting the WUTC the maximum regulatory authority over railroads permissible under federal law; and providing adequate agency funding to employ additional rail safety inspectors with federalized rail enforcement authority.
- Legislation mandating that railroad companies and their contractors obtain and maintain uninsured motorist insurance coverage adequate to protect railroad employees and their families in the event of an on-duty injury or loss of life while riding in motor vehicles involved in auto accidents caused by third parties; now, therefore, be it

RESOLVED, that the WSLC recognizes that crude oil shipments by rail pose a real and potentially deadly threat to both rail workers and the public, and that we strongly urge the Washington State Legislature to work in close cooperation with rail labor organizations to critically examine all aspects of hazardous material and crude-by-rail operations to enhance the safety of rail transportation operations; and be it further

RESOLVED, that the WSLC supports and urges the Washington State Legislature, as well as all Washington State agencies having such authority, to develop a coordinated, consolidated, expanded, and effective rail safety regulatory and enforcement program for the purpose of ensuring increased protection and oversight for the welfare of both the public and railroad workers; and be it finally

RESOLVED, that the WSLC hereby declares that the resolution of these critical public and railroad employee safety issues and the adoption and enactment of this and all similar legislation addressing these matters shall continue to be a part and priority of the 2019 Washington State Labor Council's legislative agenda.

opeiu8/afl-cio

Referred to the Legislative Committee

RESOLUTION SUPPORTING LEGISLATION MANDATING MINIMUM CREW STAFFING REQUIREMENTS ABOARD RAILROAD TRAINS

Resolution #7

Submitted by SMART-Transportation Division/United Transportation Union

WHEREAS, over the past 50 years, US railroads have continuously pursued a reduction in the size of crews operating trains, from six persons down to the current negotiated minimum of two crew members on through freight services; and

WHEREAS, in 1967 Washington State repealed a long-standing law requiring a minimum of six persons on all trains operating within our state, and whereas since that time no standard minimum train crew size requirements have been enacted; and

WHEREAS, the elimination of crew members down to the current negotiated minimum of only two has created a situation that significantly reduces the years of on-the-job experience formerly available on larger crews, which had allowed crew members to develop their skills, knowledge, and territorial familiarity; and whereas this has resulted in a scenario where new and inexperienced train crews are now operating trains without seasoned, well-qualified persons, to the detriment of the safety of the public and the employees alike; and

WHEREAS, railroad operational requirements require that train crews perform numerous tasks while concurrently operating moving trains, which the National Transportation Safety Board has labeled "task saturation," which can result in crews overlooking specific actions related to safe train operation; and

WHEREAS, on December 18th, 2017 AMTRAK train 501 on its inaugural run on the Point Defiance Bypass, derailed at DuPont, Washington onto Interstate 5, resulting in the deaths of three passengers as well as injuries to eighty persons including 62 train passengers and 18 occupants of motor vehicles on the highway; and

WHEREAS, AMTRAK 501 was operated by a single crewmember who received extremely minimal familiarization on this new territory before being designated by the railroad carrier as "territorially qualified", also aboard in the locomotive cab was a conductor who was riding as student to become familiarized with the run, he had never before traversed this territory, clearly demonstrating why two well qualified crewmembers should be required aboard the head end of all trains; and

WHEREAS, technology, while improving the safe movement of trains, cannot replace the safety and security of having train crews consisting of a minimum of two qualified persons, the presence of whom provides additional safeguards, including the ability of crew members to cross-check and verify each other's actions and activities while operating trains, to adequately respond to accidents and critical incidents, and to

separate rail cars at crossings to allow emergency responders to cross tracks, which is a function that cannot be performed by one person; and

WHEREAS, on July 6, 2013, a Montreal, Maine and Atlantic freight train, staffed by only one crew member, was left unattended and inadequately secured and therefore rolled away, resulting in a major derailment of hazardous oil that caught fire, killing 47 people and causing catastrophic destruction to the town of Lac-Mégantic, Quebec, Canada; and

WHEREAS, between July 24, 2013, and June 22, 2018, there have been 37 major US railroad accidents involving hundreds of death, countless injuries, explosions, fires, and environmental damage; and whereas, on June 3, 2016, a Union Pacific oil train with 96 carloads of flammable crude oil derailed in Mosier, Oregon, on the south shore of the Columbia River Gorge while moving at 26 mph, resulting in an oil leak and fire involving four railcars, and the evacuation of the town for several days; and

WHEREAS, crude oil and hazardous material shipments by rail have increased exponentially in recent years, outpacing rail capacity; first-responder training and state spill response planning are inadequate; and railroad crew fatigue abatement programs are nonexistent, creating public safety and environmental concerns; and

WHEREAS, chronic fatigue is epidemic on US railroads, due to operational requirements that include no regular working schedule for crew members, as well as intentional underemployment policies by the carriers, through which they maximize profits at the expense of public and employee safety, requiring crew members to return to work immediately after the minimum required federal rest period has expired; and

WHEREAS, rail carriers have adopted unreasonably severe attendance policies that punish railroad employees who attempt to take additional time off for illness, to obtain adequate rest or for family matters, resulting in train crew members reporting for work even when they are ill or recognize that they are experiencing fatigue and are not ready for duty, creating a serious employee and public safety risk; and

WHEREAS, in 2014 the Burlington Northern Santa Fe railroad proposed that freight train crew sizes be reduced to just one person (the locomotive engineer, who would be alone in the locomotive cab and working frequently for as long as 12 hours), and whereas the proposal was rejected by a margin of 83% of rail labor union members voting; and

WHEREAS, Transport Canada, the equivalent of the US Department of Transportation, now requires all trains moving hazardous materials to have a crew of no fewer than two persons, it being recognized that train crews should consist of at least two qualified employees, due to the large number of tasks required of such employees in order to operate a train safely; and

WHEREAS, when considering hazardous commodity train safety, it is irresponsible and illogical to ignore train crew size issues and rail crew response capabilities when considering methods and legislation to increase train safety, as the two are intertwined and inseparable; and

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC), at its 2014 convention, in the interest of public safety and employee safety, passed a resolution to steadfastly oppose any actions to permit one-person train crew operations on Class I railroads operating in our state and elsewhere; now, therefore, be it

RESOLVED that the WSLC supports and fervently urges the Washington State Legislature to enact proposed legislation prohibiting one-person train crew operations that are already operating in our state on short-line railroads to the detriment of public safety, and enact minimum two-person crew size requirement on both passenger and freight trains; and be it further

RESOLVED, on trains consisting of large quantities of commodities of highly volatile, flammable, explosive, or radioactive materials, that additional qualified train crew members be required to be positioned on the rear of these trains to provide constant inspection and ongoing monitoring of the transportation of such hazardous cargo; and be it further

RESOLVED, that the placement of additional qualified crew members provides the public and our communities with additional levels of safety on trains transporting dangerous commodities, and ensures that train crews are in a position to recognize and respond quickly to any trouble that may occur en route and available to separate the train quickly if necessary, as well as quickly cut grade crossings for emergency response vehicles that may need to the cross tracks; and be it further

RESOLVED, that such legislation was introduced in the 2017–18 Washington State Legislature as HB 1669, with a total of 47 sponsoring representatives (19 Republicans and 28 Democrats) and SB 5846, with a total of 32 sponsoring senators (22 Democrats and 10 Republicans), which constitutes 54% of the entire membership of our legislature, clearly demonstrating the broad popular bipartisan public support for passing this critical landmark state railroad public safety legislation into law; and be it further

RESOLVED, that the WSLC endorses HR 233, the Federal Safe Freight Act, and we hereby strongly encourage all members of our state's congressional delegation to co-sponsor and seek enactment of this legislation to require that all trains operating in the United States be staffed with a crew of no fewer than two persons, and that it be amended to direct that the states be allowed to continue enacting more stringent railroad crew sizing requirements than this federal law, in the interest of safety; and be it finally

RESOLVED, that the WSLC hereby determines that the enactment of legislation to prohibit one-person train crews and require additional train crew members on hazardous commodity trains shall continue to be a priority of its 2019 legislative agenda.

opeiu8/afl-cio

Referred to the Legislative Committee

RESOLUTION REGARDING A WASHINGTON STATE BUILDING AND CONSTRUCTION TRADES COUNCIL SEAT ON THE WSLC EXECUTIVE BOARD

Resolution #8

Submitted by the Washington State Building and Construction Trades Council

WHEREAS, the Washington State Building and Construction Trades Council, AFL-CIO (WSBCTC) represents all the affiliated workers in the Building and Construction Trades Industry in Washington State; and

WHEREAS, the WSBCTC is the largest multi-union affiliate of the Washington State Labor Council, AFL-CIO (WSLC); and

WHEREAS, such unified interests warrant statutory representation on the WSLC Executive Board; now, therefore, be it

RESOLVED, that the WSLC Constitution shall hereby be amended as follows:

> Article V Section 1(e) The Executive Secretary of the Washington State Building and Construction Trades Council shall have a seat on the Board with voice and vote.

opeiu8/afl-cio

Referred to the Constitutional Committee

RESOLUTION REGARDING THE JUST TRANSITION COMMITTEE

Resolution # 9

Submitted by the Washington State Building and Construction Trades Council

WHEREAS, the Washington State Labor Council recognizes the need for a just transition from the current level and method of fossil fuels usage in the United States towards greener and more sustainable energy sources; and

WHEREAS, the Washington State Labor Council also recognizes the need to serve its members and all workers in the state by obtaining and sustaining jobs that provide family wages and benefits; and

WHEREAS, there continues to be conflict regarding how to create and implement this just transition so that it is both feasible for all those that it will affect, and so that harm to workers is limited if not fully eliminated; and

WHEREAS, the best path forward is always one of solidarity within the Labor Movement because there are those that seek to divide us in order to dilute our collective strength; now, therefore, be it

RESOLVED, that the Washington State Labor Council shall partner with the Washington State Building and Construction Trades Council to create a Just Transition Committee; and be it further

RESOLVED, that this Just Transition Committee shall be comprised of four representatives selected by the Washington State Building and Construction Trades Council and four representatives selected by the Washington State Labor Council; and be it further

RESOLVED, that this Just Transition Committee shall meet and review all matters related to the Washington State Labor Council's environmental advocacy, and also all just transition situations and issues on which the Washington State Labor Council provides feedback, guidance, and/or suggestions, as well those in which it is called on to actively participate at the table; and be it finally

RESOLVED, that this Just Transition Committee shall always reach consensus before action is taken so that the voice of the Washington State Labor Council is one that truly represents all of its Labor affiliates in the state.

opeiu8/afl-cio

Referred to the Resolutions Committee

RESOLUTION TO PROVIDE STABLE BASELINE FUNDING TO THE FOUNDATION FOR WORKING FAMILIES

Resolution #10

Submitted by WFSE Local 443

WHEREAS, the Foundation for Working Families is a hardship and disaster relief program overseen by the Washington State Labor Council (WSLC); and

WHEREAS, all applications are based on funding availability and priority is given to union members who have experienced a financial hardship and need assistance (for example: eviction notice, gas/power shut off), and

WHEREAS, assistance is limited to a maximum of or equivalent to $500 once every twelve (12) months; and

WHEREAS, current funding is and has been provided by contributions from some Central Labor Councils and local affiliates but demand often exceeds available resources resulting in delays or denials of urgent relief; and

WHEREAS, a stable source of funding will provide adequate resources for the Foundation for Working Families to grant timely hardship and disaster relief to union sisters and brothers in need of a helping hand; and

WHEREAS, union brothers and sisters stand with, by, and support one another, especially in times of need; now therefore, be it

RESOLVED, that the WSLC shall increase the per capita dues from affiliates by one cent (1¢) per month for a total of 12 cents (12¢) per year; and

RESOLVED, that such additional increase shall be directed to or earmarked for the Foundation for Working Families; and be it further

RESOLVED, that WSLC and public employee affiliates urge the Washington Secretary of State to promote Foundation for Working Families as a charity of choice for the Combined Fund Drive.

opeiu8/afl-cio

Referred to the Constitution Committee

RESOLUTION TO PROVIDE STABLE BASELINE FUNDING TO THE FOUNDATION FOR WORKING FAMILIES

Resolution #11

Submitted by Thurston Mason Lewis Central Labor Council

WHEREAS, the Foundation for Working Families is a hardship and disaster relief program overseen by the Washington State Labor Council (WSLC); and

WHEREAS, all applications are based on funding availability and priority is given to union members who have experienced a financial hardship and need assistance (for example: eviction notice, gas/power shut off), and

WHEREAS, assistance is limited to a maximum of or equivalent to $500 once every 12 months; and

WHEREAS, current funding is and has been provided by contributions from some Central Labor Councils and local affiliates but demand often exceeds available resources resulting in delays or denials of urgent relief; and

WHEREAS, a stable source of funding will provide adequate resources for the Foundation for Working Families to grant timely hardship and disaster relief to union sisters and brothers in need of a helping hand; and

WHEREAS, union brothers and sisters stand with, by, and support one another, especially in times of need; now therefore, be it

RESOLVED, that the WSLC shall increase the per capita dues from affiliates by three cents (3¢) per month for a total of 36 cents (36¢) per year; and be it further

RESOLVED, that such additional increase shall be directed to or earmarked for the Foundation for Working Families; and be it finally

RESOLVED, that WSLC and public employee affiliates will urge the Washington Secretary of State to promote Foundation for Working Families as a charity of choice for the Combined Fund Drive.

opeiu8/afl-cio

Referred to the Constitution Committee

IN SUPPORT OF REST BREAKS AND CLOSING THE MANDATORY OVERTIME LOOPHOLE FOR REGISTERED NURSES AND HEALTHCARE WORKERS TO INCREASE PATIENT SAFETY

Resolution #12

Submitted by WSNA, SEIU 1199NW & UFCW 21

WHEREAS, patients and their families expect to receive exceptional medical care in Washington's healthcare facilities and hospitals; and

WHEREAS, medical errors are now the third leading cause of death in the United States, just behind heart disease and cancer, according to a 2016 study by researchers at Johns Hopkins Medicine, which estimates that more than 250,000 patients are killed by medical errors each year; and

WHEREAS, registered nurses intercept eighty-six percent (86%) of medication errors before there is harm to patients; and

WHEREAS, often the staffing needs of a department may also necessitate the need for more CNAs, technical workers, or other health care professionals who provide direct patient care; and

WHEREAS, registered nurses and health care workers often work a ten or twelve hour shift without time to take rest or meal breaks, and when rest or meal breaks do happen, they are often interrupted, meaning the nurse or worker must return to the job before the break is finished; and

WHEREAS, a Washington state arbitrator recently stated that "the requirement of a nurse on break to be 'on call' diminishes the purpose of a break from work"; and

WHEREAS, other professions have recognized that fatigue endangers public safety and have responded by instituting strict limits on overtime and by mandating uninterrupted rest breaks; and

WHEREAS, after working a ten- or twelve-hour shift, many nurses and healthcare workers are called back for mandatory overtime as hospitals and health care facilities respond to chronic nursing shortages by activating on-call nurses; and

WHEREAS, nurses and health care workers who work shifts of twelve-and-a-half hours (12½) or longer are three times more likely to miss things, putting patients at risk; and

WHEREAS, these practices are not safe for nurses, health care workers, or their patients; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO, and its affiliates will promote legislation that requires all health care workers to receive uninterrupted meal and rest breaks; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, and its affiliates will promote legislation that closes the mandatory overtime loophole by clarifying that employers may not use prescheduled on-call time to fill chronic or foreseeable vacancies due to staff shortages and that limits mandatory overtime in hospitals and health care facilities; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO, and its affiliates will support Washington state nurses and health care workers and prioritize the issue of rest breaks in its 2019 state legislative agenda.

opeiu8/afl-cio

Referred to the Legislative Committee

RESOLUTION PROMOTING PREVENTION OF WORKPLACE VIOLENCE IN HEALTH CARE

Resolution #13

Submitted by WSNA, SEIU 1199NW AND UFCW21

WHEREAS, all employees deserve a workplace free from violence and injury; and

WHEREAS, the National Crime Victimization Survey defines workplace violence as non-fatal violence against employed persons age 16 or older that occurred while they were at work or on duty; and

WHEREAS, health care workers face a significant risk of experiencing violence and injury while on the job; and

WHEREAS, health care facilities are often unsecured workplaces; and

WHEREAS, workplace violence and injury in health care includes domestic violence; and

WHEREAS, the health care sector makes up just 9 percent (9%) of the overall U.S. workforce, but it experiences nearly as many violent injuries as all other industries combined; and

WHEREAS, 2015 data from the U.S. Bureau of Labor Statistics shows that incidents of serious workplace violence are four times more common in health care than in other private industries; and

WHEREAS, between 2005 and 2014, the rate of health care workplace violence increased by 110 percent (110%) in private-sector hospitals; and

WHEREAS, the U.S. Bureau of Labor Statistics reports that while under twenty percent (20%) of all workplace injuries happen to health care workers, those same health care workers suffer fifty percent (50%) of all assaults; and

WHEREAS, health care assault rates correlate with time spent in direct patient contact, making nurses, nurses' aides, and other frontline health care assistants the most frequent victims of attack; and

WHEREAS, in 2017, the Washington State Department of Labor & Industries received more claims than it had in any given year over the last decade from nurses and nursing aides for workplace assaults and violent acts; and

WHEREAS, according to the Journal of Emergency Nursing study, only about twenty-nine percent (29%) of nurses who experienced a physical attack reported the incident; and

WHEREAS, members of unions representing nurses and health care workers frequently describe impediments to reporting incidents of workplace violence either internally or to the police; and

WHEREAS, twenty-seven (27) of the 100 fatalities in health care and social service settings that occurred in the United States in 2013 were due to assaults or violent acts; and

WHEREAS, workplace violence is a serious concern for members of unions representing nurses and health care workers and the Washington State Labor Council, AFL-CIO; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO, will assist affiliates in lobbying for new or strengthened laws to protect members from workplace violence and injury, including comprehensive prevention program laws; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, and its affiliates will work to educate members and lawmakers about workplace violence and injury prevention programs; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, and its affiliates acknowledge that boarding of mental health patients in health care facilities can lead to violence against health care workers and advocate for mental health funding and appropriate use of health care facilities; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, and its affiliates will work to educate members about the importance of reporting all workplace violence and injury to the employer, including assaults, near misses, threats, and verbal abuse; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, will encourage affiliates to bargain for user-friendly reporting systems and reprisal-free reporting; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO, and its affiliates will work to educate members about their right to report assaults to the police and to press charges.

opeiu8/afl-cio

Referred to the Resolutions Committee

RESOLUTION IN CONTINUED OPPOSITION TO THE EXPANSION OF NEW SEASONS MARKET IN WASHINGTON STATE

Resolution #14

Submitted by UFCW 21

WHEREAS, a Portland-based grocery chain called New Seasons Market continues to expand into Northwest Washington, having opened up two stores in the Seattle area with a third planned; and

WHEREAS, New Seasons presents itself as a socially responsible company, on par with community-owned cooperative grocers and local, family-operated grocery stores; and

WHEREAS, New Seasons is majority-owned by private equity investors through Endeavour Capital, a firm with more than $2 billion under management; and

WHEREAS, New Seasons, a non-union employer, provides employees with substandard health and retirement benefits compared to unionized grocery workers in Northwest Washington, and New Seasons employees lack the just cause protections afforded to union grocery workers through their collective bargaining agreements; and

WHEREAS, New Seasons employees in Portland formed the group New Seasons Workers United and sought to meet with management to discuss working conditions, to which New Seasons management responded by hiring notorious union-busting firm Cruz and Associates to hold meetings to dissuade employees from organizing; and

WHEREAS, an NLRB charge has been filed against the company alleging interrogation, coercive statements, coercive actions and coercive rules during a union organizing campaign; and

WHEREAS, one of the investors in the Endeavour Capital fund which owns New Seasons is the Vancouver-based Murdock Charitable Trust, an organization that has contributed millions of dollars to organizations that actively undermine Northwest values of mutual respect, inclusiveness and tolerance; and

WHEREAS, the Murdock Charitable Trust contributed $240,000 to the Freedom Foundation in 2015, an organization whose staff have explicitly stated that their work is intended to undermine Democratic candidates by defunding public sector unions, and whose staff have called the Supreme Court ruling that legalized same-sex marriage a “threat to personal freedom”; and

WHEREAS, the Murdock Charitable Trust has invested in six funds managed by New Seasons’ majority owner, Endeavour Capital; and

WHEREAS, the Murdock Charitable Trust has contributed $975,000 to the Alliance Defending Freedom (ADF), which has been designated an anti-LGBTQ hate group by the Southern Poverty Law Center; and

WHEREAS, the Murdock-funded ADF provided the model legislation used by numerous states to enact anti-trans "bathroom bills" similar to Initiative 1552, which threatened to repeal critical protections for transgender Washingtonians; and

WHEREAS, the Murdock Charitable Trust, has contributed over $1.3 million to so-called "crisis pregnancy centers" across the Pacific Northwest, which pose as health clinics while providing women with false medical information to discourage abortion; and

WHEREAS, the expansion of New Seasons in Washington would help to generate profits for the Murdock Charitable Trust, which could use those profits to further support anti-LGBTQ, anti-women and anti-worker organizations; and

WHEREAS, a New Seasons Market executive admitted the company actively targets neighborhoods undergoing gentrification and bragged that its stores tend to increase rents and home prices in nearby neighborhoods; and

WHEREAS, New Seasons is planning a store in Seattle's Central District, a formerly red-lined, historically African American neighborhood where long-time residents have voiced concerns that the expensive grocery store will not meet their needs; and

WHEREAS, those communities targeted by New Seasons have a wide variety of grocery shopping options, including stores where hard-won collective bargaining agreements provide workers with decent wages, affordable quality health care, retirement security, a voice on the job and the right to organize at new stores, including reasonable access to union members and staff; now, therefore, be it

RESOLVED, that the Washington State Labor Council will support Washington's union grocery workers in their fight to defend the economic gains and workplace rights they have won through collective bargaining against the expansion of New Seasons and other employers that fail to respect workers' legal and human rights; and be further

RESOLVED, that the Washington State Labor Council opposes the entry of New Seasons Market into Washington while one of the company's investors, the Murdock Charitable Trust, continues to fund extremist anti-LGBTQ, anti-women and anti-worker groups; and be it further

RESOLVED, that the Washington State Labor Council will assist UFCW Local 21 in addressing the State Investment Board about its investments in Endeavour Capital, majority owner of New Seasons Market; and be it further

RESOLVED, that the Washington State Labor Council calls on Endeavour Capital and New Seasons Market to adhere to the National Labor Relations Act by allowing employees to speak up and organize around workplace concerns without management interference or retaliation, and by allowing reasonable access to union members and staff in an environment that fosters open dialogue; and be it further

RESOLVED, that the Washington State Labor Council will continue to educate affiliates about the importance of not only supporting but shopping at union grocery stores; and be it finally

RESOLVED, that the Washington State Labor Council, all Washington State Central Labor Councils, and all WSLC affiliates push forward and pass similar resolutions pertaining to the New Seasons grocery store in their markets.

opeiu8/afl-cio

Referred to the Labels and Lists Committee

RESOLUTION ON IMMIGRATION AND THE LABOR MOVEMENT

Resolution #15

Submitted by UFCW 21

WHEREAS, immigrants and refugees have enriched the fabric of our communities, the workforce, and the labor movement since our nation's founding; and

WHEREAS, the AFL-CIO's website further elaborates, "the labor movement is the natural home for new immigrants struggling to achieve economic security and win social justice, and our commitment to building an immigration system that represents the needs and interests of all working people is fierce and unwavering"; and

WHEREAS, with the recent election of President Trump, immigrants and refugees are unjustly targeted with policies such as the Muslim ban and derided by the administration, who referred to African nations and Haiti as "shithole" countries on January 11, 2018; and

WHEREAS, the U.S. Supreme Court, in a 5-4 decision, upheld President Trump's third version of a ban on travel from several predominantly Muslim countries; and

WHEREAS, Attorney General Sessions' "Zero Tolerance" immigration-detention policy has ripped apart families and led to the systematic imprisonment of children; and

WHEREAS, despite President Trump's xenophobic rhetoric and policies, immigrants and refugees are essential to economic growth in America and have an overall positive impact on long-run economic growth domestically; and

WHEREAS, the labor movement states its commitment to standing with immigrants and refugees, instead of deporting immigrants, we need to ensure that all working people have rights on the job and are able to exercise them without fear of retaliation; and

WHEREAS, communities, like Pacific County, have seen the direct impact of ICE raids on personal and workplace relationships as friends and coworkers have been the target of immigration enforcement; and

WHEREAS, Washington State's agricultural economy is threatened by the increased threat of detention and deportation of low wage workers that sustain its $10.6 billion annual economy; and

WHEREAS, union employees serve all people and provide services accessible to all, regardless of ancestry, race, ethnicity, national origin, color, age, sex, sexual orientation, gender identity, marital status, physical or mental disability, immigration status or religion; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO, will continue to work with affiliated unions to ensure that we have a comprehensive program for our immigrant members, including a plan for rapid response to raids and detentions, know your rights trainings, and best practices for provisions we can bargain into our contracts to help protect workers from ICE raids; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO, understanding and believing that immigrants hold a strong role in the workplace, will help develop public policy to protect all workers from ICE raids, prevent state public funds and resources from being utilized for federal immigration enforcement, support legal defense of immigrant families, and stop the expansion of private detention centers in Washington State in its 2019 legislative agenda.

opeiu8/afl-cio

Referred to the Legislative Committee

RESOLUTION IN SUPPORT OF TRANSITION FUELS

Resolution #16

Submitted by the Washington State Building and Construction Trades Council

WHEREAS, the Washington State Labor Council believes there is a need to embrace transition fuels as a necessary source of energy as we move towards a cleaner and greener economy; and

WHEREAS, by refusing to embrace transition fuels, we inherently support a status quo that often relies on current energy sources known to generate substantially more detrimental emissions; and

WHEREAS, liquefied natural gas (LNG) is a widely available and abundant transition fuel, and its usage provides a reduction in the emission of contaminants and greenhouse gases in comparison to other common fuels; and

WHEREAS, the low cost of LNG makes it a financially viable choice for companies in the transportation industry that wish to join in the movement towards utilizing more environmentally-responsible fuels; and

WHEREAS, LNG has been specifically identified as a viable and desirable alternative fuel source in the maritime industry for the reasons listed above by numerous countries, including Canada, Australia, Israel, the Netherlands, as well as the European Parliament; and

WHEREAS, the other fuels commonly utilized in the maritime industry are marine distillate, which is essentially a diesel fuel, and residual fuel oil, often referred to as bunker fuel; and

WHEREAS, marine distillate and bunker fuel are known producers of emissions containing substantial amounts of sulphur oxide, nitrogen oxide, carbon dioxide, greenhouse gases, and particulate matter; and

WHEREAS, even abatement methods used to “scrub” the emissions from marine distillate and bunker fuel do not eliminate the pollutants, but instead concentrate them into a sludge that requires disposal; and

WHEREAS, using LNG can lower ship exhaust emissions of sulphur oxides by over 90%, nitrogen oxides by up to 35% for diesel-cycle engines and up to 85% for Otto cycle engines, carbon dioxide by up to 29%, greenhouse gases by up to 19% on a CO_2-equivalent basis and over 85% of particulate matter in comparison to even “clean” fuel oils; and

WHEREAS, a significant change in fuel usage in the maritime industry is essential to meet future compliance requirements locally and globally, and the use of LNG can make it possible for those in the industry to comply with and even exceed those requirements while current abatement technology will not; now, therefore, be it

RESOLVED, that the Washington State Labor Council confirms its strong support for the utilization of LNG in the maritime industry as part of a just transition strategy; and be it finally

RESOLVED, that the Washington State Labor Council calls on all affiliated locals and members to openly support and advocate for this transition in all available forums, including public hearings and in communications with Governor Jay Inslee, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies.

opeiu8/afl-cio

Referred to the Resolutions Committee

LEGISLATIVE SUPPORT FOR ZERO ASBESTOS POLICY

Resolution #17

Submitted by the Washington State Building and Construction Trades Council

WHEREAS, the United States is one of the few major industrialized nations without an asbestos ban in place; and

WHEREAS, dangerous asbestos fibers are invisible and cannot be smelled or tasted; and

WHEREAS, the inhalation of airborne asbestos fibers can cause significant damage; and

WHEREAS, asbestos fibers can cause cancer (such as mesothelioma), asbestosis, and other health problems; and

WHEREAS, symptoms of asbestos-related diseases can take between 10 and 50 years to present themselves; and

WHEREAS, the projected life expectancy for an individual diagnosed with mesothelioma is between 6 and 24 months; and

WHEREAS, generally, little is known about late-stage treatment of asbestos-related diseases, and there is no cure for those diseases; and

WHEREAS, early detection of asbestos-related diseases may give some patients increased treatment options and might improve the prognoses of those patients; and

WHEREAS, while the consumption of asbestos within the United States has been substantially reduced, the United States continues to consume tons of the fibrous mineral each year for use in certain products throughout the United States; and

WHEREAS, asbestos-related diseases have killed thousands of people in the United States; and

WHEREAS, while exposure to asbestos continues, safety and prevention of asbestos exposure already has significantly reduced the incidence of asbestos-related diseases and can further reduce the incidence of those diseases; and

WHEREAS, thousands of workers in the United States face significant asbestos exposure, which has been a cause of occupational cancer; and

WHEREAS, thousands of people in the United States die from asbestos-related diseases every year; and

WHEREAS, a significant percentage of all asbestos-related disease victims were exposed to asbestos in industrial facilities; and

WHEREAS, asbestos was used in the construction of a significant number of industrial facilities before 1975; and

WHEREAS, people in Washington State, suffer from asbestos-related diseases, including mesothelioma, at a significantly higher rate than people in the United States as a whole; and

WHEREAS, the designation of a "Zero Asbestos Policy" will raise public awareness about the prevalence of asbestos-related diseases and the dangers of asbestos exposure; now, therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO and Affiliates Unions work collaboratively to develop, promote and pass legislation to finally Ban Asbestos in America.

opeiu8/afl-cio

Referred to the Legislative Committee

LEGISLATIVE SUPPORT FOR ASBESTOS REMOVAL

Resolution #18

Submitted by the Washington State Building and Construction Trades Council

WHEREAS, workers in Washington State face significant asbestos exposure, which has been a cause of occupational cancer; and

WHEREAS, asbestos was used in the construction of a significant number of industrial facilities before 1975; and

WHEREAS, materials containing asbestos are routinely damaged, causing airborne exposure risks; and

WHEREAS, asbestos presents a significant danger to workers in Washington State's Industrial facilities; now therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO shall support the creation of legislation that provides a ten-year plan for the identification, containment and removal of all asbestos materials that constitute a health hazard in Washington State's Industrial facilities.

opeiu8/afl-cio

Referred to the Legislative Committee

RENEWING THE CALL FOR FULL SUPPORT OF THE LABOR COMMUNITY FOR THE COMMUNITY AND TECHNICAL COLLEGE SYSTEM

Resolution #19

Submitted by the WSLC Executive Board

WHEREAS, the thirty-four community and technical colleges (CTC) of Washington serve nearly every working family in our state, providing adult basic education, professional and technical programs, supplemental instruction for state certified apprenticeship programs, academic transfer degree programs, and Bachelor of Applied Science degrees; and

WHEREAS, nearly 60% of all post-secondary students in Washington are enrolled in a community or technical college; and

WHEREAS, community and technical colleges provide the high demand job training our students want and employers need. These "high demand" programs in fields such as advanced manufacturing, dental hygiene, and cybersecurity move people into good jobs that are available right now and help our state compete in the global economy; and

WHEREAS, Washington State has established a goal of 70% of residents achieving a post-high school credential or degree which will, by necessity, require additional investment in the CTC system to accomplish; and

WHEREAS, Governor Inslee has prioritized Career Connect Washington in order to increase and expand career opportunities for young people throughout Washington State, which will also, by necessity, require investment in the CTC system; and

WHEREAS, according to the most recently available data from the state employee survey, 99% of state employees are paid below market levels, with the specific percentage below ranging from 10% to 90%; and

WHEREAS, the State Board for Community and Technical Colleges (SBCTC) faculty salary survey shows, similarly, that CTC faculty earn nearly 14% less than peers in comparable states; and

WHEREAS, an economic impact study conducted by EMSI determined that the CTC system produces a $20.5 billion annual positive impact on Washington's economy; and

WHEREAS, the median age of Washington CTC students is 26 years old, 44% are employed and enrolled at the same time, 28% are parents, and 43% are students of color; and

WHEREAS, CTCs offer open access to all who have the desire for higher education; and

WHEREAS, unionized faculty and staff are the heart and soul of the colleges and deliver the education and training, provide support to employees and students, and keep the campuses clean and well-maintained, benefitting students and our state's communities and businesses; and

WHEREAS, state funding to the community colleges has declined approximately 60% since 1989 on average, with most of the community colleges today receiving less than 50% of their budget from the state; and

WHEREAS, college budgets were cut dramatically during the Great Recession and state funding for the colleges remains stagnant at 2007 levels, leaving staff and faculty in the CTC system with little to show in salary growth; and

WHEREAS, chronic underfunding threatens the ability of colleges to attract and retain the excellent faculty and staff needed by students and those who hire them, with an employee turnover rate in some classifications exceeding 15%; and

WHEREAS, in contrast to the fact that over 40% of CTC students are people of color, only 14-16% of the faculty are, in part, due to underfunding; and

WHEREAS, custodians and entry-level office staff in the colleges are among the lowest paid classifications in all of state service with many earning only minimum wage and continually subjected to cost-cutting shift changes; and

WHEREAS, according to a recent study, a wage of over $20 per hour is required to afford the average rent on a two-bedroom residence anywhere in our state (http://nlihc.org/oor) with some in-state regions requiring much more than that; and

WHEREAS, nearly 70% of the faculty in the CTC system are lower-paid, precariously employed part-time faculty, with the remaining 30% full-time, largely due to underfunding; and

WHEREAS, all of the major unions representing staff and faculty in the CTC system are united and will work together in support of this resolution; and

WHEREAS, the future of Washington's economy and workforce is directly linked to the health of the CTC system; and

WHEREAS, the support of all working people and our Labor Movement is essential to building and strengthening our Community and Technical Colleges; now, therefore be it

RESOLVED, that affiliates of the Washington State Labor Council (WSLC) raise awareness of the value of the Community and Technical Colleges to working families amongst their membership and with their community and business allies; and be it further

RESOLVED, that affiliates participate in the robust funding campaign waged by AFT Washington, WFSE, WEA, and WPEA; and be it further

RESOLVED, that the WSLC urge the SBCTC to develop a robust budget request to address employee, student, and community needs in the 2019 legislative session, for example increasing the number of full-time faculty, improving the ratio of counselors to students, increase employee salaries, reducing outsourcing, increase employee diversity, etc.; and be it finally

RESOLVED, that the WSLC include and prioritize a robust investment into the CTC system as part of its Shared Prosperity Agenda in the 2019 legislative sessions.

opeiu8/afl-cio

Referred to the Legislative Committee

RESOLUTION ON CONSISTENCY CHANGES FOR THE WSLC, AFL-CIO CONSTITUTION

Resolution #19

Submitted by the WSLC Executive Board

WHEREAS, each Constitutional Convention affords the opportunity to update the Constitution to increase clarity and consistency; now, therefore, be it

RESOLVED, that the following changes will be made to the WSLC, AFL-CIO Constitution:

1. Article III.1.i – In this article, and all other articles where there is a reference to Constituency groups, and the same practice applies to Allied organizations (such as WSARA), the language will change from "Constituency Groups" to "Constituency/Allied Organizations".

2. Article III.1.i – Consistent with Article III on elections, and with practice, Constituency/Allied Organizations are afforded three (3) votes; change language as follows -
   (i) A state chapter, or local chapter if no state chapter exists, of an AFL-CIO constituency/allied organization shall be entitled to three (3) delegates and three (3) votes. No AFL-CIO constituency/allied group or its delegate may be present for or have a voice or vote in any meeting or proceeding concerning the endorsement of a political candidate if they have a 501C3 tax status. However, a constituency group with 501C3 tax status or its delegate may be present and have voice but no vote in discussions regarding ballot initiatives.

3. Article III.5 – As there are no longer any Districts with only two (2) Vice Presidents, the new language shall read**:**

   Sec. 5. If there is more than one Central/Area Labor council in an Executive Board district, only two of three representing such district shall be from the same Central/Area Labor Council. For purposes of this constitution, a person shall be from the Central/Area Labor Council which has the geographical jurisdiction over the place of that person's actual employment or residence.

opeiu8/afl-cio

Referred to the Constitution Committee

2018 RESOLUTION ON CHANGING ECONOMY AND JUST TRANSITION

Resolution #20

Submitted by the WSLC Executive Board

WHEREAS, the U.S. and Washington State economy are changing due to technology, automation, movement from a fossil fuel based economy to a clean energy economy, changes in the structure of work and the relationship between employers and employees, the Washington State Labor Council recognizes the need for a "Just Transition" for workers and communities so that they are not left behind in this economic transformation; and

WHEREAS, all affiliates of the WSLC and our community partners are impacted by this economic transition; and

WHEREAS, the Labor Movement should be at the forefront, leading policy decisions in the new economy so that all workers may benefit from obtaining and sustaining jobs that provide family wages, benefits, and the right to organize; and

WHEREAS, Labor's voice is necessary to drive the process for creating and implementing a "Just Transition" so that harm to workers is limited if not fully eliminated; and

WHEREAS, the best path forward is always one of solidarity within the Labor Movement because there are those who seek to divide us in order to dilute our collective strength; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO shall host a summit on "The Changing Economy and "Just Transition"; and be it further

RESOLVED, that all affiliates will be invited and encouraged to attend this Summit; and be it finally

RESOLVED, that the WSLC will form a Task Force on "The Changing Nature of the Economy and Jobs and a Just Transition", and that this Task Force will be established with voluntary participation from affiliated unions and invited community partners to inform the WSLC on subsequent actions.

opeiu8/afl-cio

Referred to the Resolutions Committee

RESOLUTION REGARDING STATEWIDE INDUSTRIAL SECTOR COUNCIL MEMBERS ON THE WSLC EXECUTIVE BOARD

Resolution #21

Submitted by the WSLC Executive Board

WHEREAS, the WSLC Executive Board is comprised of the elected President and Secretary-Treasurer and twenty-none (29) Vice Presidents elected on the basis of the schedule found in Section 4 of this article; and

WHEREAS, any International union that pays per capita on 10,000 or more will have a seat on the Board by appointment if they do not have one by election; and

WHEREAS, there are important statewide industry sector councils that represent the needs and interests of our affiliates as well; now, therefore, be it

RESOLVED, that Section 1 of the WSLC Constitution be amended to include the language, “Any statewide Industry Sector Council with affiliation that pays per capita to the WSLC on 40,000 or more members will have a seat on the Board by appointment if they do not have one by election”.

opeiu8/afl-cio

Submitted to the Constitution Committee

RESOLUTION IN SUPPORT OF LABOR SOLIDARITY POST-JANUS

Resolution #22

Submitted by SEIU Healthcare 1199NW

WHEREAS, Labor stands at a crossroads. As wealthy corporate interests redouble their attacks against us, we can innovate and unify to ensure our strength and resilience or we can turn inward with derision and division that weakens our movement. The choice is clear; and

WHEREAS, all agree on the basic foundational premises of unionism—that working people are stronger together. Working people's organizations are also stronger together. To fight back against the growing attacks against our communities and attempts to divide us, we must make a conscious choice to work past our differences and unite and fight on common ground; and

WHEREAS, as Labor we are uniquely positioned to hold corporations and lawmakers accountable to workers and our communities; and

WHEREAS, Labor is under attack by employers, corporate funded extremist groups, and their allies in Federal and state governments; and

WHEREAS, as labor leaders it is more important than ever that we illustrate the union difference and the standards we have won, particularly in a climate of attack and declining union density; and

WHEREAS, we need to work in solidarity for long-lasting victories in our communities and resist divisive, short term wins; and

WHEREAS, our unity is more important than ever, and we need to work across our differences of industry, race, and gender to build the strongest labor movement possible; and

WHEREAS, our shared goals and interests as labor outnumber our differences; and

WHEREAS, an injury to one is an injury to all including those injuries incurred off the worksite in our communities; and

WHEREAS, our unity across sectors, inclusive of all, is our greatest asset as a movement; now, therefore, be it

RESOLVED, that the WSLC shall convene principle officers from a broad representation of affiliates to determine points of unity and joint actions we will take throughout the transition to an open-shop public sector and that those actions include

an ad hoc body that convenes during moments of potential labor disunity in support of dialogue that seeks understanding of multiple interests and pursuit of paths that avoid division.

opeiu8/afl-cio

Referred to the Resolutions Committee

RESOLUTION IN SUPPORT OF KEEPING THE UW MEDICINE CONSOLIDATED LAUNDRY FACILITY OPEN AND PROTECTING UNION JOBS

Resolution #23

Submitted by AFSCME Council 28

WHEREAS, in January 2018, the University of Washington announced that its intentions to potentially contract out and privatize UW Medicine's Consolidated Laundry facility to seek private sector bids for cleaning patient bed linen and employee scrubs for Harborview Medical Center, Northwest Hospital & Medical Center, UW Medical Center, Valley Medical Center, and UW Medicine's Neighborhood Clinics; and

WHEREAS, the UW has operated a medical laundry facility since 1959, with over 100 unionized state employees represented by AFSCME Council 28 WFSE and SEIU Local 925; and

WHEREAS, the workers in the laundry are among the lowest-paid workers at the UW, but they are protected by a collective bargaining agreement, and they receive medical and retirement benefits.

WHEREAS, a majority of the UW Medicine Consolidated Laundry's workforce are people of color, immigrants, workers aged over 50 years old, and women; and

WHEREAS, plant closures devastate communities and families, as well as state and county tax bases; and

WHEREAS, UW Medicine is looking to balance its operating budget deficit on the backs of its lowest paid workers, yet the entire budget of the laundry equals the sum of UW Medicine's 40 highest paid administrators; and

WHEREAS, UW Medicine has consistently failed to re-invest in the Consolidated Laundry's capital facilities for over 30 years, to the point where approximately $21 million in capital investments are now needed to bring this facility up to current industry standards; and

WHEREAS, the UW Medicine Consolidated Laundry's main private sector competitors all lack unions that represent their workers, and pay their workers lower wages and inferior benefits if any; now, therefore, be it

RESOLVED, that the WSLC stands with our AFSCME and SEIU brothers and sisters, and calls on UW Medicine and the University of Washington, to immediately stop its efforts to contract out, privatize, or close the Consolidated Laundry; and be it further

RESOLVED, that the WSLC supports legislative efforts to raise the necessary capital funding to retain the library; and be it finally

RESOLVED, that the WSLC will forward copies of this resolution to the State Legislature, Governor, the King County Council, the King County Executive, the UW Board of Regents, and the UW President.

opeiu8/afl-cio

Referred to the Resolutions Committee

ADDRESSING SECURE SCHEDULING ACROSS INDUSTRIES

Resolution #24

Submitted by UFCW 21

WHEREAS, hundreds of thousands of workers in Washington State, have been forced to live in uncertainty as to what their hours will be and when they will be notified of their schedules; and

WHEREAS, part-time work has increased and forced more workers to hold two or three jobs and be deprived of healthcare, retirement and other benefits; and

WHEREAS, workers are often required to work the late shift and then turn around and work the morning shift without a safe amount of rest; and

WHEREAS, workers have more workplace injuries when our stores, restaurants, hospitals, warehouses, and other worksites are not staffed appropriately; and

WHEREAS, insufficient staffing makes workers more vulnerable to harassment and violence in their workplaces; and

WHEREAS, we as workers, have common cause across industries and believe that safe staffing and fair scheduling are the same issue caused by corporate greed; now, therefore, be it

RESOLVED, that the Washington State Labor Council AFL- CIO support the fight for Secure Scheduling policy including a minimum of two weeks' notice of the work schedule, 11 hours of rest between shifts, and access to more hours before a company hires more part-time help; and be it further

RESOLVED, that the Washington State Labor Council AFL- CIO engage with affiliated unions as they work to get Secure Scheduling laws enacted in Washington state; and be it finally resolved

RESOLVED, that the Washington State Labor Council AFL- CIO calls upon Congress, state legislatures and local municipalities to pass secure scheduling legislation that would ensure workers across all industries have appropriate staffing and scheduling that is fundamental to keeping our workplaces safe and providing workers with schedules that respect their time and contribution to making our economy successful.

opeiu8/afl-cio

Referred to the Legislative Committee

ENDING SEXUAL HARASSMENT AND GENDER-BASED VIOLENCE AT WORK

Resolution #25

Submitted by UFCW 21

WHEREAS, sexual harassment and gender-based violence are occurring in industries and workplaces across the country and here in WA state; (According to The Center for American Progress, the accommodation and food service industry has the highest numbers of EEOC sexual harassment complaints of any industry with 14.23% of all complaints filed. Second and third are vital employment sections in WA State-he retail industry with 13.44% and the manufacturing industry with 11.72% of complaints filed. These claims are only a fraction of incidents that occur due to underreporting); and

WHEREAS, according to that same report, “over 70% of harassment charges filed have included a charge of retaliation", further illustrating the dire need for a union and workplace policies and enforcement mechanisms that protect workers who speak up against the harassment they face; and

WHEREAS, there are crucial differences in how workers experience harassment depending on our industries and the multiple and overlapping forms of discrimination we face based on class, race, religion, national origin, immigration status, age, pregnancy, gender identity, sexual orientation, and ability; and

WHEREAS, Washington workers can experience discriminatory harassment in multiple ways - not just from our coworkers or managers, but from our customers, patients, vendors, clients or any other individuals we serve; and

WHEREAS, customer service employers’ insistence that "the customer is always right,” makes workers particularly vulnerable to harassment; a reality that is often exacerbated by significant power related to hierarchies of class, race, age, gender, ability, and immigration status; and

WHEREAS, there has been a growing awareness of sexual harassment at work with the #MeToo movement and campaigns by unions and other social justice groups, there should be a meaningful union lead campaign by WSLC AFL-CIO members to end sexual harassment in our workplaces. Campaigns by hotel workers, restaurant workers, farmworkers, and actors have all been successful in drawing attention to prevalent harassment in their industries and calling for change; and

WHEREAS, as a union, we are uniquely positioned to take on this issue; and

WHEREAS, members will continue to suffer from pervasive sexual harassment unless we hold employers and supervisors accountable and demand specific proactive steps to prevent and address it; and

WHEREAS, the current culture that permits harassment at work must be addressed systematically, politically, organizationally, and personally; and

WHEREAS, the AFL- CIO has historically lead on the struggle against discrimination broadly and most recently the struggle for equal rights for immigrant and LGBTQ workers; and

WHEREAS, taking on this issue presents a powerful opportunity for both new member organizing and leadership development within our existing membership; and

WHEREAS, our current and future members should be confident that a union can be an effective avenue for addressing gender-based violence and harassment at work and collectively feel empowered to make changes at their workplaces; now, therefore, be it,

RESOLVED, we will stand together in solidarity to combat all forms of discrimination and harassment in our workplaces and ensure that all Washington state workers feel safe on the job; and be it further

RESOLVED, solved we will lead by example by ensuring sexual harassment will not be tolerated in our union halls and organizations and we will create tools to end sexual harassment by educating on the various forms of sexual harassment, developing codes of conduct that explicitly prohibit sexual harassment of any kind and detail clear consequences for violations; and be it further

RESOLVED, that the Washington State Labor Council, together with affiliates and Central and Regional Labor Councils, will work with locals to survey our membership about the prevalence and nature of sexual harassment at worksites to better understand the scope of the problem and potential solutions; and be it further

RESOLVED, the Washington State Labor Council commits to developing action plans with member committees to end harassment on the store/worksite level; and be it further

RESOLVED, that the WSLC will participate in coalitions with community and labor allies working to end gender-based violence and harassment, racial violence, violence against LGBTQ communities, violence against people with disabilities and all other forms of discriminatory harassment and violence; and be it further

RESOLVED, we commit to identifying and lobbying for legislative opportunities to strengthen Federal, state and local laws around workplace harassment and gender-based violence; and be it further

RESOLVED, we commit to negotiate strong contract language to combat sexual harassment-based on member input. Including but not limited to: zero tolerance for

harassment; a clear mechanism for addressing harassment; workplace committees; safety measures like panic buttons; signage indicating no tolerance of abuse; training and education; ability to stop work and leave a dangerous situation or intervene on behalf of a coworker, and be it finally

RESOLVED, the WSLC, locals, and affinity groups will report back on our progress at the next WSLC annual convention.

opeiu8/afl-cio

Referred to the Resolutions Committee