

# RESOLUTION ON CONTINUING THE FIGHT FOR UNIVERSAL HEALTH CARE AND MEDICARE FOR ALL

## Resolution #21.01

**Submitted by AFT Washington, Pride at Work, Puget Sound Advocates for Retirement Action, Retired Public Employees Council, SEIU Healthcare 1199NW, UAW 4121, Washington 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**, the COVID-19 pandemic caused tens of millions of workers to lose their jobs, expanding the ranks of the uninsured to over 35 million; and

**WHEREAS**, the pandemic has demonstrated and exacerbated severe racial inequities in health and access to health care:

- a. The COVID-19 pandemic has disproportionately hit Black, API, Latinx/a/o, and all Indigenous persons regarding exposure and confirmed deaths in Washington and across the United States due to anti-Black racism and racism against POC.
- b. As of May 31, 2021, approximately 57% of cases reported in Washington State listed race and ethnicity data. 29% of these cases are made up of Latina/o/x, while Latina/o/x persons make up only 13% of Washington's population. Alaska Natives, Native Americans and Pacific Islanders have been infected at a rate of twice their proportion of the Washington's population. (<https://www.doh.wa.gov/Emergencies/Coronavirus>)
- c. As of May 26, the CDC reported that Indigenous persons are dying of COVID-19 at a rate 2.4 times higher than white persons. Latina/o/x persons are dying at a rate 2.3 times higher, and Black persons are dying at a rate 1.9 times higher. (<https://www.cdc.gov/coronavirus/2019-ncov/covid-data/investigations-discovery/hospitalization-death-by-race-ethnicity.html>); and

**WHEREAS**, the pandemic has driven home that no one's health is secure while millions lack access to health care and that we must overcome the public health crisis in order to recover the economy, send our children safely to school, and address health inequities; and

**WHEREAS**, healthcare in the United States has the highest costs in the world, leaving over 40 million people who are insured, including many recently unemployed workers, unable to get the care they need due to unaffordable deductibles and copays; and

**WHEREAS**, half a million people are pushed into bankruptcy each year due to medical bills, even though most of them were insured when they became sick or injured; and

**WHEREAS**, the high costs of health care 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**, while we will continue to fight to defend and improve the ACA, Medicaid, and Medicare, the only commonsense approach to reform the U.S. healthcare system and achieve health justice is to provide access to affordable, comprehensive health care to all U.S. residents and to provide benefits that include physician, Advanced Registered Nurse Practitioners (ARNPs) and Physician Assistants (PAs) and hospital care, outpatient care, including Home Health, Hospice, and Federally Qualified Health Centers (FQHCs), dental, vision, and hearing services, rehabilitation, long-term care, behavioral health care, and prescription drugs to all individuals residing in the United States; and

**WHEREAS**, a single risk pool of over 331 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**, single payer Medicare for All healthcare can begin to address the racial disparities that undergird the industrialized world's most unequal healthcare system; and

**WHEREAS**, the Improved Medicare for All Act of 2021 has been introduced (H.R. 1976, Rep. Jayapal with 115 cosponsors) and would provide universal and affordable access to the benefits listed above; and

**WHEREAS**, H.R.1976 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 union-negotiated 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 long-standing 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, 2019 and 2020 Conventions, adopted resolutions to support Medicare for All, Single Payer Health Care; and

**WHEREAS**, Washington State has created a Universal Health Care Commission to begin transitioning our state to a publicly financed universal health care plan for all Washingtonians, whose success will depend on new federal financial and regulatory waivers; and

**WHEREAS**, the State Based Universal Health Care Act of 2021 (HR 3775) has been introduced in Congress to provide states the new waivers needed to implement universal healthcare plans at the state level; and

**WHEREAS**, Congress is considering inclusion in the American Families Plan of provisions (1) to lower the Medicare eligibility age, (2) to negotiate lower Medicare prescription drug prices and (3) to use of

the savings to add vision, dental and hearing benefits, and an out-of-pocket cost-sharing cap to traditional Medicare; now, therefore be it

**RESOLVED**, that the Washington State Labor Council, AFL-CIO support and urge our federal legislators (1) to co-sponsor and enact both the House Medicare for All Act of 2021, HR 1976, and the State Based Universal Health Care Act, HR 3775, (2) to mandate negotiation of lower Medicare drug prices and an expansion of Medicare benefits and eligibility, and (3) to adopt other legislative proposals that may be needed to move our country towards universal and affordable health care, 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, to the Washington State Congressional delegation and to the Biden Administration before the August Congressional recess.

*Referred to Resolutions Committee*

# RESOLUTION TO SUPPORT INVOLVEMENT IN EXPANDING THE ELECTRIC VEHICLE INFRASTRUCTURE

Resolution #21.02

Submitted by IBEW Local 46

**WHEREAS**, local, state, and federal governments continue to adopt regulations and laws to combat climate change; and

**WHEREAS**, the pressure to cut greenhouse gas emissions is demanded by the public; and

**WHEREAS**, Washingtonians are already facing the catastrophic impacts of climate change, that will get worse over time unless action is taken to reduce greenhouse gas emissions; and

**WHEREAS**, one of the largest contributors to greenhouse gases is emissions from vehicles, and addressing these emissions is necessary to achieve the state's target of 95% emission reduction by 2050: and

**WHEREAS**, emissions from fossil-fueled vehicles pose a direct and immediate threat to public health, especially to communities that live adjacent to major roadways, which are often low income and have high shares of people of color; and

**WHEREAS**, the affiliates that are members of the Washington State Labor Council are leaders in energy and have the experience, skills, and knowledge to promote, support, and engage stakeholders: and

**WHEREAS**, the most equitable and responsible way to ensure Washington achieves its climate goals is for Labor to be engaged and at the center of solutions that reduce emissions while investing in communities by creating and maintaining high wage union jobs: and

**WHEREAS**, the Washington State Labor Council has been engaged and advocated to address climate change while protecting grid stability, the economy, workers, and the public; now therefore be it

**RESOLVED**, that the Washington State Labor Council will fight politically and legislatively to promote transportation electrification, including support for deployment of electric cars, trucks, and buses and electric vehicle infrastructure; and be it further.

**RESOLVED**, that the Washington State Labor Council will support and work to advance the passage of key policies that support transportation electrification and work to ensure that these policies include high labor standards and training standards such as the Electrical Vehicle Infrastructure Training Standard Program (EVITP) and creation of union jobs; and be it further.

**RESOLVED**, that the Washington State Labor Council will support and work to advance public investment by the State of Washington in transportation electrification as a part of future budgets; and be it further.

**RESOLVED**, that the Washington State Labor Council will support and work to advance policies that accelerate transportation electrification in ways that maximize benefits for communities across Washington, especially low-income communities and communities of color that are most burdened by climate change and pollution today; and be it finally.

**RESOLVED**, that the Washington State Labor Council will support and work to advance policies that accelerate transportation electrification while minimizing the impact of the cost of transition on workers, low-income households, and other vulnerable populations.

*Referred to Legislative Committee*

# RESOLUTION CALLING FOR LEGISLATIVE AND NON-LEGISLATIVE ACTION TO IMPROVE STATE SITING AND PERMITTING PROCESSES FOR ENERGY PROJECTS AND RELATED INFRASTRUCTURE

Resolution #21.03

Submitted by IBEW Local 46

**WHEREAS**, the state of Washington has passed the Clean Energy Transformation Act, the Climate Commitment Act, and the Low Carbon Fuel Standard in the past three (3) years; and

**WHEREAS**, all three (3) of these transformational environmental policies were passed with the help and support of labor affiliates; and

**WHEREAS**, the Governor, bill sponsors, and stakeholders made good faith commitments to drive jobs to Washington State through the passage of these policies and the related construction of new refineries, electrical generation facilities, and transmission lines; and

**WHEREAS**, the construction of these types of projects all require successful permitting and siting; and

**WHEREAS**, Washington State's current permitting and siting structure is inefficient, uncertain, and is at cross-purposes with the aforementioned laws; and

**WHEREAS**, the failure of the State's existing siting and permitting structure has led to the loss of billions of dollars in revenue for Washington communities, public services, and the general state economy and thousands of family wage jobs for the building and construction trades over the last three (3) years alone; and

**WHEREAS**, projects lost to other states represent not only a loss of jobs and economic benefit, but also result in greater overall emissions when that other state has weaker environmental laws than Washington State; and now, therefore, be it

**RESOLVED**, that the WSLC urges the state legislature, governor, and state agencies to enact meaningful siting and permitting reform for projects that align with the State's current laws and climate goals and/or support global greenhouse gas reductions; and be it further

**RESOLVED**, that the WSLC shall assist in convening an inclusive stakeholder and tribal coordination process on the issues of siting and permitting; and be it further

**RESOLVED**, that the WSLC hereby determines that the legislative reform of permitting and siting in Washington State shall be a priority of its 2022 legislative agenda.

*Referred to the Legislative Committee*

# RESOLUTION SUPPORTING STATEWIDE DATA CENTER INCENTIVIZED CONSTRUCTION

Resolution #21.04

Submitted by IBEW Local 46

**WHEREAS**, local, state, and federal governments have adopted regulations and laws to enhance economic development, and

**WHEREAS**, Data Center construction and expansion have proven they provide family wage union jobs, and

**WHEREAS**, the construction of Data Centers has benefitted local economies, local communities, and local governments, and

**WHEREAS**, the need for Data Centers and internet access is growing, and

**WHEREAS**, the competition between states to build and expand Data Centers is rigorous and Washington State is falling behind, and

**WHEREAS**, the workers that are members of the Washington State Labor Council are subject matter experts on Data Center construction and maintenance, and have the experience, skills, and knowledge to promote, support, and engage stakeholders, and

**WHEREAS**, the most responsible way to ensure Washington achieves its economic development goals while creating and maintaining family wage union jobs, and be it

**RESOLVED**, that the Washington State Labor Council will fight politically and legislatively to pass a comprehensive statewide Data Center incentivization program, to include labor provisions, and be it

**RESOLVED**, that the Washington State Labor Council will support the passage of key policies that support Data Center construction and expansion; further be it

**RESOLVED**, that the Washington State Labor Council will support incentivizing Data Center construction and expansion through budgetary means at the legislature to keep this industry growing throughout Washington and to bring more family wage union jobs home; be it finally

**RESOLVED**, that the Washington State Labor Council will support additional tax policy that incentivizes quality, union jobs for the operational work of these data centers.

*Referred to Legislative Committee*

**RESOLUTION SUPPORTING LEGISLATION AMENDING VOTING RIGHTS  
OF LABOR REPRESENTATIVES ON A PUBLIC TRANSPORTATION BENEFIT  
AREA GOVERNING BODY**

**Resolution #21.05**

**Submitted by ATU Legislative Conference of WA**

**WHEREAS**, current labor representation on a public transportation benefit area governing body does not enjoy voting privileges; and

**WHEREAS**, the absence of a voting labor member on a public transportation benefit area governing body leads to a lack of comprehensive understanding of the impact of the policies enacted; and

**WHEREAS**, labor representatives offer valuable experience and knowledge germane to the decision making of a public transportation benefit area governing body; and

**WHEREAS**, the WSLC and its affiliates continue to support equitable, safe, and reliable public transportation alternatives that support Washington communities; and

**WHEREAS**, a labor representative vote represents these WSLC values within a public transportation benefit area governing body; and now, therefore, be it

**RESOLVED**, that the WSLC urges the Washington State Legislature to enact proposed legislation amending Revised Code of Washington Chapter 36.57A to establish the labor representative on the public transportation benefit areas governing body as a voting member; and be it further

**RESOLVED**, that the WSLC hereby determines that the passage of legislation to enact such an amendment shall be a priority of its 2022 legislative agenda.

*Referred to Resolutions Committee*



# RESOLUTION REGARDING SUPPORTING A SPORTS BETTING BILL

## Resolution #21.06

### Submitted by Teamsters Local 117

**WHEREAS**, Teamsters 117 represents nearly 2000 workers employed by Maverick Gaming in the private gaming industry, and provides a contract that guarantees all bargaining unit employees wage increases, access to affordable healthcare, the Teamsters pension, job protections and a voice at work; and

**WHEREAS**, the pandemic has posed immense economic and safety challenges to the gaming and hospitality industry across the state; and

**WHEREAS**, Teamsters 117 and Maverick engaged in robust bargaining and established the highest safety standards in the gaming industry in the state; and

**WHEREAS**, the private gaming industry generates millions of dollars for local governments and provides the majority of funds to support the State Gambling Commission and programs that treat problem gambling; and

**WHEREAS**, the US Supreme Court legalized sports betting in 2018 and Washington state granted tribal casinos the ability to engage in sports betting; and

**WHEREAS**, adding sports betting at private, state regulated gaming facilities will immediately add hundreds of additional Union jobs; and

**WHEREAS**, the Snohomish, King, and Pierce County CLC's passed resolutions in support of gaming jobs and bipartisan sports betting legislation earlier this year; now, therefore, be it

**RESOLVED**, that the WSLC will support Teamsters 117's efforts to grow the gaming industry in Washington; and, be it further

**RESOLVED**, the WSLC will support Union workers in the gaming industry in their efforts to pass a sports betting bill in the legislature.

*Referred to Legislative Committee*

# RESOLUTION IN SUPPORT OF TNC DRIVERS UNION

## Resolution #21.07

### Submitted by Teamsters Local 117

**WHEREAS**, Teamsters 117 and TNC drivers have been fighting for fair pay and basic rights; and

**WHEREAS**, the TNC drivers represent a broad cross section of new immigrants and refugees to our community seeking to make a decent living to support their families; and

**WHEREAS**, to achieve that goal of a decent standard of living they have formed the Drivers Union in affiliation with Teamsters 117; and

**WHEREAS**, TNC drivers have performed an essential service throughout the pandemic, transporting health care workers and others to their jobs; and

**WHEREAS**, during the pandemic they experienced a 90% reduction in their business, and with support of the labor movement won the right to unemployment insurance; and

**WHEREAS**, Teamsters 117 and Drivers Union together have won the right to paid sick leave, and the minimum wage in Seattle; and

**WHEREAS**, Drivers Union has won the first ever Dispute Resolution Center in the country, giving them for the first time a grievance procedure to challenge unfair terminations through their representatives; now, therefore be it

**RESOLVED**, that the Washington State Labor Council, AFL-CIO support the efforts of the Drivers Union, affiliated with Teamsters 117 to bring basic rights and dignity to all TNC drivers in the state of Washington; and, be it finally

**RESOLVED**, that the Washington State Labor Council, AFL-CIO will help the Drivers Union, affiliated with Teamsters 117, protect the standards and benefits they have secured at the local level from preemption in the State Legislature.

*Referred to Legislative Committee*

# **RESOLUTION ON CONTINUING THE FIGHT TO EXTEND COLLECTIVE BARGAINING TO LEGISLATIVE WORKERS**

**Resolution #21.08**

**Submitted by IUPAT District Council 5**

**WHEREAS**, every worker in Washington State deserves the right to come together in common interest and organize a Union; and

**WHEREAS**, workers of the legislative branch of state government are left behind in the labor movement and prohibited from collective bargaining unlike other public and private sector workers in our state; and

**WHEREAS**, workers in the legislature are constitutionally essential and without whom the state government would not function, and deserve a workplace free from harassment, abuse, physical harm, racism, and retaliation; and

**WHEREAS**, legislative workers deserve the dignity of equal pay for equal work, fair overtime policies, and genuine access to earn their benefits; and

**WHEREAS**, legislative workers should take their rightful place at the decision-making table regarding issues that directly impact their work, lives, communities, and constituents; and

**WHEREAS**, the people of Washington State need a professionalized legislature with fully resourced staff to carry out the critical functions of state government; and

**WHEREAS**, workers in the legislature have fought for years to Unionize without lawmakers changing the statute to allow them to collectively bargain; and

**WHEREAS**, the COVID-19 pandemic, economic recession, and societal unrest show us the status quo cannot hold and we must come together to change what we cannot change on our own; now, therefore, be it

**RESOLVED**, the WSLC will advocate and lobby to change the law to extend collective bargaining rights to employees of the legislative branch; and, be it further

**RESOLVED**, the WSLC will include legislation to this effect in the legislative agenda of the WSLC; and, be it finally

**RESOLVED**, the WSLC will advocate and seek support from affiliated Unions to pass this legislation through lobbying and legislative strategy to finally give the workers who run our state's government the right to collectively bargain.

*Referred to Legislative Committee*

# RESOLUTION REGARDING WASHINGTON COLLEGE AND CAREER GRANT FOR REGISTERED APPRENTICES

Resolution #21.09

Submitted by WSLC Executive Board

**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 College and Career Grant for Apprenticeship (WCG-A) entitles all Washington State citizens financial assistance for their first 2 years of post-high school education, including registered apprenticeship; and

**WHEREAS**, beginning 2020/2021 school calendar year registered apprentices became eligible for the WCG-A; and

**WHEREAS**, the joint apprenticeship training committee's (JATC) are currently required to apply to become financial aid offices so their registered apprentices can access the WCG-A funds; and

**WHEREAS**, in over a year, there has only been one registered apprenticeship program that has been able to be successfully recognized as a financial aid office; and

**WHEREAS**, that in over a year all WSLC affiliated, state registered JATCs that have attempted to complete the approval process, have not been approved; and

**WHEREAS**, apprentices can access WCG –A funds through the Community and Technical Colleges, but at a much lower award limit; now, therefore, be it

**RESOLVED**, the Washington State Labor Council will partner with the Washington State Building and Construction Trades Council and the Washington State Apprentice and Training Council to work with Washington Student Achieve Council to ensure access to the WCG-A for the JATC's and the registered apprentices they serve, including access to the same level of living expenses that college students have access to; and, be it finally

**RESOLVED**, that the Washington State Labor Council will communicate its support of WCG-A access to registered apprentices to Governor Jay Inslee, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies.

*Referred to Resolutions Committee*

# **RESOLUTION REGARDING SUPPORT FOR STATE RECOGNIZED APPRENTICESHIP PREPARATION AND REGISTERED APPRENTICESHIP**

## **Resolution #21.10**

### **Submitted by WSLC Executive Board**

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

**WHEREAS**, the state registered apprenticeship training model consistently outperforms other workforce development programs in terms of limited public contributions and outcomes for apprentices and employers; and

**WHEREAS**, the state of Washington is building and maintaining its' critical infrastructure through the utilization of state recognized pre-apprentices and registered apprentices in public works; and

**WHEREAS**, completers from the apprenticeship system in our state make, on average, \$75,000 annually 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 recognized apprenticeship preparation and registered apprenticeship; and

**WHEREAS**, it is appropriate for all citizens in Washington to recognize the extraordinary efforts of registered apprenticeship training agents 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 Community College and Technical College system has partnered with the Apprenticeship system to provide credit for the related supplement instruction; and

**WHEREAS**, recognized pre-apprentices and registered apprentices should also receive all of the available student supports provided by the community colleges as part of the education partnership; and

**WHEREAS**, the state should only support the development of apprenticeship preparation and apprenticeship programs that meet state recognized and registered requirements to ensure solid pathways to economic security for all Washingtonians; now, therefore, be it

**RESOLVED**, the Washington State Labor Council will partner with the Washington State Building and Construction Trades Council and the Washington State Apprenticeship and Training Council to work with the State Board for Community and Technical Colleges to ensure recognized pre-apprentices and state registered apprentices receive all available student supports and services provided by a Community and Technical College to other students; and, be it finally

**RESOLVED**, that the Washington State Labor Council will communicate its support of ALL available student services for recognized pre-apprentices and registered apprentices and resourcing only state recognized apprenticeship and state registered apprenticeship programs to Governor Jay Inslee, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies.

*Referred to Resolutions Committee*

# RESOLUTION REGARDING RACIAL JUSTICE, DIVERSITY, EQUITY AND INCLUSION IN WASHINGTON STATE

## Resolution #21.11

### Submitted by WSLC Executive Board

**WHEREAS**, the 1998 passage of I-200 which banned affirmative action in Washington State and its implementation over the last 23 years has had devastating impacts on workers and communities of color in the areas of public employment, state contracting, and education enrollment opportunities; and

**WHEREAS**, our State, County, and City services and public institutions in Washington have lacked the tools they need to recruit, train, and retain the workforce that reflects the communities they serve due to the passage of I-200; and

**WHEREAS**, since the passage of I-200, state spending with certified minority and woman-owned businesses has dropped from 10% to 3%, resulting in a devastating \$3.5 billion, over 20-year loss of wage generating revenue for working people; and

**WHEREAS**, since I-200 passed, diversity in Washington's public university and college populations has declined in proportion to the population as a whole, resulting in a decline of the number of Black, Native-American, and Pacific Islander students enrolled in all four-year public universities statewide; and

**WHEREAS**, the constituency groups of Washington's labor movement, including but not limited to; the Asian Pacific American Labor Alliance, Seattle Chapter, the A. Philip Randolph Institute, Seattle Chapter, the Coalition of Black Trade, Unionist Puget Sound Chapter, and the Labor Council for Latin American Advancement, Seattle Chapter, have consistently opposed legislation that has negatively impacted communities of color and have advocated for policies to advance diversity, equity and inclusion in Washington State; and

**WHEREAS**, the Washington State Labor Council, AFL-CIO's 2015 Resolution #2 Supporting the Repeal or Amendment of I-200 called on the Washington State Labor Council, AFL-CIO, and its affiliates, to support legislative action to amend or repeal I-200 as one of the strategies to improve the lives of people of color in Washington State; and

**WHEREAS**, the Washington State Labor Council, AFL-CIO and its affiliates worked with community partners, legislators, and stakeholders to restore fairness and opportunities to our states contracting, public employment, and education enrollment policies through legislative efforts, which were successful, but falling short in our efforts at the November 2019 ballot by 1 percentage point; and

**WHEREAS**, the Washington State Labor Council, AFL-CIO is committed to continuing the work to win social and economic justice for all people regardless of color or background, being guided by the preamble of the founding document of labor in Washington, the Washington State Labor Council, AFL-CIO 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.” Institutional racism and systemic policies that disadvantage people of color are such forces; now, therefore be it

**RESOLVED**, that the Washington State Labor Council, AFL-CIO and its affiliates are committed to resourcing policy research, policy creation, and political efforts to mitigate the effects of the implementation of I-200 and restore economic opportunities for communities of color negatively impacted by I-200 and its implementation; and, be it further

**RESOLVED**, that the Washington State Labor Council, AFL-CIO is committed to working with affiliates, community partners, legislators, stakeholders and others to create and support legislative policy that restores fairness and opportunity in our states contracting, public employment, and education enrollment policies; and, be it finally

**RESOLVED**, that the Washington State Labor Council, AFL-CIO, will continue to engage with our affiliates, community partners, legislators, stakeholders and others to further pursue the goals of restoring diversity, equity and inclusion and undoing the harmful impacts of the implementation of I-200 in the State of Washington and achieving racial justice within our state.

*Referred to Legislative Committee*



# RESOLUTION REGARDING RURAL ECONOMIC DEVELOPMENT

## Resolution #21.12

### Submitted by WSLC Executive Board

**WHEREAS**, it is our work at the Washington State Labor Council, AFL-CIO (WSLC) to leverage our collective strength to create an economy that leads to jobs that provide a livable wage, dignity, respect, security, and safe working and living conditions for all working families across the state of Washington; and

**WHEREAS**, workers across Washington are suffering from the impacts of the COVID pandemic, unfair trade policies, wage stagnation, workforce inequities and policies and systems that favor corporate and shareholder interests over working families' needs, and the WSLC is committed to fighting for policies that level the playing field and provide economic recovery for all working families; and

**WHEREAS**, persistently distressed, primarily rural, communities in our state face the additional challenges of inadequate broadband, limited freight mobility, lack of job opportunities, limited training and education options, scarce childcare services and/or reliance on declining industries such as forest products, mining and metals manufacturing; and

**WHEREAS**, according to the Washington State Employment Security Department, seventeen (17) of Washington's thirty-nine (39) Counties were considered distressed areas in 2020, where the three-year unemployment rate is at least twenty percent higher than the statewide average; and

**WHEREAS**, most of these communities hadn't fully recovered from the loss of jobs and wealth following the Great Recession when COVID-19 exacerbated these economic challenges; and

**WHEREAS**, it is essential for the overall diversification of our state's economy and the inclusion of all working families in the state's economic recovery that we close the place-based opportunity gap facing Washington's rural communities; and

**WHEREAS**, the WSLC has assisted affiliates in rural communities for several decades via fighting to keep mills open, soliciting regional investments, helping secure Trade Adjustment Assistance support and advocating for public policies that minimize workforce disruptions from declining industries; and

**WHEREAS**, it is imperative that the Washington labor movement continue to support and help lead a rural economic development effort that includes strategic and sustainable investments in infrastructure, innovation, developing industries and the skilled workforce in rural areas; now, therefore, be it

**RESOLVED**, that the Washington State Labor Council, AFL-CIO (WSLC) will convene a Rural Economic Development Caucus for a minimum of three (3) years; and, be it further

**RESOLVED**, that the WSLC Rural Economic Development Caucus will be comprised of not less than nine (9) representatives of affiliated unions and/or Central Labor Councils, selected by the WSLC, representing workers in rural and distressed communities in Washington state; and, be it further

**RESOLVED**, that the WSLC Rural Economic Development Caucus will establish a framework and strategic plan by which the Washington labor movement can support and lead the creation of quality jobs and closing opportunity gaps in rural communities in our state; and, be it further

**RESOLVED**, that the WSLC Rural Economic Development Caucus, will have an ongoing objective to advocate within the WSLC structure for public policies, grant and other funding, and economic development projects and programs that present opportunities to grow good jobs in rural areas of Washington; and, be it finally

**RESOLVED**, that the WSLC Rural Economic Development Caucus shall report its labor framework and strategic plan for creating quality jobs and closing opportunity gaps in rural and distressed areas of Washington at the 2022 Washington State Labor Council, AFL-CIO Convention.

*Referred to Resolutions Committee*

# REGARDING SPECIALTY LICENSE PLATES IN SUPPORT OF THE FOUNDATION FOR WORKING FAMILIES

## Resolution #21.13

### Submitted by WSLC Executive Board

**WHEREAS**, the Washington State Labor Council, AFL-CIO (WSLC) adopted a resolution in 2016 in support of creating, via a process that includes approval by the Washington State Legislature and the Washington State Department of Licensing, a specialty motor vehicle license plate as a public display of labor solidarity and expression of union values; and

**WHEREAS**, specialty license plates also provide an opportunity to raise valuable funds for a charitable non-profit designated by the sponsor organization; and

**WHEREAS**, the WSLC Economic Development & Transportation Standing Committee has carried this work forward and recommends the WSLC re-affirm its support for a specialty license plate honoring union members and union values; and

**WHEREAS**, the Foundation for Working Families is a separate 501(c)(3) created by the WSLC to support union families in times of hardship or disaster and which has provided financial assistance to hundreds of families in need across the state; and

**WHEREAS**, the Foundation for Working Families is the most appropriate entity within the Washington State Labor Council structure to both sponsor the proposed specialty license plate and be the recipient of generated funds; now, therefore, be it

**RESOLVED**, that the Washington State Labor Council, AFL-CIO re-affirms its support for a specialty motor vehicle license plate honoring labor solidarity and union values; and, therefore, be it

**RESOLVED**, that the Washington State Labor Council supports the Foundation for Working Families being the recipient charitable non-profit for funds generated by the proposed specialty license plate; and, be it finally

**RESOLVED**, that the Washington State Labor Council commit its full assistance to the Foundation for Working Families to advance the enactment and approval process via the Washington State Legislature and the Washington State Department of Licensing.

*Referred to Legislative Committee*

# RESOLUTION REGARDING THE IMPORTANT INFRASTRUCTURE OF CHILD CARE

## Resolution #21.14

### Submitted by WSLC Executive Board

**WHEREAS**, child care is one of the most important issues facing U.S. workers today; and

**WHEREAS**, the COVID-19 pandemic only exacerbated a problem that has existed for years: the lack of high-quality, affordable child care for the children of working parents; and

**WHEREAS**, in the state of Washington, the statewide median for toddler care was reported to be roughly \$18,237 annually per child but in many cases the cost can be much higher; and

**WHEREAS**, for workers in the state of Washington, the challenge of child care availability is particularly acute. Approximately 63% of Washington residents live in a “child care desert” meaning there is low or no availability for child care; the state is facing the 6th most severe child care shortage in the country; and

**WHEREAS**, many child care providers are unable to charge parents the tuition rates it would require to cover all of the costs associated with quality care, as parents cannot afford to pay for the full value of the services; and

**WHEREAS**, with insufficient revenue, providers are unable to pay competitive wages and provide employment benefits to staff. This results in high employee turnover, disincentives for workers to pursue professional development to advance in the field, and overall instability in the child care system; and

**WHEREAS**, obtaining child care is challenging for working people who work traditional hours, and even more challenging for working people, who work long hours, frequently work overtime and/or outside of regular working hours, and who may routinely travel to different sites; and

**WHEREAS**, trades and manufacturing unions and employers are working to create inclusive and welcoming environments for women, including anyone who identifies as a woman, who may be particularly affected by the child care challenges faced by workers; and

**WHEREAS**, a systematic approach to addressing child care needs, the burden of which often falls on women, including anyone who identifies as a woman, will be a necessary part of creating a viable path for women to develop careers; and

**WHEREAS**, the burdens of our flawed child care system are disproportionately shouldered by women of color (specifically Black, Latina, Indigenous and immigrant women), including anyone who identifies as a woman of color, who are paid a lower-income and whose labor, both in our families and in our

workplaces, have been and continue to be undervalued. Therefore, to find solutions we must understand the child care system through an intersectional analysis including race, gender, and class; and

**WHEREAS**, the affiliates of the Washington State Labor Council, AFL-CIO have a shared acknowledgement that the current system of caregiving in this country is rooted in systemic racism and upholds practices that continue to harm BIPOC communities. Today's system remains stigmatizing, insufficient, narrow, and pays unsustainably low-wages to providers. Therefore, any steps we take together must be in service of realizing our vision, rather than upholding a fundamentally flawed system. We will not get stuck in only what seems "possible" today; now, therefore, be it

**RESOLVED**, The Washington State Labor Council, AFL-CIO is committed to exploring solutions for the immediate and long-term needs of our affiliates and workers in Washington state; and, therefore, be it

**RESOLVED**, The Washington State Labor Council, AFL-CIO will work hand-in-hand with child care partners to ensure that those solutions complement the needs of providers; and, therefore be it

**RESOLVED**, The Washington State Labor Council, AFL-CIO will work with affiliates to convene a table to share resources, provide model language, and create a toolkit for effective bargaining around child care; and, therefore be it

**RESOLVED**, that the Washington State Labor Council, AFL-CIO will promote the need for child care to be a part of the vital infrastructure in the state of Washington to Governor Jay Inslee, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies, and be it finally

**RESOLVED**, that the Washington State Labor Council, AFL-CIO forward this resolution to the AFL-CIO, the Washington state congressional delegation, and to the Biden administration before the August congressional recess.

*Referred to the Resolutions Committee*

# RESOLUTION SUPPORTING FEDERAL LEGISLATION REQUIRING MINIMUM TRAIN CREW SIZE AND AUTHORIZING STATES TO ADOPT & ENFORCE RAIL SAFETY STANDARDS MORE STRINGENT THAN FEDERAL REGULATIONS

Resolution #21.15

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**, 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 (permitting crew members to develop experiential skills, and territorial familiarity), this has resulted in less experienced train crews now operating trains without adequate expertise and experience, to the detriment of the safety of the public and the employees alike; and

**WHEREAS**, railroad operational requirements require that train crews regularly perform numerous tasks while *chronically fatigued* when operating moving trains, this has been labeled “task saturation” by the National Transportation Safety Board; duties once performed by four to six train crewperson persons has been placed on just two crewmembers, threatening safe train operations due to the repetitive distractions caused by so many additional duties; and

**WHEREAS**, technology may assist in improving the safe movement of trains, it cannot replace the safety and security of train crews consisting of at least two qualified experienced persons which provide critical safeguards, including the ability of crew members to cross-check and verify each other’s actions while operating trains, adequately respond to accidents and critical incidents, and separate trains stopped at crossings to allow emergency responders to cross the tracks, a task that cannot be performed by one person; and

**WHEREAS**, between July 24, 2013, and July 20, 2021, there have been 55 major U.S. railroad accidents involving numerous deaths, countless injuries, explosions, fires, and environmental damage; and

**WHEREAS**, late on the night of March 15th, 2019, twenty-three out of 123 railcars, a Union Pacific HazMat 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 that 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 ever been taken; and

**WHEREAS**, railroad carriers, in their quest for even greater record profits have adopted a business model known as “precision scheduled railroading” involving cutting costs including maintenance of equipment and structures, shuttering operational facilities, eliminating track and car repair staff, as well

as running fewer and exceedingly lengthy trains of 10,000 to 15,000 feet or more to reduce the need for train crews, these monster trains block public rail crossings for inordinate lengths of time, impeding the ability of emergency services to reach citizens calls for assistance, such delays increase rail carrier profits at the cost of human lives; and

**WHEREAS**, on February 23, 2021, Washington Attorney General Bob Ferguson successfully won a Ninth US Circuit Court of Appeals ruling overturning the Federal Railroad Administration's 2019 order issued under Trump at the behest of railroad corporations seeking to pre-empt state minimum train crew laws; and

**WHEREAS**, in 2020 Washington State enacted the most stringent train crewing law in the nation, nonetheless, the nation's railroad carriers are still seeking to impose single-person train crews across the nation through their actions under the Railway Labor Act; and

**WHEREAS**, on December 23, 2020, in Custer, Washington, an act of sabotage resulted in the separation in the middle of a moving BNSF oil train, the subsequent collision of the two train portions caused an explosion, fire, release of crude oil, and major evacuation of the area, and

**WHEREAS**, because this oil train was crewed by three members of rail labor, an Engineer, Conductor, and a Brakeperson, this crew was able to quickly respond to the catastrophe. Their brave actions culminated in their separating and removing uninvolved loaded oil tank cars from both sides of the disaster scene within 75 minutes, preventing further risk and damage, and, therefore, be it

**RESOLVED**, before the Washington State Labor Council (WSLC) that additional qualified train crewmembers aboard trains provide the public with greater levels of safety, especially involving the transportation of dangerous commodities, ensuring train crew members are in a position to recognize and respond quickly to any trouble or circumstance that may occur en-route and are readily available to separate trains quickly when necessary, as well as open blocked grade crossings for emergency response vehicles who may need to cross the tracks to respond to any emergencies; and, be it further

**RESOLVED**, that the WSLC endorses H.R. 3684, the Invest in America Act that includes provisions requiring all trains operating in the United States are staffed with a crew of no fewer than two persons, we respectfully urge both our U. S. Senators to support minimum train crew size legislation; and we endorse S. 2016 the Surface Transportation Act; both bills fund significant rail safety provisions, rail improvement projects as well as expanding AMTRAK service; and, be it further

**RESOLVED**, that the WSLC strongly advocates and urges members of the Washington State Congressional & Senatorial Delegation to take actions to amend Federal rail safety legislation allowing states to enact and enforce more stringent railroad operational safety standards and requirements than federal regulatory standards, when it is in the interest of safety to reduce risk to the public, rail workers or potential harm to the environment; and, be it finally

**RESOLVED**, that we urge all members of our state's federal delegation to prioritize immediate enactment of rail safety legislation to block railroad carriers from imposing perilous single-person train operations across our nation.

*Referred to the Legislative Committee*

# RESOLUTION REGARDING WASHINGTON STATE RAILROAD OCCUPATIONAL AND PUBLIC SAFETY LEGISLATION & REGULATION

## Resolution #21.16

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

**WHEREAS**, railroads are a vital industrial infrastructure in Washington State employing over 5,000 unionized workers, critical to commerce and the economy; 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**, recognizing the inherently dangerous nature of railroad occupations, the safety of railroad employees is of paramount concern; unfortunately, serious, and ongoing safety concerns continue to exist unaddressed involving railroad operations and rail infrastructure in Washington State, subjecting railroad workers to unacceptable occupational hazards in the workplace that also frequently endanger public safety, including the following:

- Rail workers are among the only employees remaining without any paid sick leave. Rail companies subject them to outrageous and draconian attendance and availability policies for taking unpaid absences due to sickness or injuries sustained by them or their families or for unpaid absence due to bereavement; subjecting rail workers to severe discipline and/or termination; carrier pressure to go to work while ill increases contagious disease infection risk of railroad workers due to the fear of adverse action for absenting oneself uncompensated, also contributing to the epidemic of chronic, long-term fatigue among most railroad workers; unfortunately, state legislation addressing this issue has been pending since 2018;
- The Family and Medical Leave Act qualification threshold requirements do not consider rail industry scheduling, making it more difficult for rail workers to obtain and use; and railroad penalize rail workers for FMLA absences by excessively depleting their annual FMLA bank far above their actual time taken/used; airline employees obtained relief from these issues from the US Department of Labor in 2012, however, the railroad carriers blocked the inclusion of railroad employees from those modifications;
- 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 tracks and critical rail appliances and infrastructure, including switches and derails, that have no standards for physical force operational requirements or ergonomic standards;
- An 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 established state or federal occupational safety regulatory oversight of railroad operational employees until after a railroad worker dies on the job, this leaves train crew workers with minimal safety protections, even in situations of intentional endangerment by railroad management; and

**WHEREAS**, an original exemption of railroad workers from Washington’s Minimum Wage law [RCW 49.46.010 (g)] enacted in 1959 allows railroad carriers to require employees to work without any compensation whatsoever while engaged in territorial familiarization; additionally, this provision provides rail carriers with legal protection from having to comply with Washington State’s Paid Sick Leave laws; and

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

**WHEREAS**, the Occupational Safety and Health Administration of the U.S. Department of Labor declines to assert regulatory authority for the safety of railroad-operating employees working onboard or adjacent to trains; and the Federal Railroad Administration (FRA) is not authorized as a rail worker occupational safety agency. The FRA underwent a June 2020 reorganization program eliminating longstanding regional safety oversight, as the agency has become captive to the railroad corporations. Additionally, the FRA abdicated its proper role as a rail safety agency by reversing numerous safety rulemakings and regulations, as well as numerous broad waivers of rail safety regulatory rules desired by rail corporations granted through January 19, 2021, most of which have yet to be reversed; and

**WHEREAS**, the Washington State Department of Labor and Industries, and the Washington State Utilities and Transportation Commission (WUTC) have unclear yet often conflicted oversight authority regarding rail workplace occupational safety; while the adoption and assertive proactive enforcement of railroad safety regulations is critical to ensure both public and worker safety, railroad operating crewmembers have very minimal occupational safety protections and work with almost a complete absence of regulatory agency oversight and safety enforcement, emboldening the rail carriers indifference to our lives, safety and wellbeing; and

**WHEREAS**, at least 65 Washington State railroad crewmembers were terminated, and 955 crew members were disciplined for taking unpaid time off work due to illnesses (many were for COVID related absences) or injuries of themselves or family members or bereavement purposes in 2020; rail carriers disciplined a whopping 43% of our states active workforce of train crewmembers in 2020, simultaneously the COVID-19 pandemic resulted in 20% of our state's workforce of crewmembers being laid off work entirely because of the resulting economic downturn, now, therefore, be it

**RESOLVED**, that the Washington State Labor Council, AFL-CIO (WSLC) supports, endorses, and will advocate passage and enactment of the following legislative goals and regulatory outcomes regarding railroad workplace and public safety:

- Enactment of SB 5065 - The Safe Unpaid Leave Act for Washington Railroad Workers, protect railroad employees in Washington State from railroad discipline and termination for unpaid absences due to illness and injuries of themselves and family members; for unpaid absences for bereavement, and providing railroad workers with state FMLA job and use protections including prohibiting the carriers from excessive depletion of employees annual FMLA time banks;
- Repeal of [RCW 49.46.010 (g)] so rail carriers can no longer use Washington State Law as justification for non-payment of wages to train crewmembers, or refusing to provide paid sick leave to railroad workers;
- Enactment of state legislation, equivalent to the federal hours of service law for railroad-operating craft personnel for railroad yardmasters working within the State of Washington;
- Enactment of state legislation mandating railroad carriers expeditiously clear blocked crossings when needed for use by emergency vehicles;
- Enactment of state legislation directing the Washington Utilities and Transportation Commission to establish a safe unpaid fatigue layoff program for railroad workers;
- Enactment of legislation establishing a maximum length for trains operating within Washington state, and, be it further

**RESOLVED**, that the WSLC advocates and urges the Washington State Legislature to enact legislation establishing a coordinated, consolidated, expanded, and comprehensive rail safety regulatory enforcement, and operational oversight program, by creating a combined interagency rail safety task force to increase protection and oversight for public and occupational safety as well as the welfare of railroad workers and protection of the environment; this task force should consist of staff members from all relevant state agencies having rail safety oversight functions, and maintained under the supervision of the Washington State Utilities and Transportation Commission; and, be it further

**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 any similar legislation addressing such matters will continue to be a priority within the 2022 Washington State Labor Council's legislative agenda; and, be it finally

**RESOLVED**, that the very recent untimely passing of our Brother Shahraim C. Allen, the Washington State Chairperson of the Brotherhood of Locomotive Engineers and Trainmen; who while working aboard a Sounder train in November of 2020, suffered an on the job head injury, the resulting complications contributed to his unexpected death on June 24, 2021 at 45 years of age; we mourn the devastating loss of Shahraim, whose passion, dedication, and personal commitment to advancing rail safety, and improving the lives of rail workers and our families was so wrongfully taken from us; in loving memory and appreciation of his life and his personal mission, we pledge to pursue and complete Shahraim C. Allen’s unfinished work agenda by obtaining enactment of the Safe Unpaid Leave Act, the safe fatigue layoff program, as well as blocked crossing legislation.

*Referred to the Legislative Committee*

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THAT IS ALL OF THE PROPOSED RESOLUTIONS, AS AMENDED BY CONVENTION COMMITTEES, FOR THE 2021 CONVENTION.