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RESOLUTION FOR CONTINUING SUPPORT FOR WASHINGTON FILMWORKS
Resolution #1
Submitted by Pierce County Central Labor Council, AFL-CIO

WHEREAS, Washington State continues to look to grow revenue and create jobs for Washington residents; and

WHEREAS, leaders of both the executive and legislative branches have indicated the intention to intensively review all government programs to determine their economic sustainability; and

WHEREAS, past experience has shown a lack of public understanding of the Washington Filmworks Program which supports the production of television, commercial, motion picture and new media projects, and

WHEREAS, Washington Filmworks has attracted over 122 projects to the State which have over $368 million of economic impact statewide which has generated over 21,000 jobs; and

WHEREAS, those jobs (family wage and union jobs) have provided health retirement benefits for the state’s actors, technical support workers, and production support businesses; and

WHEREAS, 35 states currently provide similar or greater financial support for film and video production; and

WHEREAS, there is a rich body of evidence that proves the effectiveness of production incentives in the creation of well paid, sustainable work; now, therefore be it

RESOLVED, that the state commit to funding Washington Filmworks at a level that keeps Washington State’s motion picture industry competitive and ensures job creation and economic development across the state; and that this resolution be forwarded to the Washington State Labor Council, AFL-CIO, and then to the Washington State Legislature; and be it finally

RESOLVED, that we, the Pierce County Central Labor Council, AFL-CIO, encourage our Affiliated Locals to adopt this resolution as well.
RESOLUTION PROMOTING PREVENTION OF WORKPLACE VIOLENCE IN TRANSIT SYSTEMS

Resolution #2

Submitted by MLK Labor

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

WHEREAS, Transit facilities and vehicles are often unsecured workplaces; and

WHEREAS, Violent events leading to injuries or illnesses to Transit workers result in traumatic injuries and disorders including sprains, strains, tears, surface wounds, bruises, and contusions; and

WHEREAS, Violent event cases can result in mental disorders or syndromes for the affected worker, including post-traumatic stress disorder (PTSD) and anxiety; and

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

WHEREAS, workplace violence is a serious concern for members of unions representing Transit 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 de-escalation training; 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 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, reprisal-free reporting and the use of reasonable force to protect oneself from bodily harm; 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.
RESOLUTION PROMOTING SAFETY AND A SUPPORTIVE ENVIRONMENT AT LABOR CONVENINGS

Resolution #3

Submitted by MLK Labor

WHEREAS, the Labor movement prioritizes the quality of life for women, gender minorities and all workers, both on the job and in the community, and seeks to lead by example; and

WHEREAS, #MeToo and allied movements, like those led for women’s safety in the hospitality industry and other workplaces by UNITE HERE 8, SEIU Local 6, SAG-AFTRA and others, have rapidly extended the fight against sexual assault and harassment, bullying, sexism, and discrimination in the workplace; and

WHEREAS, the Labor movement gathers with the intent of convening a positive event that furthers all of Labor’s goals; and

WHEREAS, unfortunately, the tradition of conferences and conventions was established decades ago and has not been scrutinized adequately by most organizations and industries, including Labor; and

WHEREAS, these events do result in intoxication in an environment where participants are isolated from their families and others who would scrutinize bad behavior; now, therefore be it

RESOLVED, that an AFL-CIO Code of Conduct liaison or ombud be present, easily identifiable, and give their best contact info at each Washington State Labor Council, or AFL-CIO sanctioned conference, convention, or large gathering; and be it further

RESOLVED, that all event participants exercise professional behavior and do not touch people without consent; and be it further

RESOLVED, that there be a sober space and quiet lounge for people to relax or enjoy themselves safely and that all spaces including bathrooms be accessible and properly labeled for gender minorities; and be it further

RESOLVED, that family members or other supportive people be encouraged to attend the conference and participate where appropriate; and be it further

RESOLVED, that by attending AFL-CIO affiliated events in Washington State, all attendees agree to abide by the Code of Conduct, and the law, and understand they will be held accountable for their behavior, and understand that there are repercussions; and be it finally
RESOLVED, that this resolution be forwarded to the Washington State Labor Council, AFL-CIO for adoption at the annual convention.
RESOLUTION IN SUPPORT OF LEGISLATION THAT WOULD EXTEND COLLECTIVE BARGAINING RIGHTS TO EMPLOYEES OF THE LEGISLATIVE BRANCH OF WASHINGTON STATE GOVERNMENT

Resolution # 4

Submitted by Washington Public Employees Association/UFCW Local 365

WHEREAS, the labor movement in Washington State stands in solidarity with all workers fighting for the right to form a Union; and

WHEREAS, the Janus decision and other attacks on public employees’ collective bargaining rights make it even more important that Labor stand strong in support of all public sector workers’ right to collectively bargain with their employer; and

WHEREAS, employees of the legislative branch of state government are not afforded the same protections (such as the National Labor Relations Act, RCW 41.06, and RCW 41.80) as most other public and private sector workers in our state; and

WHEREAS, Washington state law does not grant legislative staff the right to form a union or collectively bargain with their employer; and

WHEREAS, legislative staff are prohibited by state law from advocating for any legislation, including legislation to improve their wages or working conditions or to grant them collective bargaining rights; and

WHEREAS, no supervisor or manager, whatever their quality or intention, can advocate for a worker’s rights in the workplace as effectively as that worker can advocate for themselves with the power of their own Union; and

WHEREAS, outside advocates, such as the Washington State Labor Council, AFL-CIO, (WSLC) and affiliated unions, are necessary to pass legislation to provide legislative staff with collective bargaining rights due to the prohibition on legislative staff advocating for any legislation; and

WHEREAS, the #MeToo movement has increased public consciousness of workplace sexual harassment and brought to light multiple incidents of sexual harassment of employees of the legislative branch of Washington State; and

WHEREAS, there is notable turnover among legislative workgroups, particularly in the legislative assistant workgroups, highlighting how poorly workers are treated and compensated in the institution; and

WHEREAS, legislative staff work in a unique, complex environment and they deserve the same rights to form a union and collectively bargain with their employer that most other state employees have; and
WHEREAS, many members of the Washington State legislature are also Union members or allies, and the labor community expects our friends and allies to be leaders in recognizing the rights of their employees and providing a fair and safe working environment; and

WHEREAS, the WSLC has supported recent legislation to provide other excluded public sector employees with collective bargaining rights, including assistant attorneys general in the 2019 legislative session; and

WHEREAS, there have been multiple attempts in the past to pass bills to provide employees of the legislative branch of state government with collective bargaining rights; and

WHEREAS, legislation to provide employees of the legislative branch of state government with collective bargaining rights will be introduced again in future legislative sessions; now, therefore be it

RESOLVED, that the WSLC will advocate for and support legislation extending collective bargaining rights to employees of the legislative branch of state government; and be it further

RESOLVED, that the WSLC will incorporate legislation providing collective bargaining rights to employees of the legislative branch of state government into their upcoming legislative agenda; and be it finally

RESOLVED, that the WSLC inform and encourage support from affiliated unions for legislation extending collective bargaining rights to employees of the legislative branch of state government.
RESOLUTION TO PROMOTE ORGANIZED LABOR GOODS AND SERVICES IN CONSIDERING CANDIDATES FOR ENDORSEMENT

Resolution #5

Submitted by IATSE 15

WHEREAS, the Washington State Labor Council (WSLC) makes endorsements in races for Congress, statewide offices and judicial races, and the State Legislature; and

WHEREAS, the WSLC advocates for workplace rights and better jobs; and

WHEREAS, in the 2018 campaign cycle, only one of the twelve WSLC endorsed congressional candidates consistently used a staging company with a Collective Bargaining Agreement (CBA) or Letter of Agreement (LOA) for their campaign events; and

WHEREAS, in the 2018 campaign cycle, only five of the twelve WSLC endorsed congressional candidates used a video or film production company with a Collective Bargaining Agreement (CBA) or Letter of Agreement (LOA) for their campaign content creation; and

WHEREAS, in the 2018 campaign cycle, the twelve WSLC endorsed congressional candidates spent over $39 million on their campaigns; now, therefore be it

RESOLVED, the WSLC will inform endorsed candidates on the importance of using vendors and venues with signed CBAs or LOAs whenever possible for their campaign events and content creation; and be it further

RESOLVED, the WSLC union goods committee will put together a labor packet of organized labor goods and services; and be it further

RESOLVED, the organized labor goods and services packet will be provided to a candidate seeking endorsement; and be it further

RESOLVED, the candidate will be asked how they plan on incorporating organized labor goods and services throughout their campaign; and be it finally

RESOLVED, the candidate’s use of organized labor goods and services will be evaluated as part of their WSLC “report card”.

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RESOLUTION CONCERNING ENHANCING AND PROTECTING PUBLIC HEALTH AND SAFETY BY UPDATING THE CURRENT PLUMBING STATUTE RCW 106

Resolution #6

Submitted by Washington State Association of the United Association of Plumbers & Pipefitters

WHEREAS, the protection of the public’s health and safety by the plumbing industry is paramount in the state of Washington; and

WHEREAS, to ensure only certified plumbers are working on plumbing systems, certified plumbers must have their level of certification visible for the consumer to see; and

WHEREAS, technology has advanced since the last major revision, over forty-five years ago in 1973; and

WHEREAS, with technological advances allowing remote supervision, after 2,000 hours of training for certified residential plumbers, savings can be passed on to consumers by eliminating the need to have two certified workers to perform simple residential plumbing repairs; and

WHEREAS, the 8,000 plus certified plumbers in the State of Washington are unable to meet the demands of consumers, creating the need for a Residential Service Plumber (RSP) certification to protect the health and safety of the public by creating a 4,000-hour training certification and exam for a plumber to perform minor residential repairs (replace toilets, water heaters, faucets, etc.); and

WHEREAS, increasing the residential plumber training ratio would responsibly address improperly certified persons from putting the safety of the public at risk while performing simple residential plumbing repairs; and

WHEREAS, the shortage of licensed plumbers can be greatly attributed to plumber trainee hours not being properly reported to Labor and Industries by contractors; and

WHEREAS, plumbing contractor registration would enhance Labor and Industries ability to streamline regulatory compliance for consumer protection; and

WHEREAS, the Washington State Labor Council recognizes and supports the plumbing industry; and

WHEREAS, it is not intent of the legislation to infringe or encroach on any other crafts’ jurisdiction; now, therefore be it
RESOLVED, that the Washington State Labor Council, at its 2019 Annual Convention, proclaim the statewide plumbing law update, SB 5235, as amended, be one of the Washington State Labor Council’s priority pieces of legislation in the 2020 legislative session.
RESOLUTION REGARDING TRAINING AGENT LEGISLATION

Resolution #7

Submitted by the Washington State Building and Construction Trades Council,
AFL-CIO on behalf of Ironworkers Local 86

WHEREAS, currently under RCW 39.04.320 15% Apprenticeship Utilization is a “Total Project” Requirement on Public Works Projects; and

WHEREAS, currently there is a “Loop Hole” by which Apprentices are losing training opportunities, Contractors that are not Training Agents in the State of Washington are awarded work on Public Works Projects and are not employing Apprentices under specific Scopes of Work; and

WHEREAS, to be classified as a “Responsible Bidder” a Contractor shall be a Training Agent on the Scope of work that they are bidding on, prior to Submitting a Bid; and

WHEREAS, Apprentices enrolled in Washington State registered Apprenticeship Programs, should have the same opportunities to learn while they work on all Public Works Projects; now, therefore be it

RESOLVED, that the Washington State Building and Construction Trades Council, AFL-CIO shall develop a legislative proposal which shall require contractors to be a Training Agent in the State of Washington in the Scope of Work they are bidding on prior to submitting a bid for any Public Works project; and be it further

RESOLVED, that the Washington State Building and Construction Trades Council, AFL-CIO shall prepare this Legislative proposal for introduction during the 2020 Legislative Session; and be it finally

RESOLVED, that the affiliate members of the Washington State Labor Council, AFL-CIO shall prioritize this Legislative proposal in their own Legislative Agenda, and assist in securing this proposals passage.
RESOLUTION REGARDING BID LISTING LEGISLATION
Resolution #8
Submitted by the Washington State Building and Construction Trades Council, AFL-CIO on behalf of Ironworkers Local 86

WHEREAS, bid listing has been effective for trades that are in the existing law; and

WHEREAS, bid shopping is an illegal practice; and

WHEREAS, bid shopping continues to happen; now, therefore be it

RESOLVED, that the Washington State Building and Construction Trades Council, AFL-CIO requests the bid listing law to be a Washington State Labor Council, AFL-CIO priority in the 2020 Legislative session.
RESOLUTION REGARDING MADE IN AMERICA STEEL
Resolution # 9
Submitted by the Washington State Building and Construction Trades Council, AFL-CIO on behalf of Ironworkers Local 86

WHEREAS, Washington State Union steel manufacturing has been negatively impacted by outsourcing to Asia and other competing countries; and

WHEREAS, those countries do not have Environmental Protection Agencies; and

WHEREAS, pollution does not recognize country border lines; and

WHEREAS, countries with no Environmental Protection Agencies pollute up to three times the carbon emissions for the same product produced in the United States; and

WHEREAS, Washington State has been a great advocate and champion for improving negative environmental impacts; now, therefore be it

RESOLVED, that we promote the use of Made-In-America steel products for all publicly funded projects in Washington State through legislation.
RESOLUTION TO SUPPORT OF OSHA 10 AND 30 REQUIREMENTS,
RESPIRATORY PROGRAMS ON CONSTRUCTION PROJECTS

Resolution #10

Submitted by the Washington State Building and Construction Trades Council,
AFL-CIO on behalf of Laborers Local 242

WHEREAS, The OSHA 10-hour construction training course is intended to provide
construction workers with a basic knowledge of the most common safety and health
hazards found on many construction sites; and

WHEREAS, The OSHA 10-hour construction training course also provides students
with an overview of how the Occupational Safety and Health Administration (OSHA)
operates; and

WHEREAS, The OSHA 10-hour training course for construction is based on the
federal OSHA 1926 construction standards. OSHA 10 training course is intended for
workers in construction related jobs, like ground-up construction projects, demolition
work, and major renovation projects; and

WHEREAS, OSHA 30 is appropriate for supervisors or workers with some safety
responsibility; and

WHEREAS, The OSHA 10-hour and 30 training courses has been shown to be a
valuable tool in preventing injuries and provides information on workers’ rights,
employer responsibilities, and how to file a complaint with OSHA; and

WHEREAS, Respiratory illness due to exposure on construction projects can be
addressed through the implementation a respiratory program that includes hazard
identification and proper use of personal protective equipment (PPE); now, therefore be
it

RESOLVED, that in order to increase the safety awareness of construction workers, the
Washington State Labor Council will ask the State of Washington State Legislature to
pass legislation that will require all workers on Construction projects to have received
OSHA 10 training; and be it further

RESOLVED, all supervisors and employees with safety responsibility will be required to
received OSHA 30 training; and be it further

RESOLVED, all workers will receive proper respiratory training; and be it finally
RESOLVED, that every Affiliate Council and Local Union affiliated with the Washington State Labor Council, place in consideration this resolution as a priority campaign to locally elected and appointed public leaders.
RESOLUTION TO SUPPORT PREVAILING WAGE ON AFFORDABLE HOUSING
PROJECTS THAT RECEIVE A PUBLIC BENEFIT

Resolution #11
Submitted by the Washington State Building and Construction Trades Council,
AFL-CIO on behalf of Laborers Local 242

WHEREAS, the first national prevailing wage law embedded in the National Eight-Hour
Day Act of 1868 was designed to create safer working conditions, longer and better
quality lives and an increase in the aggregate of human happiness; and

WHEREAS, in 1931, understanding the need to further stabilize local contractors and
skilled workers in the construction industry, the United States federal government
further established a fair system to monitor and protect local bidders and wages paid on
public works construction projects by enacting the federal Davis-Bacon Act introduced
by republicans who garnered strong bi-partisan support for strengthening prevailing
wage laws on federal public works; and

WHEREAS, individual states have understood the United States Constitution does not
allow the federal government to stipulate state construction contract requirements, 42
states have at some time enacted a state’s “little Davis-Bacon Act” as far back as 1891
in Kansas, 1894 in New York, and in 1945, Washington State’s Public Works Act was
enacted to promote fair and stable local markets in public works construction for all
construction workers and contractors, union and non-union; and

WHEREAS, Washington and other states across the Nation are increasingly entering
into an era where public and private partnerships are being formed as a mechanism to
adequately fund public works construction projects; and

WHEREAS, the 2005 Legislature of Washington State passed into law the
Transportation Innovative Partnership Act with bi-partisan approval further specifying
the application of prevailing wage laws apply to the entire innovative partnership
between public and private entities by including the language: “If public funds are used
to pay any costs of construction of a public facility that is part of an eligible project,
chapter 39.12 RCW applies to the entire eligible public works project”; and

WHEREAS, utilization of future innovative funding proposals for public and private
partnerships can be expected to prevail in Washington’s future to construct, refurbish
and rebuild the necessary workforce housing; and

WHEREAS, since the late 19th century, payment of local prevailing wages continues to
prove to stabilize the contractor and skilled labor force of a community that, in turns,
reinvests in the very tax base that drives public works investment; and
WHEREAS, Washington State’s current and future growth and needs for new, refurbished, rebuilt and maintained affordable housing projects is unmatched in any period of Washington State’s history; now, therefore be it

RESOLVED, that in order to maximize the full value of public investments in affordable housing, such application of public funds, tax incentives, leases, or property exchanges prevailing wage must be applied to continue and produce opportunities for creating livable communities through family wage jobs, education and the promotion of local hire; and be it further

RESOLVED, that all said public/private funded projects will include a 15% apprenticeship utilization requirement, allowing community members to access careers in the Building Trades; and be it further

RESOLVED, that every Affiliate Council and Local Union affiliated with the Washington State Labor Council, place in consideration the promotion and clarifying protections of prevailing wage laws on all phases of publicly funded affordable housing projects as a priority campaign to locally elected and appointed public leaders; and be it further

RESOLVED, that the Washington State Labor Council place as priority legislation prevailing wage coverage on all public/private joint ventures and partnerships, and that all public/private affordable housing projects new, refurbished, rebuilt and maintained be constructed at the established local prevailing wages for the area in which the work is performed, and at the proper rate of pay and classification of workers; and be it finally

RESOLVED, that the Washington State Labor Council, transmit a copy of this resolution to all relevant sources in order to demonstrate its ardent support of promoting, protecting, and enforcing prevailing wage laws in all public and public/private works affordable housing projects.
RESOLUTION REGARDING CHAPTER 7 OF THE INTERNATIONAL FIRE CODE

Resolution #12

Submitted by the Washington State Building and Construction Trades Council,
AFL-CIO on behalf of Sheet Metal Workers Local 66

WHEREAS, Chapter 7 of the International Fire Code requires certain Fire Dampers,
Smoke Dampers, and Smoke Control Systems and requires maintenance of such
systems in accordance with National Fire Protection Association Standards 80 and 105; and

WHEREAS, in accordance with applicable laws, manufacturer recommended
installation, testing and inspection methods, and building, fire and mechanical industry
codes and standards, Fire Dampers, Smoke Dampers, and Smoke Control Systems are
installed in the ductwork of the heating, ventilating and air conditioning systems of
buildings throughout the State of Washington, and such devices must be installed and
maintained in accordance with specific requirements to prevent the spreading of fire and
smoke through a building’s ductwork, which has been documented as a means by
which fire and smoke can spread to areas beyond the fire origin; and

WHEREAS, faulty and inoperable Fire Dampers, Smoke Dampers, and Smoke Control
Systems are likely to exist in buildings in the State of Washington without periodic
inspection and testing as required by law and applicable industry codes and standards; and

WHEREAS, the failure of building owners to properly perform periodic inspection and
testing of Fire Dampers, Smoke Dampers, and Smoke Control Systems is detrimental to
the health, safety, and welfare of the people of the State of Washington and the
dwellings thereof, and visitors thereto; and

WHEREAS, the inclusion of periodic inspection and testing of Fire Dampers, Smoke
Dampers, and Smoke Control Systems is essential for the health, safety, and welfare of
the people of the State of Washington in high-rise buildings; now, therefore be it

RESOLVED, that the Washington State Labor Council will make legislation requiring
Fire Life Safety System Inspections to provide for the inspection of certain buildings to
ensure that Fire Dampers, Smoke Dampers, and Smoke Control Systems are in
working order a priority for the 2020 legislative session.
RESOLUTION TO INSIST THAT THE UNITED STATES–MEXICO–CANADA AGREEMENT BE IMPROVED BEFORE PASSING CONGRESS

Resolution # 13

Submitted by SPEEA IFPTE Local 2001

WHEREAS, Washington State is arguably the most trade dependent state in the union, with thousands of trade-dependent jobs in manufacturing, service sector, agriculture, and natural resources industries, and

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC), has consistently opposed bad trade policy that de-industrialized our economy, moved millions of jobs to low-wage countries, put the interests of multinational companies first, weakened bargaining power for workers around the world, and pushed aside the interests of communities, and the environment, and

WHEREAS, the renegotiated NAFTA, known as USMCA, has some incremental improvements and some steps backwards, but basically leaves intact the failed free trade policies of the last 25 years, and

WHEREAS, USMCA could come to a vote in Congress this summer, and

WHEREAS, labor-friendly legislators in the House and Senate have consistently demanded that rules for swift and certain enforcement of labor and environmental standards be implemented, and that access to affordable medicines be addressed before any changes to NAFTA can take effect, and

WHEREAS, the labor movement is united in our judgment that USMCA does not yet meaningfully address what is wrong with the original NAFTA agreement; now, therefore be it

RESOLVED, that the Washington State Labor Council will advocate for a positive trade agenda that raises living standards in the US and abroad, and does at least as much for workers and the environment as it does for global corporations; and be it further

RESOLVED, that in particular, WSLC will communicate to our Congressional delegation that swift and certain enforcement provisions and improved access to affordable medicines be in place before moving forward with USMCA; and be it finally

RESOLVED, that the WSLC will work with local and national labor partners, other state federations, elected officials, community partners and coalition allies, as needed, to advocate for these measures in our trade policies.
RESOLUTION ON IMMIGRATION AND THE LABOR MOVEMENT – 2019
Resolution #14

Submitted by Iron Workers Local 86, LIUNA Local 242, Washington Education Association, Firefighters Local 29, Teamsters Local 839, MLK Labor, UFCW 21, United Farm Workers, UNITE HERE 8, Casa Latina, WFSE 1488, Familias Unidas por la Justicia, UAW 4121, SEIU6 - Property Services NW, SEIU 925, SEIU 1199NW, and Asian Pacific American Labor Alliance, AFL-CIO, Seattle Chapter

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 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, Washington is home to over 943,000 immigrants and is the 8th largest refugee-receiving state in nation; and

WHEREAS, immigrants and refugees are essential to economic growth in America and have an overall positive impact on long-run economic growth domestically; and

WHEREAS, immigrant workers make up a large part of the union workforce, contributing to every aspect of Washington’s economy and community integrity, including the construction of new skyscrapers, bridges and schools; education and care for our children and elderly; research and development of new cures for life threatening diseases; growing and harvesting the food we eat; first responders protecting our families and forests as only a few examples of many; and

WHEREAS, workplace immigration enforcement significantly increased between 2017 and 2018 with I-9 Immigration audits increasing by 440%, worksite arrests based solely on immigration status increasing by 887%, and

WHEREAS, in the past year union signatory companies have experienced immigration audits, prompting employers to verify the work-permit status of their employees, leading to the firing of at least 200 union members; and

WHEREAS, harmful immigration rhetoric continues to be used as a dividing wedge within our unions and within our communities, weakening the solidarity and power of working people to obtain dignity, justice and democracy; and

WHEREAS, proposed xenophobic and racist policy changes targeting non-immigrant visa holders (including travel bans, revisions to "unlawful presence" rules, restrictions on
visa lengths based simply on country of origin or field of study) create a culture of suspicion and uncertainty that unscrupulous employers use to threaten, harass, and even terminate international workers; and

WHEREAS, LGBTQ+ refugees, and especially gender non-conforming refugees, are at particular risk of exploitation and violence when they are held in detention, and of persecution up to and including murder should they be returned to their countries of origin; and

WHEREAS, Washington State Labor Council, AFL-CIO affiliates voted to approve a resolution on immigration at the 2018 Washington State Labor Convention that states: “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.”; now, therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO, will form a special Labor-Immigration Committee by October 31st, 2019 that will guide the below work in Washington State and dedicate resources, including staff time to convene affiliates and partners to carry out the work, including but not limited to trainings, toolkits and other resources for members on their legal rights as well as educating employers on their rights and obligations to keep workplaces safe; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, will task the aforementioned committee with furthering the 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, assistance with naturalization, visa processing, or adjustment of immigration status and best practices for provisions we can bargain into our contracts to help protect workers from policy changes that target international workers including visa restrictions, and immigration audits/raids; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, with community partners such as the WA Immigrant Solidarity Network (WAISN), will conduct Training of Trainers for affiliates to be able to train their staff and members on their rights and will centralize the WAISN Hotline as a tool of employer/employee immigration defense (1-844-724-3737); and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, will provide resources to support affiliates to conduct a ‘language access audit’ to learn about the primary languages of their members with a goal of ensuring that all contract materials, union documents and ways workers participate in their union are available in the most predominant languages in their sector and/or what is required by the local jurisdictions; and be it further
RESOLVED, that the Washington State Labor Council, AFL-CIO, will support affiliates in identifying potential leaders among migrant community members to support organizing in our unions as well as in our communities in preparation for the 2020 electoral cycle; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, along with community partners, will assist in organizing a Spring 2020 Statewide Conference to focus on the intersection of immigration and workers’ rights and mobilize for the 2020 election; and be it further

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 Immigration audits/raids; support visa holders; provide legal defense of immigrant families; dissuade businesses from voluntary implementation of E-Verify; and stop the expansion of detention centers in Washington State in its 2020 and beyond legislative agendas”; and be it further

RESOLVED, that the Washington State Labor Council recognizes that: LGBTQ+ identity must be considered as membership in a “particular social group” justifying asylum under US and international law; and that gender non-conforming refugees are also entitled to asylum under laws protecting sex. The Washington State Labor Council will actively advocate its position to federal officials; and be it further

RESOLVED, that Washington State Labor Council, AFL-CIO, will support city, county and state efforts to enable union members and all undocumented workers to access a form of unemployment benefits, if they are terminated because of their status, so they are not forced into non-union, exploitative workplaces and can support themselves and their families while looking for new work; and be it further

RESOLVED, that U.S. born labor leaders and rank-and-file members be encouraged to stand publicly alongside their immigrant and refugee brothers and sisters who continue to be targeted by racist and xenophobic rhetoric, scapegoating, violence and policies; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO will educate their public sector affiliates and encourage compliance with the new Washington state law, SB 5497, Keep WA Working that prohibits the local government resources be used to aid federal immigration enforcement; and be it finally

RESOLVED, that the special committee on immigration and labor convened by the Washington State Labor Council, AFL-CIO will report back to this body no later than the Washington State Labor Convention, 2020 with specific recommendations, including a proposed funding mechanism to further this work, to affiliates and other various labor organizations within the Washington State Labor movement.
RESOLUTION REGARDING AN ACT PROHIBITING EMPLOYER’S UNJUSTIFIED SEARCH OF EMPLOYEE’S PERSONAL VEHICLES

Resolution #15

Submitted by the Association of Western Pulp and Paper Workers

WHEREAS, as defined by State and Federal laws a person’s vehicle and all personal property within the vehicle are the person’s private property; and

WHEREAS, employees are having their vehicles searched arbitrarily without cause or warrant; and

WHEREAS, employees are being disciplined for having their legally owned private property in their vehicle(s) while on employer’s premises; now, therefore be it

RESOLVED, that the Washington State Labor Council will make an Act Prohibiting Employers’ Unjustified Search of Employees’ Personal Vehicles one of its priority pieces of legislation.
RESOLUTION CALLING ON PROVIDENCE ST. JOSEPH HEALTH TO PUT PATIENTS BEFORE PROFITS

Resolution # 16

Submitted by OPEIU Local 8, SEIU Healthcare 1199NW, UFCW 21, and the Washington State Nurses Association

WHEREAS, Providence healthcare workers throughout Washington State are deeply committed to providing high quality, compassionate care to their communities and keeping their patients safe; and

WHEREAS, caregivers are struggling with severe understaffing, unaffordable health benefits, cuts to their sick time, unfair wages, layoffs, disrespect and racial injustice on the job, all of which make it extremely difficult to provide the quality care their patients deserve; and

WHEREAS, Providence is a Catholic “not-for-profit” that receives millions of dollars in tax breaks from Washington taxpayers, it is the largest health system in our state, and claims to be driven by the belief that “health is a human right”; and

WHEREAS, 3,732 Providence employees and dependents had to rely on Apple Health, the state’s Medicaid program last year, because of Providence’s outrageous premiums, high deductibles, co-pays and other healthcare costs; and

WHEREAS, when Providence healthcare workers cannot pay their healthcare bills, Providence often sends them to medical debt collections, destroying their credit; and

WHEREAS, Providence had over $24 billion in operating revenue and $11 billion in cash reserves in 2018, and the top 15 executives had over $41 million in total compensation in 2017; and

WHEREAS, the Providence United Coalition is comprised of 20,000 of our union sisters and brothers in OPEIU Local 8, SEIU Healthcare 1199NW, UFCW 21 and the Washington State Nurses Association, representing registered nurses, nursing assistants, techs, social workers, chaplains, transporters, hospice workers, pharmacists, environmental services, nutrition workers, clerks, lab workers and more; and

WHEREAS, many other union members of the Washington State Labor Council and their families utilize Providence healthcare services, so we must ensure they receive the highest quality care; and

WHEREAS, as unionists we are committed to the principle that all workers should have a strong voice on the job and a life of dignity for themselves and their children; now, therefore be it
RESOLVED, that the leaders of local unions and councils will send letters to the Providence board of directors calling on them to listen to healthcare workers and immediately negotiate fair union contracts; and be it finally

RESOLVED, that the Washington State Labor Council will stand in solidarity with healthcare workers in their fight to make Providence return to the founding core values of Compassion, Dignity, Justice, Excellence and Integrity, and put patients before profits.
A RESOLUTION IN SUPPORT OF UNIONIZING THE CANNABIS INDUSTRY AND 
EXPANDING ACCESS TO PARTICIPATION

Resolution # 17

Submitted by UFCW 21

WHEREAS, in 2012, voters in Washington State overwhelmingly supported Initiative
502, legalizing recreational cannabis in Washington State; and

WHEREAS, since that time, the cannabis industry in Washington – from growing to
cultivation to processing to sales – has grown exponentially; and

WHEREAS, I-502 placed strict limits on who could and could not operate a cannabis 
business, disallowing many people who had previously been convicted for cannabis 
related offenses being able to participate in this new industry; and

WHEREAS, prosecution of cannabis laws prior to the passage of I-502 has been shown 
to be discriminatory toward communities of color; and

WHEREAS, the growth in the Cannabis industry has not been equitable; and

WHEREAS, new industries and companies in other sectors, such as Transportation 
Network Corporations, have entered markets and decreased safety, depressed wages, 
and have had a disparate impact on communities of color and Union households; and
WHEREAS, in 2018 cannabis industry workers with Have a Heart Cannabis were the 
first in Washington State to join a Labor Union and ratify a collective bargaining 
agreement, thanks to the organizing efforts of Have a Heart employees and the United 
Food and Commercial Workers Local 21; and

WHEREAS, all workers should have the opportunity to join and form a union to protect 
against anti-worker actions; and

WHEREAS, UFCW 21 and the Washington State Labor Council have repeatedly 
advocated for Labor Peace Agreements for new entrants into the cannabis industry in 
Washington State; and

WHEREAS, UFCW 21 and the WSLC continue to be committed to raising standards 
and protecting safety in all areas for workers and communities across Washington 
State; now, therefore be it

RESOLVED, that the Washington State Labor Council AFL- CIO support efforts to 
require growers, cultivators, processors, and retailers of cannabis products in 
Washington enter into Labor Peace Agreements; and be it further
RESOLVED, that the Washington State Labor Council AFL-CIO supports ongoing efforts to create more equitable opportunities for communities across Washington to operate within the cannabis industry as a redress for discriminatory prosecutorial practices; and be it finally

RESOLVED, that the Washington State Labor Council AFL-CIO will make efforts to ensure these protections are incorporated into the Revised Code of Washington and associated Washington Administrative Codes through advocacy efforts at the legislative and rulemaking levels.
A RESOLUTION RECONFIRMING A COMMITMENT TO THE JUST AND EQUITABLE TRANSITION TOWARD A CLEAN AND RENEWABLE ENERGY FUTURE AND TO REDUCE THE POLLUTION CAUSING CLIMATE CHANGE

Resolution #18
Submitted by UFCW 21

WHEREAS, the harm from climate pollution is causing distress here in Washington, around the nation, and around the world and this distress is growing each year; and

WHEREAS, the harm caused by this pollution is disproportionately felt by those of lower incomes and people of color and those nations and people who have historically produced the least climate change causing pollution; and

WHEREAS, the Washington State Labor Council has passed resolutions in the past to commit ourselves to doing work to support a transition away from the burning of fossil fuels and to pursue this transition in such a way as to be equitable for workers and communities of color and people with lower incomes; and

WHEREAS, we as a WA State Labor Council, working in broad coalition with Front and Centered, the leading environmental groups, public health, faith, some progressive businesses, and many others, have helped develop a set of common and inseparable principles to guide this work and these are:

The Alliance for Jobs and Clean Energy believes that we can only achieve our vision if we commit to:

- Passing policies and making investments that effectively and deeply reduce climate pollution.
- Ensuring that communities hardest hit by pollution and climate change have equitable representation at the decision making table, receive an equitable share of investments and benefits, and see a tangible reduction of carbon emissions in their communities.
- Ensuring that policies to reduce pollution do not increase costs for people with lower incomes and providing financial assistance and options to families with lower incomes to make low-carbon options available and accessible to all.
- Ensuring a truly just transition for workers and impacted communities during the transition to a clean energy economy, including through the creation of family sustaining jobs.
- Keeping energy intensive and trade exposed industries in the state, rather than driving their business and pollution offshore.
- Making sure every community – urban and rural – has a stake in the benefits of a clean energy future.
- Recognizing tribal sovereignty and abiding by the law of free, prior, and informed consent for projects impacting tribal lands.
WHEREAS, this past 2019 legislative session was able to pass, with the support of and largely because of the widespread advocacy from the Alliance partners, including the Washington State Labor Council, three pieces of legislation (100% clean energy, clean buildings, and a beginning of a process for addressing environmental injustice); and

WHEREAS, we need to take advantage of this success and push ahead to make greater strides to address climate change causing pollution; and

WHEREAS, there is a growing national discussion around the goals expressed in the concept of a Green New Deal and this discussion provides a great opportunity to define the terms for how we move forward with policies that honor these aforementioned Principles and that absent engaging this territory with the voices of labor we risk letting this Green New Deal be something that could miss the mark regarding the agreed to Principles we laid out above; and

WHEREAS, whatever candidate is running for President of the United States in 2020 will need to address climate change during the campaign as well as after in office as our nation finally works to leap into the role of being a global leader in just and equitable climate change transitions toward a clean energy future that is at least commensurate to our nation’s cumulative contribution to the globe’s climate pollution; now, therefore be it

RESOLVED, that this body of the Washington State Labor Council supports a transition from fossil fuels to renewable energy with sufficient speed to divert from the most serious consequences that are already on course for humanity and the planet; and be it further

RESOLVED, that Washington State Labor Council will support the principles stated above to guide our work on climate change policy; and be it further

RESOLVED, that as investments are made in infrastructure to support and produce energy from renewable sources, these investments prioritize employment of prevailing wage workers to construct, operate and maintain those clean energy infrastructures; and therefore be it

RESOLVED, that Washington State Labor Council will, in consultation with the WSLC Just Transition Committee, support additional legislation, administrative rules, and the possible development of an initiative to enable a transition that is just for workers and communities directly affected by the transition to a renewable energy economy, providing income, benefit, wage, and retraining as part of the just transition and concurrently support the creation of these policies in an equitable fashion so as to address the historic inequities and disproportionate ways that climate causing pollution impacts people with lower incomes and communities of color.
ENDING SEXUAL HARASSMENT AND GENDER-BASED VIOLENCE AT WORK*  
*TRIGGER WARNING AND REMINDER THAT YOU CAN RECEIVE SUPPORT BY TALKING WITH SOMEONE OR DESIGNEE NAMED IN WSRC CODE OF CONDUCT  

Resolution 19  
Submitted by UFCW 21

WHEREAS, AFL-CIO President Trumka remarked in 2018 at a labor movement convening on sexual harassment “This conversation we are about to have is long overdue. I am extremely proud of and humbled by the courage of women who are bringing the issue of sexual harassment to the forefront,” and

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- the 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 union and workplace policies and enforcement mechanisms that protect workers who speak up against the harassment they face; 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, there are crucial differences in how workers experience harassment depending on our industries and the multiple and compounding forms of discrimination we face based on class, race, religion, national origin, immigration status, age, pregnancy, gender identity, sexual orientation, and ability; and

WHEREAS, as of June 2019 (Pride month), 11 Black Trans Women have been killed or reported dead in 2019; and

WHEREAS, Missing and Murdered Indigenous Women (MMIW) are an Epidemic in Washington State. Washington State is the 2nd leading State in the U.S. as having the most opened unsolved MMIW cases. The city of Seattle, WA has the highest rate of MMIWG as compared to other cities in the United States; and

WHEREAS, there has been a growing awareness of sexual harassment and violence 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 unions, 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, that WSLC President Larry Brown appoint a special committee to expressly take up President Trumka’s comments that “(this) conversation we are about to have is long overdue.”; and be it further

RESOLVED, that this committee will make every effort to be diverse and inclusive of groups who have been historically oppressed, including but not limited to race, ethnicity, class, religion, national origin, immigration status, age, pregnancy, gender identity, sexual orientation, differently-abled, and rank and file member-leaders; and be it further

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, we will lead by example and adhere to the AFL-CIO Code of Conduct by ensuring sexual harassment will not be tolerated in our affiliates’ union halls, organizations, workplaces, meetings or other events, 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, 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, this committee will develop a plan to identify and lobby for legislative opportunities to strengthen Federal, state and local laws around workplace harassment and gender-based violence; and be it further

RESOLVED, this committee will identify best practices in contract enforcement, policies and develop gold standards for contract language to be shared with all affiliates; and be it further

RESOLVED, this committee will develop a plan to further institutionalize the AFL-CIO Code of Conduct for all meetings and events; and be it further

RESOLVED, that the WSLC forward this resolution to the national AFL-CIO for adoption; and, be it finally

RESOLVED, that the special committee on ending sexual harassment and gender-based violence in the workplace that President Brown convenes will report back to this body and to the national AFL-CIO by letter by the WSLC 2020 Convention with specific recommendations, including a proposed funding mechanism to further this work, to affiliates and other various labor organizations within the Washington State Labor movement consistent with President Trumka’s leadership.
A RESOLUTION IN SUPPORT OF GENDER-NEUTRAL LANGUAGE

Resolution #20

Submitted by UFCW 21 and Pride at Work

WHEREAS, the face of Labor continues to change and evolve; and

WHEREAS, following Janus, Labor Unions continue to be under attack both in the public and private sector; and

WHEREAS, the Labor movement has a history inclusive of racism and sexism, and has gone to great lengths to redress these wrongs and combat institutional racism and sexism; and

WHEREAS, the future of Labor must include younger generations who may view their parents’ Labor movement as discriminatory toward people who do not fit within a gender binary; and

WHEREAS, in Washington, a culture that moves beyond tolerance to acceptance has been incubated for years, leading more workers, clients, patients, and the people our members serve to come out as transgender, non-binary, or gender-fluid, among other gender identities; and

WHEREAS, the Washington State Labor Council joins in efforts to advance civil rights, which naturally extends to acceptance and embracing our Labor siblings, regardless of gender identity; and

WHEREAS, the Washington State Labor Council’s actions must match with our purported values around civil rights and inclusion; now, therefore be it

RESOLVED, The WSLC will implement policies that require use of gender-neutral language in all aspects of its work whenever reference is made to a group of individuals or an individual(s) for whom gender identity is unknown; and be it further

RESOLVED, The WSLC will implement policies that ensure individuals are given the opportunity to identify their pronouns, whether during introductions or on nametags, at all WSLC meetings and events; and be it further

RESOLVED, WSLC officers and staff will foster a culture of language by example, including addressing groups of people, delegates, and others, by adding more gender inclusive familial language, such as “my Labor siblings.” and be it finally

RESOLVED, The President is directed to create a committee to review the WSLC Constitution, Rules, and/or any other documents, and present a report, with recommendations, to the next WSLC Convention where constitutional changes may be
considered, bringing the constitution into conformance with the gender neutral language described herein (such as replacing general “she/he” with “they”).
A RESOLUTION IN SUPPORT OF GROCERY STORE WORKERS
Resolution #21
Submitted on behalf of UFCW 21, UFCW 367 and Teamsters 38

WHEREAS, all households in Washington rely on access to groceries in order to feed families and communities; and

WHEREAS, grocery store workers ensure that customers are purchasing safe, fresh produce, fish, and meats, and unexpired dry goods, every day; and

WHEREAS, the cost-of-living in the State of Washington, especially in housing, continues to outpace wages, especially for workers in the grocery industry; and

WHEREAS, union grocery workers, in addition to negotiated pay, exceed total compensation of non-union workers through benefits including retirement and health insurance; and

WHEREAS, the Trump tax cuts have benefited large corporations, including grocery stores, with the assumption those employers would invest in employees; and

WHEREAS, grocery stores report continuing to be profitable for shareholders across Washington State; and

WHEREAS, that profit is reliant on the labor of workers; and

WHEREAS, Kroger and Safeway/Albertsons claim they can forecast business needs months and years into the future and yet continue to fight against workers’ rights to have a predictable and secure schedule with reasonable two-week’s notice and other basic rights that are paramount to the balance of work, family, community involvement and leisure are corner stones of the labor movement; and

WHEREAS, the nearly 30,000 union workers of Kroger and Safeway/Albertsons across Puget who are members of UFCW 21, Teamsters 38 and UFCW 367 are currently in contract negotiations to win better pay, secure retirement, improved scheduling, and maintenance of healthcare benefits; and

WHEREAS, unionized grocery store workers were leaders in the successful effort to pass I-1433 with the strong support of many in the Washington State Labor Council in 2016 that continues to improve the lives of over 1 million workers and their families across the state with a statewide minimum wage that will continue rise to $13.50 in January of 2020 and began to provide paid sick leave for all workers in the state in January 2018 and that was a significant factor leading to the passage of the best Paid Family Leave law in the nation in the 2017 legislative session; and
WHEREAS, this shows the benefits to all workers to maintain as strong as possible contracts in the highly unionized private sector of the grocery store industry in our state; and

WHEREAS, the Washington State Labor Council, AFL-CIO, believes that employers have an obligation to treat workers fairly, inclusive of providing a living wage and affordable benefits; and

WHEREAS, the WSLC, AFL-CIO, affirms its support for workers and trust in workers to determine whether a contract proposal is fair; now, therefore be it

RESOLVED, that the Washington State Labor Council AFL-CIO supports grocery workers in their current bargain with grocers; and be it further

RESOLVED, that the Washington State Labor Council AFL-CIO supports choices made by grocery workers with respect to their bargain, including those which may cause inconvenience without sacrificing food and worker safety; and be it finally

RESOLVED, that, in the event grocery workers vote to strike, the Washington State Labor Council AFL-CIO will support their campaign up to and including a strike, and encourage affiliate locals and members to not cross picket lines, to provide information to the community to identify grocery stores not impacted by any campaign up to and including a strike as alternative places to shop during the dispute, and pledge to stand with grocery workers for as long as it takes to achieve a fair contract.
A RESOLUTION IN SUPPORT OF SECURE SCHEDULING

Resolution #22

Submitted by UFCW 21

WHEREAS, hundreds of thousands of workers in Washington State, are 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 increases every year and forces more people to hold two or three jobs without healthcare, retirement and other benefits; and

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

WHEREAS, people are more likely to be injured on the job 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 across industries believe that unsafe staffing and unfair work scheduling are the same issue caused by corporate greed; and

WHEREAS, legislation (HB 1491 and SB 5717) addressing these scheduling issues did not advance in the 2019 session; 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, 10 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 during the 2020 legislative session; and be it further

RESOLVED, that the Washington State Labor Council AFL-CIO will support a ballot measure in 2020 if the Legislature fails to adopt legislation protecting workers with Secure Scheduling as outlined above and will engage with affiliated unions to do the same.
RESOLUTION REGARDING CONTINUING THE FIGHT FOR UNIVERSAL HEALTH CARE AND TO SUPPORT MEDICARE FOR ALL

Resolution #24

Submitted by Puget Sound Advocates for Retirement Action on behalf of Pride at Work, SEIU Healthcare 1199NW, UAW 4121, WA State Nurses Association

WHEREAS, health care is a human right and not a commodity that some individuals should be able to afford and others not; and

WHEREAS, healthcare in the United States has the highest costs in the world, with nearly 30 million Americans having no coverage at all and millions more having such meager coverage that a single major medical event will push them into bankruptcy; and

WHEREAS, these high costs have helped to sustain a climate of concessionary bargaining, pushing down wages, causing bitter strikes and lockouts, triggering attacks on all workers and retirees and shifting more and more of the costs onto the backs of workers, while employer-based health care plans put American employers at a competitive disadvantage against rival businesses in other countries that have national health care systems; and

WHEREAS, the Affordable Care Act (Obamacare), Medicaid, and Medicare continue to be under attack by President Trump and Congressional republicans; and

WHEREAS, while we will continue to fight to defend and improve the ACA, Medicaid, and Medicare, the only commonsense alternative to effectively reform the U.S. healthcare system is to provide universal access to affordable, comprehensive health care regardless of a person’s health status or income, and to provide benefits that include physician and hospital care, outpatient care, dental, vision, and hearing services, rehabilitation, long-term care, mental health care, and prescription drugs to all individuals residing in the United States; and

WHEREAS, a single risk pool of 329 million Americans will spread risk effectively to accommodate the needs of the sickest patients, while saving enough money to assure universal care for everyone; and

WHEREAS, a Medicare for All Act of 2019 has been introduced in both the House (H.R. 1384, Rep. Jayapal with 118 cosponsors) and Senate (S. 1129, Sen. Sanders with 14 cosponsors) and would provide universal and affordable access to the benefits listed above; and

WHEREAS, H.R. 1384 and S. 1129 will take health care off the bargaining table but will also allow multiemployer plans to continue to provide supplemental benefits not duplicative of Medicare for All, including expansion of “welfare” programs such as disability, supplemental unemployment benefits, tuition and training, child- and elder-
care, with the potential to allow us to free up funds for our beleaguered pension plans; and

WHEREAS, the AFL-CIO, at its 2017 Convention, affirmed labor’s longstanding goal to make quality healthcare a basic right in the United States by moving expeditiously toward a single-payer system like Medicare for All; and

WHEREAS, over 1,000 national, regional and local unions, state labor federations and central labor councils have endorsed previous “single-payer” bills; and

WHEREAS, the Washington State Labor Council, AFL-CIO, at its 2017 Convention, adopted Resolution #26 to support Medicare for All, Single Payer Health Care; now, therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO support and urge our federal legislators to co-sponsor and enact the House Medicare for All bill and the Senate Medicare for All bill, and that we will urge our union and community allies to make such legislation a priority in all federal electoral efforts; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO forward this Resolution to the AFL-CIO and to the Washington State Congressional delegation.
REGARDING RAILROAD OCCUPATIONAL AND PUBLIC SAFETY REGULATIONS AND LEGISLATION

Resolution #25

Submitted by SMART-Transportation Division/United Transportation Union Local 1348

WHEREAS, railroads are a vital industrial infrastructure 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 for 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 railroad occupations, the safety of railroad employees is of paramount concern to rail labor organizations; unfortunately, serious, and ongoing safety concerns currently exist in railroad operations and rail infrastructure in Washington State, subjecting railroad workers in operating crafts to unacceptable occupational hazards in the workplace 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 exist at train crew change points across our state, including unsafe locations that lack proper walkways; have steep drop-offs, no lighting, and/or inadequate distance or clearance from adjacent tracks; where crewmembers must cross over numerous mainline tracks in high-speed train zones, etc.;
- Lack of maintenance of critical rail appliances and infrastructure, including switches and derails lacking proper ergonomic standards or any physical operational force standards;
- A unacceptably low legal obligation by rail carriers to provide protection and minimal insurance 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 additionally, the Family and Medical Leave Act qualification threshold requirements do not consider rail industry scheduling;
• No clear state or federal statutory occupational safety regulatory oversight of railroad operational employees until after a railroad worker is killed on the job, leaving train crew workers with minimal protections, even in situations of intentional endangerment by railroad management; and

WHEREAS, many railroad yardmasters are forced to perform service for 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, since 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 was not established and is not equipped as a railroad worker occupational safety agency, and has by its actions in May 2019 not only cancelled its rulemaking on a national minimum train crew staffing level but, with the stroke of a pen, abused its agency discretion, in violation of the law, by issuing an order to preempt and invalidate all existing state train crew laws, thus abdicating any national oversight whatsoever of technology, including the implementation of automation in our nation’s rail industry, to the whims of railroad corporations; and

WHEREAS, the Occupational Safety and Health Administration of the US Department of Labor declines to assert regulatory authority for the safety of railroad-operating employees working onboard or adjacent to trains; and

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

WHEREAS, the adoption and assertive proactive enforcement of railroad safety regulations is 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 all 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 1841/SB 5877, 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 crewmembers for specific trains containing high-risk, volatile, or 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;

- HB 1842/SB 5878, a bill that will establish a Washington State law, equivalent to the federal hours of service law that now covers railroad-operating craft personnel, that would include railroad yardmasters working within the State of Washington;

- HB 1843/SB 5879 (The Safe Leave Act for Washington Railroad Workers), first introduced in 2018, which ensures 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, and revises the state FMLA eligibility thresholds to allow railroad workers to qualify for family and medical leave protections on a basis similar to those granted to airline flight crew employees; additionally this legislation directs the WUTC 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, and it also requires that statistics on rail worker layoffs be reported annually to the WUTC for the purposes of examining and improving the safety of railroad working conditions;

- Continuing to pursue the eventual consolidation of all of State of Washington railroad public and workplace safety and regulatory functions possible under a single agency, the WUTC; substantial expansion of rail workplace occupational safety regulations; revised penalties for safety violations, as a deterrent for noncompliance, that are substantive and meaningful, based on the profitability of the railroad carrier; granting the WUTC the maximum regulatory authority over railroads that is 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 at levels adequate to protect
railroad employees and their families in the event of an on-duty injury or loss of life 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; we strongly urge the Washington State legislature to work in close cooperation with rail labor organizations to critically examine all aspects 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 coordinated, consolidated, expanded, and effective rail safety regulatory and enforcement programs for the purpose of ensuring both increased protection and oversight for the public and the occupational welfare of railroad workers; and be it finally

RESOLVED, that the WSLC hereby declares that the resolution of these critical railroad public and employee safety issues and the adoption and enactment of this and all similar legislation addressing these matters shall continue to be a priority of the 2020 Washington State Labor Council’s legislative agenda.
RESOLUTION SUPPORTING LEGISLATION REQUIRING MINIMUM RAILROAD
TRAIN CREW SIZE

Resolution #26

Submitted by SMART-Transportation Division/United Transportation Union Local 1348

WHEREAS, over the past 50 years, U.S. 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 since that time no standard minimum freight train crew size requirements have been enacted; and

WHEREAS, the elimination of crew members down to the current negotiated minimum of only two has significantly reduced 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), which has resulted in new and inexperienced train crews 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 operating moving trains, labeled “task saturation” by the National Transportation Safety Board, where the duties once performed by four to six persons have been placed on just two crewmembers, threatening safe train operation due to the distraction caused by so many tasks; and

WHEREAS, technology, while improving the safe movement of trains, cannot replace the safety and security of 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 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 wherein hazardous oil 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 6, 2019, there have been 42 major US railroad accidents involving numerous deaths, countless injuries, explosions, fires, and environmental damage; and
WHEREAS, on June 3, 2016, a Union Pacific train with 96 carloads of flammable crude oil derailed in Mosier, Oregon, on the south side of the Columbia River Gorge, while moving at 26 mph, resulting in an oil leak and fire involving four railcars, as well as the evacuation of the town for several days; and late on the night of March 15th, 2019, twenty three cars of 123 car long Union Pacific Haz Mat train derailed near Hooper, WA., the carrier attempted to conceal the release of hazardous materials until a fire lasting nearly 24 hours, caused by the release broke out nearly two days after the incident, creating a smoke plume and releasing toxic substances into the air, yet to date no government regulatory corrective action has occurred; 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, requiring crew members to return to work immediately after the minimum required federal rest period has expired, and intentional underemployment policies by the carriers, through which they maximize profits at the expense of public and employee safety; and

WHEREAS, rail carriers have recently imposed draconian 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 their reporting for work even when they are ill or recognize 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 (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, due to the large number of tasks required of such employees in order to operate a train safely; and

WHEREAS, railroad carriers, in their quest for even greater record profits are adopting a business strategy known as “precision scheduled railroading” which involves cutting costs including maintenance of equipment and structures, shuttering operational facilities, eliminating staff, and running fewer and exceedingly long trains of ten thousand feet and greater to reduce crews, and such monster trains block public crossings for inordinate lengths of time thereby impeding the ability of emergency services to reach citizens requesting assistance resulting in response delays costing human life; and
WHEREAS, when considering railroad safety and hazardous commodity train safety, it is irresponsible and illogical to ignore train crew size issues and response capabilities when considering methods and legislation to increase train safety, as the two are intertwined and inseparable; and

WHEREAS, on May 24, 2019, the Federal Railroad Administration, under the direction of Transportation Secretary Chao and at the behest of railroad corporations, issued a notice of the cancellation of pending agency rulemaking that would have established a regulation requiring a minimum of two-person train crews; simultaneously the agency, in an outrageous act of abuse of agency discretion, issued an order preempting and nullifying all existing state laws and regulations establishing minimum train crew staffing nationally, as well as announcing that the federal governments abdication of all regulatory oversight of railroad automation technology, granting railroad carriers unilateral, and absolute sovereignty to adopt, implement and utilize computerized equipment to operate trains, 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, which are already operating in our state on short-line railroads to the detriment of public safety, and to enact a minimum two-person crew size requirement on all trains, both passenger and freight; and be it further

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

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

RESOLVED, that since such legislation was introduced in the 2019 - 2020 Washington State legislature as HB 1841 with 58 sponsoring Representatives (40 Democrats and 18 Republicans) and SB 5877 with 21 sponsoring Senators (17 Democrats and 4 Republicans), constituting 54% of the entire membership of the legislature, clearly demonstrating the broad, bipartisan public support for enacting this critical, landmark state railroad public safety legislation; and be it further
RESOLVED, that the WSLC endorses HR 1748 and S 1979 (the Federal Safe Freight Act), we applaud the two members of our Washington State Congressional Delegation who are already co-sponsors, Rep. Suzan DelBene (D-1st), Rep. Dan Newhouse (R-4th), and we hereby strongly urge all members of our state’s congressional delegation to co-sponsor and seek enactment of this legislation requiring 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 enact and enforce more stringent railroad crew size and rail safety requirements than federal law, when it is in the interest of safety to do so; 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 2020 legislative agenda.
RESOLUTION TO CREATE A LABOR HISTORY EDUCATION PROGRAM

Resolution 27

Submitted by the Education, Training and Apprenticeship Committee

WHEREAS, the Reverend Martin Luther King Jr. once said, “The labor movement was the principal force that transformed misery and despair into hope and progress...The captains of industry did not lead this transformation; they resisted until they were overcome;” and

WHEREAS, our labor movement has been under relentless attacks from Corporate America and their union-busting right-wing allies including the corporate controlled media and right wing think tanks; and

WHEREAS, public support for the labor movement has been steadily growing for the past eight years as evidenced by national public opinion polls; and

WHEREAS, young people, women and people of color have the highest rates of support for organized labor; and

WHEREAS, George Santayana, an American philosopher, once said, “Those who cannot learn from history are doomed to repeat it. Those who do not remember their past are condemned to repeat their mistakes;” and

WHEREAS, the vast majority of union members in our state and nation have little knowledge of labor history and the critical role that our movement has played in advancing economic and social justice in our country; and

WHEREAS, the public schools in our state teach very little useful labor history that effectively communicates the critical role our movement has played in our state and nation; and

WHEREAS, it is critically important to connect the lessons we can learn from our movement’s past to our current struggles; and

WHEREAS, our members’ lack of knowledge regarding our movement’s historic role in moving our country toward greater justice, equity and fairness makes them less likely to believe our movement can rebuild our power and move our country forward again; and

WHEREAS, we recognize the importance and value of inspiring, educating and mobilizing our members and community allies through increased labor history and economic justice education; and

WHEREAS, we believe that increased labor history education will help more members to engage in increased activism in their unions and communities; now, therefore be it
RESOLVED, that the Washington State Labor Council, AFL-CIO, promote the creation of a labor history education program that can be used effectively in locals, other labor organizations, community allies and schools across our state; and be it further

RESOLVED, that the WSLC, AFL-CIO work with the Labor Education and Research Center and the Pacific Northwest Labor History Association to strategize how the LERC and PNLHA can participate in this program; and be it finally

RESOLVED, that the Council encourage and help locals implement programs that promote labor history education as a key tool in inspiring, educating and mobilizing their members to engage in greater activism in their unions and communities.
RESOLUTION REGARDING WORKER MISCLASSIFICATION
Resolution 28
Submitted by the Economic Development and Transportation Committee

WHEREAS, employees who are intentionally or unintentionally, wrongly classified as Independent Contractors do not receive social security benefits, minimum wage protections, unemployment insurance if they are laid off, and workers compensation if they are injured on the job; and

WHEREAS, employers and companies that properly classify employees and henceforth, pay all of the above, as required by state and federal law for all employees, are put at a disadvantage by those employers and companies that either intentionally or unintentionally misclassify workers, resulting in catastrophic losses of state revenue, worker protections, and an overall race to the bottom for companies and the working class; and

WHEREAS, all Washingtonians are harmed when the state continues to look the other way when major employers of our state, in key industries, continually and knowingly misclassify their workers, thereby establishing illegal standard operating practices, for companies looking to save on payroll costs, outbid competitors, or avoid workplace regulations; and

WHEREAS, the labor movement has rightly fought for years to protect workers, create safety standards, and set minimum conditions and wages in order to lift up the lower and middle class; and

WHEREAS, independent contractor misclassification has become a pernicious problem across the United States. With the U.S. Department of labor finding that as many as 30 percent of firms misclassify their employees as independent contractors, with studies commissioned by state governments often citing far higher estimates; and

WHEREAS, misclassification is common in occupations ranging from janitorial to technology, from homecare and construction, to film/video production, as well as countless other industries. In many cases presented to workers as “take it or leave it” propositions which strip workers of all labor rights and pit worker against worker for jobs that are set on a downward spiral; and

WHEREAS, employers who continue to take advantage of workers if the state does not have the time or the means to enforce Independent Contractor law; and

WHEREAS, the Washington State Labor Council, AFL-CIO Constitutional Preamble states … We shall combat resolutely the forces that seek to undermine the democratic institutions of our nation and to enslave the human soul; now, therefore be it
**RESOLVED**, the Washington State Labor Council, AFL-CIO should create and support effective enforcement mechanisms, to ensure proper classification; and be it further

**RESOLVED**, that workers and their unions should have more tools available to them to enforce labor laws on their own; and be it finally

**RESOLVED**, that the Washington State Labor Council, AFL-CIO propose, support, and promote legislation favorable to, the interests of workers and organized labor. WSLC will safeguard the purpose of independent contractor laws defending for whom it was intended, and not to be used as a loophole for employers trying to deny worker protections such as minimum wage, prevailing wage, workers’ compensation, and unemployment insurance for the benefit of their profits.
RESOLUTION REGARDING PROPOSED FEDERAL RULES ON INDUSTRY RECOGNIZED APPRENTICESHIP PROGRAMS (IRAPS)

Resolution 29

Submitted by the Education, Training and Apprenticeship Committee

WHEREAS, registered apprenticeship education and training provides the businesses of our state with highly trained workers who help Washington compete more effectively in the global economy; and

WHEREAS, the apprenticeship training model consistently outperforms other workforce development programs in terms of outcomes for apprentices and employers; and

WHEREAS, the state of Washington is building and maintaining its’ critical infrastructure through the utilization of state registered apprentices in public works; and

WHEREAS, completers from the apprenticeship system in our state make, on average, $75,000 annually six to nine months after graduation; and

WHEREAS, the state of Washington is home to approximately 20,000 registered apprentices, earning while they learn career skills in one of over 200 active occupations; and

WHEREAS, the Washington State Apprenticeship and Training Council, the Department of Labor and Industries Apprenticeship Section, leaders from business, labor, education, community-based organizations, government, and the United States Department of Labor have joined hands to promote and expand registered apprenticeship; and

WHEREAS, it is appropriate for all citizens in Washington to recognize the extraordinary efforts of registered apprenticeship program sponsors and their partners; and

WHEREAS, the Registered Apprenticeship system in our state is and has always been industry driven leading to a Nationally Recognized Industry Credential; and

WHEREAS, the United States Department of Labor, Office of Apprenticeship is proposing rules to weaken our National System of Registered Apprenticeship by creating job preparation systems that fail to set high standards and regulations and fail to provide the structure and investment that contributes to the success of registered apprenticeships; and

WHEREAS, IRAP’s, in contrast to registered apprenticeships, do not protect the safety, wages and education of the apprentice, leaving the apprentice with a dead end certificate; now, therefore be it.
RESOLVED, The Washington State Labor Council stands in opposition to the proposed rules for Industry Recognized Apprenticeship Programs (IRAPs) being proposed by the Trump Administration; and be it further

RESOLVED, The Washington State Labor Council will encourage union affiliates to submit opposition comments to this USDOL policy: https://www.regulations.gov/document?D=ETA-2019-0005-0001; and be it finally

RESOLVED, that the Washington State Labor Council will communicate its opposition to Governor Jay Inslee, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies.
RESOLUTION ON RACE AND THE LABOR MOVEMENT 3.0
Resolution 30
Submitted by the Diversity Committee

WHEREAS, racism is a system of oppression, designed to divide the working class so the wealthy elite can consolidate their wealth and power at the very top, and was systemically embedded in American society from our nation’s founding when slavery was the dominant base of the economy, and despite historic and heroic struggles and progress to destroy its basis in law, continues to pervade the social and economic life of our country causing enormous harm and suffering of all people of color; and

WHEREAS, the WSLC’s 2015 Resolution 12- Resolution on Race and the Labor Movement goes on to explain the pervasive history of race in our country, the state of Washington, and our labor movement, and calls on us as a movement to have serious and open-ended conversations about racism; and to assess institutionalized racism within our movement; and

WHEREAS, the WSLC’s 2015 Resolution 12- Resolution on Race and the Labor Movement goes on to describe systemic or institutional racism as the systematic policies and practices within institutions that effectually disadvantage certain races by the distribution of resources, power and opportunity in our society to the benefit of people who are white and the exclusion of people of color; and

WHEREAS, the WSLC’s 2015 Resolution 12- Resolution on Race and the Labor Movement defines implicit bias as the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner which support institutional racism in our social institutions, such as our workplaces, governmental organizations, schools, hospitals, and banking systems, giving adverse treatment to a group of people based on their race leading to inequality; and

WHEREAS, racism continues to be promoted by employers and the most extremist, anti-labor and anti-democratic forces as a means to divide working people and weaken their political and economic power with the aim of imposing austerity, the destruction of unions and the crippling of all democratic institutions and rights; and

WHEREAS, the WSLC’s 2017 Resolution 25- Resolution on Race and the Labor Movement 2.0 states that the enemies of the labor movement have long recognized that unions could serve as organizations to lift up wages for all workers regardless of color or background, protect the labor force, strengthen worker solidarity, and powerfully advance social justice demands from communities of color, and thus our enemies have fought vigorously for the passage of Right-to-Work legislation; and

WHEREAS, being a member of a union makes a real bottom-line difference for workers of color, Black union workers, for example, earn 16.4 percent higher wages than their
non-union counterparts, are 17.4 percent more likely to have employer-provided health insurance, and 18.3 percent more likely to have employer-sponsored retirement security; and

WHEREAS, median earnings are higher when comparing full-time workers of color in unions with full-time non-union workers of color, with the earnings advantage being largest for Latina women, who have the lowest earnings of any racial/ethnic group of women, $565 weekly, but Latina women in unions earn $264 more weekly, a 47 percent increase, than those who are not; and

WHEREAS, Public-sector organizing victories also tend to be concentrated among women workers, with win rates being especially high in units with high percentages of women of color, particularly in healthcare, hotels, food service, building services, home care, and light manufacturing, resulting in women being accounted for the majority of new workers organized each year since at least the mid-1980’s; and

WHEREAS, the WSLC has fulfilled these resolves of the WSLC’s 2017 Resolution 25-Resolution on Race and the Labor Movement 2.0 calling for Race and Labor dialogues, Race & Labor Curriculum Train-the-Trainers in both eastern and western parts of the state, a Race & Labor Summit, and distributing the “Race to Labor” narrative document to all local unions and central labor councils in Washington State; and

WHEREAS, the WSLC is committed to continuing the work to win social and economic justice for all and end racism in our movement, being guided by the preamble of the founding document of labor in Washington, the WSLC Constitution, which makes clear our purpose to “combat resolutely the forces that seek to undermine the democratic institutions of our nation and to enslave the human soul. We shall strive always to win full respect for the dignity of the human individual whom our unions serve”; now, therefore be it

RESOLVED, that the WSLC President and Secretary-Treasurer appoint and establish a new Racial Justice Committee to lead this work and establish goals, guidelines, and a timeline to combat racism in our movement to be presented to the WSLC Executive Board by February 4, 2020 which will take into account the WSLC’s 2015 Resolution 12- Resolution on Race and the Labor Movement, the WSLC’s 2017 Resolution 25-Resolution on Race and the Labor Movement 2.0, and this resolution to lay the foundation and guide the WSLC’s 2020 and Beyond Racial Justice Plan; and be it further

RESOLVED, that this resolution be immediately circulated to all local unions and central labor councils in Washington State, and that, accompanying this resolution there would be a letter from the President and Secretary-Treasurer of the WSLC requesting an opportunity to meet with the executive boards of the respective affiliates, in order to continue the work of the Resolution on Race and the Labor Movement 2.0 and secure commitments from affiliates to participate in the racial justice workshops with the goal of
enrolling 50% of their executive boards and staff by the end of 2020; 75% by the end of 2021; and 100% by the end of 2022; and be it further

RESOLVED, that the President and Secretary-Treasurer of the WSLC will work with the Racial Justice Committee and affiliates to develop a plan and budget for fully operationalizing and funding this expanded scope of work; and be it further

RESOLVED, that the WSLC 2019 Convention goes on record supporting a funding mechanism to be established by the Racial Justice Committee for a training pool of thirty (30) certified trainers/facilitators who can offer the racial justice education workshop to all labor and community bodies so requesting, with said trainers being twenty (20) in the western part of Washington and ten (10) in Eastern Washington; and be it further

RESOLVED, that the Racial Justice Committee will be responsible for the creation of a racial justice workshop sub-committee to be tasked with developing supplemental modules—that can be used as part of the existing Race & Labor workshop or used independently—on matters of mass incarceration, discrimination on the job, immigration, police violence, and the racial features to wealth inequality in the United States, working with representatives of existing WSLC coalitions where appropriate; and be it further

RESOLVED, that the racial justice committee will develop a process and plan to collect demographic data on the membership, staff, and leaders of all affiliates in order to access the effectiveness of the Race and Labor work and identify additional program needs by the end of 2022; and be it further

RESOLVED, that the WSLC and its affiliates commit to the building of a social media campaign that highlights the existence of the racial justice workshop, how it can be utilized in building unity within our movement, and how it can be a vehicle for outreach to the broader community for social and economic justice; and be it further

RESOLVED, that the WSLC and its affiliates shall continue working with community partners on developing rapid response plans that focus on the protection of our members in workplaces and communities who face racist and xenophobic terror in its myriad forms; and be it further

RESOLVED, that truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference, and the WSLC will begin this effort to acknowledge what has been buried by honoring the truth that we are standing on the ancestral lands of many Indigenous, Tribal communities and/or First Nations people and the WSLC will begin all public events with a Tribal acknowledgement; and be it finally
Resolved, that the WSLC supports People of Color in becoming more empowered through: taking leadership; sharing in power; transforming norms and culture; challenging all of us to understand our responsibility and stake in taking on racial justice; sharing in decisions about how the money, resources, and time will be spent; sharing in decisions about what work gets done as well as how it gets done; the setting of priorities; and leveling the playing field to remove double standards; and creating spaces for white people to: work together and challenge each other around issues of racism, sharing power with POC, develop an understanding of their stake in ending racism, take leadership from and be accountable to POC, and be comfortable with being uncomfortable while understanding that we all are learning all the time.
RESOLUTION REGARDING REPRODUCTIVE FREEDOM AND JUSTICE

Resolution 31
Submitted by the Women’s Committee

WHEREAS, the 2016 Delegates of the Washington State Labor Council, AFL-CIO passed Resolution 14 to Defend Reproductive Rights, calling on the WSLC to affirm that reproductive rights are essential to full citizenship and to defend and support efforts to obtain and maintain health care for people who can get pregnant, covering all reproductive rights choices, including abortion and contraception; and

WHEREAS, reproductive rights are still under attack, as seen by 9 recent laws passed in different states in 2019 that severely restrict and limit access to reproductive choice and are virtually abortion bans for people without a means to travel, the means to pay for child care to travel for, or to take time off from work to get and receive reproductive healthcare; and

WHEREAS, people who work can become pregnant, and people who work should be able to decide if and when they will start a family, and pregnancy can impact wages, benefits, and working conditions which are workplace issues, therefore reproductive rights are workers’ rights; and

WHEREAS, restricting people’s reproductive choice directly impedes people’s ability to get work and keep work; and

WHEREAS, outdated social norms on womanhood and motherhood are used as mechanisms of control over reproductive autonomy, and breaking down these outdated norms allows people the ability to make an economic choice to take on the cost of $280,000 on average to raise a child; and

WHEREAS, due to structural racism, black women and women of color are most affected by reproductive health inequities and restrictions of reproductive rights, which is a tool of the state to control black and brown bodies; and

WHEREAS, people seeking access to reproductive healthcare and the workers that provide reproductive healthcare - many who are Union siblings - have been publicly vilified and forced to proceed through angry, noisy and threatening crowds in order to enter these healthcare facilities; and

WHEREAS, there has been an increase of murder, arson, threats, harassment and intimidation of clients, their friends and families, the workers in abortion clinics, and the providers of abortion and other lawful birth control methods, resulting in a Pennsylvania State Court ruling this July that security risks for people who work in abortion clinics justify a decision to redact their names and license numbers before making government records available to the public; now, therefore be it
RESOLVED, the Washington State Labor Council, AFL-CIO, affirms that reproductive rights are workers’ rights and will defend and support efforts to obtain and maintain health care for working people covering all reproductive rights choices; and be it finally

RESOLVED, that this resolution will be communicated to the Governor of the State of Washington, and elected U.S. Senators and Congressional Representatives, and request that they oppose any legislation that restricts reproductive rights.
RESOLUTION REGARDING SUNRISE DENTAL
Resolution # 32
Submitted by Teamsters 760 and UFCW 21

WHEREAS, Sunrise Dental is 100% union closed shop dental group represented by the UFCW 21 on the west side of Washington State, Teamsters of Washington on the eastside, the Machinists in Oregon/SW Washington and the Bakers union in Vancouver, Washington; and

WHEREAS, Sunrise Dental’s growth plan is to organize/open offices in any area that is needed to serve the labor movement and provide union discounts for all union members in Oregon and Washington State; and

WHEREAS, four offices within Sunrise Dental have decertified from their union contracts and removed themselves from Sunrise Dental; and

WHEREAS, Sunrise Dental immediately opened brand new unionized offices in the same areas to continue to support and serve the members in those areas; and

WHEREAS, all union members take an oath to buy union and support our union goods and services; and

WHEREAS, we all benefit from solidarity and supporting each other; and

WHEREAS, we all know the value of working family wages and the support of a union option; and

WHEREAS, we need to send a message to the union members that work at Sunrise Dental that we support them and what they do for the labor movement; and

WHEREAS, we also need to send a message to the offices that decertified that they will not continue to receive support from the labor movement; now, therefore be it

RESOLVED, that two Avanta Dental locations at 2906 W Nob Hill Blvd, Yakima, WA 98902 and 306 S Main St Suite 1, Ellensburg, WA 98926 and two Diamond Dental Locations at 102 S Samish Way #103, Bellingham, WA 98225 and 2120 Freeway Dr., Mt Vernon, WA 98273, which operate under new names will be placed on the boycott/Do Not Patronize list; and be it further

RESOLVED, that the WSLC Union Goods committee will inform all affiliates of these locations on the Boycott/Do Not Patronize list; and be it finally

RESOLVED, that local unions will inform their members of this and encourage their members to support a union option

opeiu&afl-cio