

# FINAL RESOLUTIONS

## 2022 WSLC Constitutional Convention

*Following are the Resolutions approved by delegates to the 2022 Constitutional Convention of the Washington State Labor Council, AFL-CIO in Wenatchee on July 19-21.*

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### COMMITMENT TO HIRE UNION MUSICIANS

Resolution #2022.01

*Submitted by the American Federation of Musicians (AFM) Local 105*

WHEREAS, live music performances and recording are labor performed by professionals in their industry; and

WHEREAS, union musicians have established a referral system through their local American Federation of Musicians affiliate for the ease of hiring and supporting union musicians; and

WHEREAS, the Constitution of the Washington State Labor Council states that a purpose of the Council is to promote and agitate for the union label, shop card, and services; and

WHEREAS, the Washington State Labor Council and its affiliates strive to use union products in all facets of their operations, from printing to promotional materials to repairs on their buildings; and

WHEREAS, all union members should strive to purchase union products and services in their personal choices whenever possible; now therefore be it

RESOLVED, that the Washington State Labor Council will hire musicians for musical work that it requires, and be it further,

RESOLVED, that the Washington State Labor Council, its affiliates, and their membership will consult with their AFM Local affiliate before contracting musical work, and be it finally,

RESOLVED, that the WSLC and its affiliates will urge their members to use musicians that work under the appropriate union contract.

### RESOLUTION TO STOP PRIVATIZING OUR MEDICARE SYSTEM

Resolution #2022.02

*Submitted by MLK Labor*

WHEREAS, since 1965 Medicare has been our national health care system for seniors and the disabled in the United States; and

WHEREAS, Medicare beneficiaries are among the most vulnerable populations served in health care, and need more, not fewer benefits and protections; and

WHEREAS, traditional Medicare holds sacred the relationship between Medicare beneficiaries and their chosen health care provider; and

WHEREAS, traditional Medicare, is a public good, and should not be privatized; and

WHEREAS, Wall Street has for decades tried and failed to privatize our Social Security system; and

WHEREAS, the prospect of Wall Street getting a piece of what is projected to be \$ 1.6 trillion of annual Medicare spending by 2028 has led to a rush to buy-up Accountable Care Organizations for managing Medicare services; and

WHEREAS, the Trump administration opened the door to the complete privatization of Medicare through a Direct Contracting pilot program allowing private equity firms, insurance companies, and corporate health businesses to directly contract to provide Medicare services; and

WHEREAS, the Biden administration ended the Direct Contracting pilot and rebranded it as the ACO REACH (Accountable Care Organization Realizing Equity, Access, and Community Health) pilot to begin in January of 2023; and

WHEREAS, public health advocates across the country see little difference between ACO REACH and the Direct Contracting pilot since both pilot programs allow third-party private entities to wedge themselves between patients and their healthcare providers and to draw down the Medicare Trust Fund by making huge profits in several ways, including weakening services for Medicare beneficiaries; and

WHEREAS, nothing in the ACO REACH pilot spells out a systemic way to address the real inequities suffered by BIPOC individuals and BIPOC communities due to historic under-resourcing; and

WHEREAS, addressing real equity issues can be done within the traditional Medicare system; therefore, be it

RESOLVED that the Washington State Labor Council, AFL-CIO go on record against the privatization of our Medicare system, for terminating the ACO REACH pilot program, closing the door on third party entities in our Medicare system; and be it finally

RESOLVED that the Washington State Labor Council, AFL-CIO send a copy of this Resolution to our two U.S. Senators and Congressional House members in their jurisdiction, as well as to President Biden and to the Secretary of Health and Human Services Xavier Becerra.

## **RESOLUTION TO BUY AMERICAN IN PUBLIC PROCUREMENT**

Resolution #2022.03

*Submitted by USW Local 237*

WHEREAS, the American people desperately need our economy to create millions of new, family sustaining jobs, if our nation is to fulfill its promise of economic opportunity and social justice for all;

WHEREAS, manufacturing is the backbone of the real wealth generating sector of our economy, spurring job creation and innovation;

WHEREAS, manufacturing industrial sectors are at risk of sliding back into recession due to an alarming surge of unfairly-priced imports from China and other nations;

WHEREAS, the United States trade deficit with China in 2020 was \$285.5 billion;

WHEREAS, manufacturing added 349,000 jobs nationwide in 2021, manufacturing employment is still 219,000 jobs below the February 2020 level.

WHEREAS, the recirculating of tax dollars back into our economy through domestic procurement, creates and sustains domestic jobs and strengthens our economy;

WHEREAS, domestic procurement preferences, like those in current federal law, are consistent with our international trade obligations and the major trading partners of the United States maintain strong domestic procurement laws for their own manufacturing sectors and to spur economic growth and job creation, especially in difficult economic times;

WHEREAS, domestic procurement laws have not been enacted in every state and vary greatly in their levels of effectiveness;

WHEREAS, our taxpayer dollars should be spent to maximize the creation of American jobs and restoring the economic vitality of our communities; and

WHEREAS, any domestically produced products that are purchased with economic recovery plan monies will immediately help struggling American families and will help stabilize our greater economy' therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) will work to maximize the creation of American jobs and restoring economic growth and opportunity by supporting the spending of taxpayer funds on products and services that both create jobs and help keep Americans employed; and be it further

RESOLVED, that the WSLC seeks to have our public officials commit to purchasing only products and services that are made or performed in the United States of America whenever and wherever possible with any funds provided by the American taxpayers; and be it finally

RESOLVED, that, as the WSLC, we seek to have our public officials commit to publish any requests to waive these procurement priorities so as to give American workers and producers the opportunity to identify and provide the American products and services that will maximize the success of our nation's economy.

**CALLING FOR LEGISLATIVE ACTION AND BUILDING LABOR SUPPORT ON THE ISSUE OF C.T.C.  
WORKFORCE PAY**

Resolution #2022.04

*Submitted by AFT Washington*

WHEREAS, the thirty-four community and technical colleges (CTCs) of Washington serve nearly every family in our state, providing adult basic education, English Language Learner programs, professional and technical programs,

supplemental instruction for state-certified apprenticeship programs, associate degrees, academic transfer degree programs, Running Start programs, and Bachelor of Applied Science degrees; and

WHEREAS, over 278,000 students, representing over 65% of all post-secondary public-school students in Washington choose Washington's CTCs, and at least 50% of CTC students are students of color; and

WHEREAS, for many years the workforce of the community and technical colleges, including classified staff, exempt staff, and faculty, has been underpaid; and

WHEREAS, the State Board for Community and Technical Colleges (SBCTC) estimates that CTC faculty in Washington state are paid at least 12.5% less than peers in comparable states, and Washington state's cost of living has significantly increased since the last salary review; and

WHEREAS, it is recognized by educators that students are best served when the faculty pool is more full time than adjunct and reflects the diversity of the student body, but the goal of increasing the diversity of the faculty pool is blocked by non-competitive pay overall, pay inequity between part-time and full-time faculty, and pay inequity between disciplines; and

WHEREAS, nearly 70% of the faculty in the CTC system are lower paid, precariously employed part-time faculty, and are even less diverse than full-time faculty at just 12% of adjunct faculty of color compared to 18% of full-time faculty of color; and

WHEREAS, the Legislature has recognized the problems caused by low salaries for nursing and high demand/STEM faculty and made investments to improve those salaries in the interest of better serving students, and

WHEREAS, those investments have positively impacted those specific programs and students, while creating significant wage disparity across faculty and creating divisiveness within the union, and

WHEREAS, the percentage of faculty of color and women faculty in high demand/STEM fields is lower than in humanities/social sciences and adult basic education such that economic disparity linked to race, ethnicity and gender is exacerbated as a result of these investments, and

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

WHEREAS, college budgets were cut dramatically during the Great Recession, and even though state funding for students has increased significantly, faculty and staff salaries remain stagnant, with no state-funded salary increases or COLAs between 2009 and 2015, leaving staff and faculty in the CTC system behind peers at other institutions on multiple metrics; and

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

WHEREAS, the American Federation of Teachers Washington, representing staff and faculty in the CTC system, is mounting a campaign committed to the goal of increasing compensation and addressing pay inequity in the 2023 legislative session; and

WHEREAS, the State Board for Community and Technical Colleges and college presidents have identified inadequate compensation as the priority in the upcoming legislative sessions; and

WHEREAS, Washington’s elected leaders recognize the importance of an educated workforce in attracting good jobs, building strong communities, and continuing the state’s track record of a cutting-edge economy, and has committed to a goal of 70% of adults achieving a post-secondary degree or credential; and

WHEREAS, the Washington State Labor Council, AFL-CIO and its affiliates throughout the state recognize the role of the CTC workforce in ensuring working families have access to living wage jobs and a pathway to economic security; and

WHEREAS, the future of Washington’s economy, communities, and workforce is directly linked to the health of the CTC system; therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) prioritize addressing the issues of inadequate compensation and pay inequity for the CTC workforce in its 2023 legislative agenda, and be it finally

RESOLVED, that the WSLC support this effort in the following ways:

- Prioritize investments that further the CTC system goals of recruitment and retention of the CTC workforce, including but not limited to addressing inadequate compensation;
- Actively support policies and funding that will increase equity across instructional programs and between full and adjunct/contingent faculty, and facilitate collaboration among unions to advance equitable and competitive salaries for all;
- Elevate and amplify the work being done to secure the needed investments in the CTC workforce within the Labor and broader communities.

## **RESOLUTION TO ADDRESS WASHINGTON'S HOUSING CRISIS**

Resolution #2022.05

*Submitted by WFSE Local 443*

WHEREAS, Washington is experiencing a housing crisis due to a shortage of 225,000 homes needed for our population. For years, production of housing units has failed to keep up with population growth and this crisis will only worsen without legislative action; and

WHEREAS, everyone deserves access to quality, safe, and healthy housing in the community of their choice, near their work. The high cost of housing and rents have pushed people further from jobs and their communities increasing transportation times, costs, and pollution. Workers are being priced out of their housing due to scarcity and inflation that outpaces any increases in their wages. 45 percent of Washington renters are cost burdened, spending 30 percent or more of their income on housing; and

WHEREAS, housing scarcity is linked to an increase in homelessness. Increased housing for our most vulnerable neighbors who have complex medical and behavioral health needs is desperately needed and according to OFMs 2019 report, the state needed to add 17,000 permanent supportive housing units at that time; and

WHEREAS, 13,000 unaccompanied youth and young adults experience homelessness each year and disproportionately impacts BIPOC, LGBTQ. and foster youth, of whom 33% of the latter will experience homelessness by age 21; and

WHEREAS, to address our housing crisis, we need an abundance of homes of all shapes and sizes that are accessible to all Washingtonians. These should include diverse, less costly options such as duplexes, triplexes, fourplexes, town homes, and accessory dwelling units (ADUs); and

WHEREAS, exclusionary zoning is steeped in a history of racism and segregation that unfortunately continues to prevent cities from taking meaningful action to promote housing affordability, stability, and accessibility for all. Local elected leaders are hamstrung by homeowners who do not want the "character" of their neighborhood to change thereby making proposals to increase density and housing options extraordinarily difficult to pass on any meaningful scale; and

WHEREAS, California and Oregon have adopted statewide zoning legislation to increase housing capacity and build more homes; therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) propose, support, and promote legislation addressing our housing crisis, shortages, and affordability to include, but not limited to, preempting local zoning and land use legislation to promote building housing of all types that are accessible and affordable to working people, their families, and community members; and be it further

RESOLVED, the WSLC will ensure that any such initiative – where possible – includes labor standards such as prevailing wage, apprenticeship utilization, and priority hire provisions; and be it finally

RESOLVED, that the WSLC hereby declares that meaningful state actions to address housing shortages, scarcity, costs, rental costs, and the resulting impacts of homelessness, shall be part of and a priority for the WSLC's legislative agenda.

## **IN SUPPORT OF THE JONES ACT**

Resolution #2022.06

*Submitted by the Sailors' Union of the Pacific*

WHEREAS, the Merchant Marine Act of 1920, known as the Jones Act after Senator Wesley Jones of Washington, and codified in Title 46 of the United States Code, provides for all cargo carried by water between two United States ports be on U.S.-crewed, U.S.-built, and U.S.-owned vessels; and

WHEREAS, Washington State is home to 22,500 maritime jobs supported by the Jones Act, the sixth highest among all states, that generate \$1,500,000,000 in labor income through the design, construction, operation, .and maintenance of ferries, work boats, fishing vessels, and cargo vessels; and

WHEREAS, the United States domestic fleet operating under the Jones Act pumps nearly \$150 billion annually into the American economy, including more than \$4 billion in direct wages to U.S. citizens; and

WHEREAS, this fleet includes more than 40,000 vessels and provides direct or indirect employment for over 650,000 American citizens, which results in over \$41 billion in labor compensation; and

WHEREAS, the Jones Act ensures U.S. vessels navigating our coastal and inland waterways abide by U.S. labor and environmental laws and operate under the oversight of the U.S. government helping to assure our regional waters are consistently the safest in the nation and affording the U.S. a high standard of safety and environmental

performance that minimizes dangers and damage to persons, property, wildlife, and the natural environment from vessel operations; and

WHEREAS, while our nation's shipyards are recognized for building state-of-the-art oil tankers, and the first in the world LNG powered containerships, Washington State is noted for firms that are designing and purchasing vessels on the leading edge of environmental performance and impact, such as promoting vessel decarbonization through alternative fuels or zero-emission systems and innovative ballast water treatment systems; and

WHEREAS, the Jones Act fleet provides consistent and reliable service at a stable cost to American consumers and businesses; and

WHEREAS, the U.S. domestic merchant fleet provides significant and cost-effective national security benefits in peace and war at no cost to the U.S. taxpayer; and

WHEREAS, cabotage laws like the Jones Act exist throughout the world and, with some variations, in many other U.S. industries including aviation, rail, trucking, utilities, and communications; and

WHEREAS, a coalition of lobbyists and foreign and domestic entities, is again attempting to repeal America's cabotage laws and has been flooding the media, state legislators and Congress with misinformation aimed at destroying the U.S. domestic merchant marine, either through ignorance of the economic consequences or from greed; now, therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO, reaffirms its long-standing support for the Jones Act and denounces the ongoing effort to repeal U.S. cabotage laws as detrimental to the interests of the American worker and U.S. security; and, be it finally

RESOLVED, that the WSLC shall transmit this resolution to all members of the Washington State Legislature and all members of the Washington State Congressional delegation.

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

Resolution #2022.07

*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 crew size of trains; and

WHEREAS, the elimination of crew size to the current negotiated minimum of two has significantly reduced the experience levels formerly available with larger crews, this has resulted in less experienced train crews to the detriment of the safety of the public and employees alike; and

WHEREAS, railroad operational requirements require that train crews regularly perform numerous tasks while chronically fatigued, labeled "task saturation" by the National Transportation Safety Board; duties once performed by four to six train crew members has been placed on just two crewmembers, thus threatening safe train; 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 and experienced, including some level of redundancy and, the

ability to adequately respond to accidents and critical incidents, and separate trains stopped on 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 June 19, 2022, there have been 59 major U.S. railroad accidents involving numerous deaths, countless injuries, explosions, fires, environmental damage; and

WHEREAS, late on the night of March 15th, 2019, 23 rail cars in a train of 123 rail cars, derailed near Hooper, WA., the railroad carrier attempted to conceal details regarding the release of hazardous materials and an associated fire lasting nearly 24 hours creating a smoke plume and releasing toxic substances into the air. Yet, to date, no government regulatory action has ever been taken; and

WHEREAS, railroad carriers, in their greed-driven quest for profits, have adopted a business model known as “precision scheduled railroading” which requires “doing less, with less” cutting critical manpower and mothballing locomotives both needed for safe, reliable rail; and

WHEREAS, on February 23, 2021, Washington Attorney General Bob Ferguson successfully defended an attack on the state’s sovereign rights to protect its citizens before the Ninth Circuit Court of Appeals that would have preempted state minimum train crew laws; and

WHEREAS, in 2020 Washington State enacted reasonable and sensible minimum train crewing standards that, nonetheless, the railroad carriers are still seeking to circumvent and impose single-person train crews across the nation through maneuvering under the Railway Labor Act; and

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

WHEREAS, because this oil train was crewed by three members of rail labor, an Engineer, a Conductor, and a Brakeperson, this crew was able to quickly respond to the catastrophe and prevent further damage to the environment and limit the risk to the public, and, therefore, be it

RESOLVED, before the Washington State Labor Council, AFL-CIO (WSLC) that additional qualified train crew members aboard trains provide the public with greater levels of safety, especially where dangerous commodities are involved, and provide manpower to open blocked grade crossings for emergency response vehicles needing to cross railroad tracks; and, be it further

RESOLVED, that the WSLC endorses the adoption of Federal Statutory and Regulatory provisions requiring all trains operating in the United States to be staffed with a crew of no fewer than two qualified persons, we respectfully urge both our U. S. Senators and all members of our Congressional Delegation to support minimum train crew size legislation; and, be it further

RESOLVED, that the WSLC strongly advocates and urges members of the Washington State Congressional and 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 bare minimum federal regulatory standards, when it is in the interest of localized safety to reduce risk to the public, rail workers or potential harm to the environment; and, be it finally

RESOLVED, that the WSLC urges all members of our state’s federal delegation to prioritize immediate enactment of rail safety legislation to prohibit railroad carriers from imposing perilous single-person train operations in our nation.



**RESOLUTION REGARDING WASHINGTON STATE RAILROAD OCCUPATIONAL AND PUBLIC SAFETY  
LEGISLATION AND REGULATION**

Resolution #2022.08

*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, the safety of railroad workers is of paramount concern including the following:

- Rail workers are among the only employees remaining without paid sick leave. Rail companies have imposed, without negotiation, attendance and availability policies subjecting workers to discipline and/or termination significantly contributing to chronic and acute fatigue;
- The Family and Medical Leave Act qualification threshold requirements do not consider the rail industry's unique work demands making it more difficult for rail workers to qualify for and use FMLA as intended by Congress with railroads artificially accelerating worker FMLA entitlements;
- Insufficient and/or poorly maintained walking surfaces, footpaths, and rail yard walkways also lead to worker injuries;
- Poor lighting conditions in and around rail yards and rail-adjacent industries;
- Unsafe conditions exist at train crew change points across our state;
- Lack of maintenance of tracks and critical rail appliances and infrastructure;
- Lack of switch and derail physical force operational standards and/or ergonomic standards;
- An unacceptable level of worker insurance protection caused by third parties;
- The lack of hours of service law for yardmasters, the "rail traffic controllers" of train yards;
- A nearly total indifference to along with a complete lack of compliance with nearly all COVID-19 and infectious disease prevention and sanitation protocols by Class 1 rail carriers operating in Washington State, placing rail workers and our families at increased risk of infection;
- No established state or federal occupational safety regulatory oversight of railroad operations; and

WHEREAS, an original exemption of railroad workers from Washington's Minimum Wage law [RCW 49.46.010 (g)] enacted in 1959 created a loophole allowing railroad carriers to require employees to work without compensation while engaged in territorial familiarization; additionally, this provision grants rail carriers an exemption from compliance 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 (OSHA) 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 and 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-19-related absences) or injuries, or to care for a family member, or bereavement purposes; as a result rail carrier discipline increased a whopping 43% in 2020, simultaneous with the COVID-19 pandemic resulting in 20% of our crew members being laid off their jobs because of the resulting economic downturn, under Precision Scheduled Railroading economic austerity measures, 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 safety:

- Enactment of The Safe Unpaid Leave Act for Washington Railroad Workers (SB 5065 – 2021-22), to 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 accelerated 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, creating a combined interagency rail safety task force to educate and advise the legislature; this task force should consist of staff members from all relevant state agencies, and be maintained under the supervision of the Washington State Utilities and Transportation Commission; and, be it further

RESOLVED, that the WSLC hereby declares legislation addressing such matters will continue to be a priority within the 2023 Washington State Labor Council's legislative agenda; and, be it finally

RESOLVED, that in consideration of the untimely passing of our Brother Shahraim C. Allen, we pledge to pursue and complete his unfinished work agenda by obtaining enactment of the Safe Unpaid Leave Act, enactment of the Safe Fatigue Layoff program, blocked railroad crossing legislation, and state train length limitations.

## **HEALTHCARE RESOLUTION FOR 2022 WSLC CONVENTION**

Resolution #2022.09

*Submitted by AFT Washington; Asian Pacific American Labor Alliance; Machinists District 751; Pride at Work, Puget Sound Advocates for Retirement Action, Retired Public Employees Council, UAW 4121; Washington Federation of State Employees/AFSCME Council 28; and Washington State Nurses Association*

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

WHEREAS, the COVID-19 pandemic has demonstrated and exacerbated severe racial inequities in health and access to health care and has reminded us of the fragility of employment-based health coverage and has demonstrated the effects of systematic racism in the severe inequities in access to health care and health outcomes for Black, Indigenous and other people of color, including infant and maternal mortality across all economic spectrums, life expectancy and deaths from COVID 19; and

WHEREAS, healthcare in the United States has the highest costs in the world, which continue to rise faster than wages and the cost of living, leaving 30 million uninsured people and over 80 million underinsured people struggling to get the care they need; 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, the AFL-CIO, at its 2022 convention, reaffirmed labor's long-standing commitment to make quality healthcare a basic right in the United States and its goal "to move forward a single payer system, like Medicare for All, that provides universal coverage using a social insurance model while retaining the critical role of worker's health plans" (Resolution 10); 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, delegates to every Washington State Labor Council convention since 2017 have affirmed their support for Medicare for All as a means of achieving affordable and equitable health care for everyone; and

WHEREAS, delegates to the 2021 Washington State Labor Council convention called for enactment of the State Based Universal Health Care Act of 2021 (HR 3775) to provide states the support and regulatory authority needed to implement universal healthcare plans at the state level; and

WHEREAS, the Biden Administration proposed important healthcare gains in its Build Back Better program, including lowering drug costs, extending the Affordable Care Act subsidies from the American Rescue Plan, closing the Medicaid coverage gap, expanding Medicare benefits (adding vision, dental and hearing), improving maternal health for communities of color, and investing in home and community-based services; and

WHEREAS, Washington State has created a Universal Health Care Commission to help design and lay the groundwork for a publicly financed universal health care plan for all Washingtonians, and

WHEREAS, Washington State has created the Health Care Cost Transparency Board and the Prescription Drug Affordability Board to help control healthcare costs; and

WHEREAS, it is important for the Labor Movement in Washington State to develop a unified voice in working with the Universal Health Care Commission, our state government, Congress and the Administration to achieve affordable and equitable care for all Washingtonians and all in our nation; and

WHEREAS, many members of the Labor Movement in Washington State have questions about how a universal health plan would affect the health benefits they have won through collective bargaining over the years; and

WHEREAS, any state-sponsored health plan should guarantee for all Washingtonians the highest standards of covered services, access and affordability that have been won by union workers through collective bargaining; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO help to initiate and lead a dialogue in the Labor Movement in 2022 and its Central Labor Councils on how best to achieve universal health care in our state, in order to advance the work of the Universal Health Care Commission and our healthcare champions in Congress; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO urge our federal legislators (1) to pass into law in 2022 the healthcare provisions of Build Back Better program, (2) to strengthen traditional Medicare and protect it from any and all efforts to privatize Medicare; 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.

## **RESOLUTION ON RACE AND THE LABOR MOVEMENT 4.0**

Resolution #2022.10

*Submitted by WSLC Racial Justice Committee and Executive Board*

WHEREAS, the purpose of this resolution is to review the work of WSLC on Race and the Labor Movement to date, including a summary of stated goals from previous resolutions, expansion of our work and share lessons learned to inform the future of Washington's labor movement; and

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC) was founded in 1919 as beacon for working people across WA state; and

WHEREAS, the majority of the first labor unions in WA state had a history of excluding workers by race and gender; and

WHEREAS, Black and brown working people in WA state and across the United States persisted, through organizing and non-violent action to gain rights and build power for all working people as outlined in WSLC publication “Race to Labor,” authored by Bill Fletcher, Jr. and Jackson Street Workers’ Mural; and

WHEREAS, the present-day WSLC Constitution charges affiliates to “combat resolutely the forces that seek to undermine the democratic institutions of our nation and to enslave the human soul... to strive always to win full respect for the dignity of the human individual whom our unions serve;” and

WHEREAS, delegates at the 2015 WSLC Convention passed a resolution to examine and address Race & Labor in Washington state and a call to action for the Labor Movement to look within ourselves, to address our shared history of racism and share a collective journey towards freedom; and

WHEREAS, a Race & Labor task force was created, assembled by the President and Secretary-Treasurer along with affiliated leaders of the WSLC, who developed a training that has been nationally recognized and would not have been possible without the support of affiliates; and

WHEREAS, the WSLC 2017 Resolution on Race and the Labor Movement 2.0 was passed, stating “race and the course of organized labor are inextricably bound and have been since workers made their first appearance on the shores of North America;” and

WHEREAS, the WSLC 2019 Resolution on Race and the Labor Movement 3.0 was passed, stating “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

WHEREAS, goals established in the 2017 and 2019 Resolutions on Race and the Labor Movement have been reached or exceeded, specifically:

- Publication of Race and Labor “narrative,” distributed to 100% of WSLC affiliates
- The WSLC Race & Labor program has reached ⅔ of affiliates and 100% of Central Labor Councils in the state
- Expanded the original 2016 workshop and “Train the Trainer” to multiple formats, including virtual and hybrid, intersectional organizing, and have localized our curriculum to meet the needs of every worker in every corner of our state, in conjunction with the CLC Network
- Developed a funding mechanism to support 37 Certified Race & Labor trainers to date, with at least 10 from Eastern WA and majority rank-and-file member leaders who are trained and ready to support conversations on racial solidarity in labor across the state
- The 2 hour Race & Labor workshop and corresponding materials are now fully bilingual in Spanish, thanks to our work with Interpreters United, Yakima and Southeast WA CLCs
- Hosting Black, Indigenous and people of color subject matter experts to introduce new topics and modules on Race & Labor for the WA labor movement, including but not limited to: De-escalation and Non-violent

action planning, Self-Care and Community Healing, Understanding the Racial Wealth Gap, Police Accountability, COVID-19 and Equity

- Hosted a Race & Labor Summit in 2018 with over one hundred (100) labor activists of color with a focus on younger rank-and-file activists
- Supported the Labor and Immigration Committee in the creation of the “Immigrant and Worker Justice Toolkit” and upcoming Immigrant Worker Summit which includes rapid response planning
- Supported the WSLC Legislative Team, in partnership with Gamblin Consults to create the “WSLC Racial Equity & Policy Toolkit”
- Built capacity at the WSLC by forming the Racial Justice Committee and creating both a Director of Racial and Gender Justice and a Digital Organizer position during the COVID-19 pandemic to expand the scope of work
- Began collecting demographic data and exploring best practices on collecting personal information of the membership, staff and leaders of all affiliates
- Institutionalized the practice of starting all WSLC events, in person and virtual, with a tribal land acknowledgement and Code of Conduct in order to invite our labor community to join in the continued learning, decolonization and acknowledgement of the historical violence of forced, unpaid labor by stolen people on stolen land; and

WHEREAS, in the year 2020, working people around the world were changed forever by the murder of Breonna Taylor, George Floyd, Monika Diamond, Manuel Ellis and Zoella “Zoey” Rose Martinez, too many to name, and the collective experience of multiple pandemics: from the first COVID-19 case in the United States located in Kirkland, WA, to ongoing racist police violence targeting Black Americans, racist targeting of Asian and Pacific Islander communities, and the reality of climate change impacting the future of our planet; and

WHEREAS, since 2020 additional resolutions were passed at WSLC state conventions, brought by AFL-CIO Constituency Groups, committees and communities most impacted (including but not limited to):

- RESOLUTION ON CONDEMNING API RACISM AND XENOPHOBIA DURING THE COVID-19 PANDEMIC AND BEYOND (Resolution #20.4) Submitted by APALA
- RESOLUTION IN SUPPORT OF POLICING REFORM (Resolution 20.18) Submitted by the SEIU Healthcare 1199NW
- RESOLUTION REGARDING RACIAL JUSTICE, DIVERSITY, EQUITY AND INCLUSION IN WASHINGTON STATE (Resolution #21.11) Submitted by the WSLC Executive Board
- Full Equity review of the WSLC Constitution, including gender-neutral language and new Oath of Office for elected leadership; and

WHEREAS, the 2020 Census found that WA State has over 1/3 Black, Indigenous and residents of color, with Yakima, Franklin and Adams counties now majority BIPOC from rise in Latino/a/x and Asian and Pacific Islander community growth. MLK County is not far behind, following the national trend to reach majority BIPOC for working age youth and adults by 2032; and

WHEREAS, Washington has the 10th highest rate of income inequality in the US, with Seattle-Tacoma-Bellevue metro area with the widest gap in the state, with the top one percent making 24.7 times more than the rest of the earners; and

WHEREAS, contrary to the national trend, through the pandemic WA state's union membership rate increased to 19 percent of the total workforce in 2021, up from 17.4 percent in 2020, making our state the third highest union dense in the country; and

WHEREAS, union jobs provide higher wages, affordable health and dental care, job and retirement security, studies have also shown that union jobs also help close the racial wealth gap and bring equal pay across gender to workplaces where a collective bargaining agreement is present; and

WHEREAS, we can grow our movement by making our workplaces and unions more welcoming to all, particularly to workers who have been historically excluded; and

WHEREAS, President Larry Brown and Secretary-Treasurer April Sims stated "this pandemic and the wave of heightened union activism has ignited a fire in us all. As workers strike, walk off the job, and take to the streets to demand our voices be heard, we are reminded of our power. Working people joining together in solidarity with co-workers of all colors and backgrounds won increased wages, strengthened safety protections, better benefits, and a fair return on our work. There is dignity in all work and working people have demanded and are winning respect. As we grow and build a stronger anti-racist labor movement, more workers will win. Our power lies in our ability to come together in union – across race and place – because the union makes us strong"; now, therefore be it

RESOLVED, that this resolution be immediately circulated to the National AFL-CIO, 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; and be it further

RESOLVED, the WSLC Executive Board will continue to include racial equity framework in their annual strategic planning process and quarterly meetings in order to identify ongoing measurables and indicators of progress that helps our labor movement better understand and celebrate culture shift in our movement; and be it further

RESOLVED, the WSLC Leadership and Racial Justice Committee meet with Constituency Groups, equity-based committees of affiliates and community partners in order to review our work to date and gain feedback on how we can better align our work with communities most impacted; and be it further

RESOLVED, the WSLC renews its support of the 2017 Resolution in Support of Council Fire, proclaiming solidarity with Indigenous Peoples, the original occupants of the Americas and in support of the formation of a constituency group for Indigenous labor; and be it further

RESOLVED, the WSLC continue to resource and capacitate the continued success of the Race & Labor program and racial equity across the entire organization by creating a fundraising plan within one year of passing this resolution, including a timeline and strategy to double the current Education and Organizing budgets of WSLC; and be it further

RESOLVED, the WSLC review and create a process to expand the Race & Labor certification and stipend for rank-and-file members with a focus on broadening diverse leadership by 2025; and be it further

RESOLVED, the WSLC host a Race & Labor Celebration, inviting certified trainers from across the state, individuals and organizations who have supported and embody the Culture Shift we see happening in WA state's labor movement today; and be it finally

RESOLVED, the WSLC urges every union member, union leader and labor organization in WA state to take on the work of Race & Labor because change within our movement at all levels and within our organizations is necessary, and that this will be central to the mission of the WSLC’s Race & Labor work.

**CLARIFYING ADVANCE SUBMISSION OF CONSTITUTIONAL AMENDMENTS**

Resolution #2022.11

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, Section 17.3 of the constitution sets the deadline for submitting a resolution that proposes to amend the constitution; and

WHEREAS, Section 4.31 of the constitution sets the deadline for resolutions generally and allows for the consideration of late resolutions; and

WHEREAS, the deadline for constitutional amendments outranks both the general deadline and the provisions for late resolutions, but that isn’t obvious when reading section 4.31; and

WHEREAS, it would be helpful for the reader to see that the deadline for constitutional amendments is different when reading section 4.31; now, therefore, be it

RESOLVED, that constitution section 4.31, Resolutions from affiliates, be amended by adding, “A resolution that proposes to amend the constitution must satisfy the requirements of **17.3** and cannot be considered as a late resolution.”

**Effect**

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4.31 <b>Resolutions from affiliates.</b> A resolution submitted by an affiliate must be postmarked, hand-delivered, or sent electronically to the secretary-treasurer at least 30 days prior to the opening of the convention. The resolution must bear the seal of the affiliate if available. The secretary-treasurer will send paper or electronic copies of all timely resolutions 14 days prior to the convention to all delegates whose credentials have been received at that time. If approved by previous action of an affiliate, the affiliate may present a resolution that is not timely to the convention before the close of the last meeting on the first day; a two-thirds vote is required to allow consideration of the late resolution.</p>	<p>4.31 <b>Resolutions from affiliates.</b> A resolution submitted by an affiliate must be postmarked, hand-delivered, or sent electronically to the secretary-treasurer at least 30 days prior to the opening of the convention. The resolution must bear the seal of the affiliate if available. The secretary-treasurer will send paper or electronic copies of all timely resolutions 14 days prior to the convention to all delegates whose credentials have been received at that time. If approved by previous action of an affiliate, the affiliate may present a resolution that is not timely to the convention before the close of the last meeting on the first day; a two-thirds vote is required to allow consideration of the late resolution. <u>A resolution that proposes to amend the constitution must satisfy the requirements of <b>17.3</b> and cannot be considered as a late resolution.</u></p>	<p>4.31 <b>Resolutions from affiliates.</b> A resolution submitted by an affiliate must be postmarked, hand-delivered, or sent electronically to the secretary-treasurer at least 30 days prior to the opening of the convention. The resolution must bear the seal of the affiliate if available. The secretary-treasurer will send paper or electronic copies of all timely resolutions 14 days prior to the convention to all delegates whose credentials have been received at that time. If approved by previous action of an affiliate, the affiliate may present a resolution that is not timely to the convention before the close of the last meeting on the first day; a two-thirds vote is required to allow consideration of the late resolution. A resolution that proposes to amend the constitution must satisfy the requirements of <b>17.3</b> and cannot be considered as a late resolution.</p>



**DELEGATE VOTING DURING ROLL-CALL VOTES**

Resolution #2022.12

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, during a roll-call vote at a convention, the chair of each local casts the votes for the entire local initially, but instead any delegate can require the local’s delegates to cast their portion of the votes individually; and

WHEREAS, a delegate of a local should be able to ensure that the chair of their delegation casts the votes correctly; and

WHEREAS, no delegate outside of the local should be able to dictate how that local’s delegates vote; now, therefore, be it

RESOLVED, that constitution section 4.24, Local union voting during a roll-call vote, be amended by striking out “If any delegate doubts the vote as cast by the delegation chair, the members of the delegation will be polled and will cast their votes individually” and inserting “But if any member of the local union’s delegation requests it, the delegates of that local will cast their votes individually”.

**Effect**

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4.24 <b>Local union voting during a roll-call vote.</b> During a roll-call vote, the chair of the delegation of each local union will cast all of the votes for the local. If any delegate doubts the vote as cast by the delegation chair, the members of the delegation will be polled and will cast their votes individually.</p>	<p>4.24 <b>Local union voting during a roll-call vote.</b> During a roll-call vote, the chair of the delegation of each local union will cast all of the votes for the local. <del>If any delegate doubts the vote as cast by the delegation chair, the members of the delegation will be polled and</del> <u>But if any member of the local union’s delegation requests it, the delegates of that local</u> will cast their votes individually.</p>	<p>4.24 <b>Local union voting during a roll-call vote.</b> During a roll-call vote, the chair of the delegation of each local union will cast all of the votes for the local. <u>But if any member of the local union’s delegation requests it, the delegates of that local will cast their votes individually.</u></p>

**AFL-CIO APPROVAL OF ELECTRONIC CONVENTION**

Resolution #2022.13

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, the convention adopted a revision of the constitution in September 2020; and

WHEREAS, the president of the AFL-CIO approved the revised constitution subject to several changes; and

WHEREAS, the constitution must be amended to ensure compliance with the AFL-CIO Rules Governing State Central Bodies and the approval letter from the president of the AFL-CIO; now, therefore, be it

RESOLVED, that constitution section 4.4, Electronic convention, be amended by adding a comma and “with approval of the president of the AFL-CIO.”

**Effect**

Current Wording	Proposed Amendment	If Adopted, Will Read
4.4 <b>Electronic convention.</b> In an emergency, the convention may be held by audio or video teleconference by a two-thirds vote of the executive board.	4.4 <b>Electronic convention.</b> In an emergency, the convention may be held by audio or video teleconference by a two-thirds vote of the executive board, <u>with approval of the president of the AFL-CIO.</u>	4.4 <b>Electronic convention.</b> In an emergency, the convention may be held by audio or video teleconference by a two-thirds vote of the executive board, with approval of the president of the AFL-CIO.

**EX-OFFICIO DELEGATES MAY NOT VOTE AT CONVENTION**

Resolution #2022.14

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, the convention adopted a revision of the constitution in September 2020; and

WHEREAS, the president of the AFL-CIO approved the revised constitution subject to several changes; and

WHEREAS, the constitution must be amended to ensure compliance with the AFL-CIO Rules Governing State Central Bodies and the approval letter from the president of the AFL-CIO; now, therefore, be it

RESOLVED, that constitution section 4.18, Officers, be amended by striking out “with one vote during a roll-call vote” and inserting “but may not vote.”

**Effect**

Current Wording	Proposed Amendment	If Adopted, Will Read
4.18 <b>Officers.</b> Each officer of the council who is not a credentialed delegate of an affiliate may be a delegate with one vote during a roll-call vote.	4.18 <b>Officers.</b> Each officer of the council who is not a credentialed delegate of an affiliate may be a delegate <del>with one vote during a roll-call vote</del> <u>but may not vote.</u>	4.18 <b>Officers.</b> Each officer of the council who is not a credentialed delegate of an affiliate may be a delegate but may not vote.

**CLARIFY DELEGATE UNION MEMBERSHIP**

Resolution #2022.15

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, the convention adopted a revision of the constitution in September 2020; and

WHEREAS, the president of the AFL-CIO approved the revised constitution subject to several changes; and

WHEREAS, the constitution must be amended to ensure compliance with the AFL-CIO Rules Governing State Central Bodies and the approval letter from the president of the AFL-CIO; and

WHEREAS, the organization of the constitution is improved when all provisions relating to the requirement of local union membership are in one place; now, therefore, be it

RESOLVED, that constitution section 4.13, Local union delegates, be amended by striking out, “A delegate from a local union must be a member in good standing of that local union”; and be it finally

RESOLVED, that constitution section 4.20, Union membership required, be amended by substituting:

- 4.20 **Union membership required.** A delegate must be a member in good standing of a local union that is affiliated with this council, subject to the exceptions given in the AFL-CIO Rules Governing State Central Bodies. A delegate of a local union must also be a member in good standing of that local union. A delegate of an organization described in **3.1(d)** through **3.1(f)** must also be a member in good standing of a local union affiliated with that organization.

**Effect**

Current Wording	Proposed Amendment	If Adopted, Will Read																														
<p>4.13 <b>Local union delegates.</b> A delegate from a local union must be a member in good standing of that local union. Each local union affiliated with the council is entitled to the number of delegates shown here:</p> <table border="1"> <thead> <tr> <th>MEMBERS</th> <th>DELEGATES</th> </tr> </thead> <tbody> <tr> <td>1-175</td> <td>2</td> </tr> <tr> <td>176-375</td> <td>3</td> </tr> <tr> <td>376-750</td> <td>4</td> </tr> <tr> <td>751 or more</td> <td>5 plus 1 for each additional 500 members above 751</td> </tr> </tbody> </table>	MEMBERS	DELEGATES	1-175	2	176-375	3	376-750	4	751 or more	5 plus 1 for each additional 500 members above 751	<p>4.13 <b>Local union delegates.</b> <del>A delegate from a local union must be a member in good standing of that local union.</del> Each local union affiliated with the council is entitled to the number of delegates shown here:</p> <table border="1"> <thead> <tr> <th>MEMBERS</th> <th>DELEGATES</th> </tr> </thead> <tbody> <tr> <td>1-175</td> <td>2</td> </tr> <tr> <td>176-375</td> <td>3</td> </tr> <tr> <td>376-750</td> <td>4</td> </tr> <tr> <td>751 or more</td> <td>5 plus 1 for each additional 500 members above 751</td> </tr> </tbody> </table>	MEMBERS	DELEGATES	1-175	2	176-375	3	376-750	4	751 or more	5 plus 1 for each additional 500 members above 751	<p>4.13 <b>Local union delegates.</b> Each local union affiliated with the council is entitled to the number of delegates shown here:</p> <table border="1"> <thead> <tr> <th>MEMBERS</th> <th>DELEGATES</th> </tr> </thead> <tbody> <tr> <td>1-175</td> <td>2</td> </tr> <tr> <td>176-375</td> <td>3</td> </tr> <tr> <td>376-750</td> <td>4</td> </tr> <tr> <td>751 or more</td> <td>5 plus 1 for each additional 500 members above 751</td> </tr> </tbody> </table>	MEMBERS	DELEGATES	1-175	2	176-375	3	376-750	4	751 or more	5 plus 1 for each additional 500 members above 751
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Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4.20 <b>Union membership required.</b> A delegate from a central, area, or local labor council, department council, or other affiliated organization—listed in <b>3.1(d)</b> through <b>3.1(f)</b>—must be a member of a local union affiliated with such organization and this council.</p>	<p>4.20 <b>Union membership required.</b> <del>A delegate from a central, area, or local labor council, department council, or other affiliated organization—listed in <b>3.1(d)</b> through <b>3.1(f)</b>—must be a member of a local union affiliated with such organization and this council.</del>  <u>A delegate must be a member in good standing of a local union that is affiliated with this council, subject to the exceptions given in the AFL-CIO Rules Governing State Central Bodies. A delegate of a local union must also be a member in good standing of that local union. In addition, a delegate of an organization described in <b>3.1(d)</b> through <b>3.1(f)</b> must be a member in good standing of a local union affiliated with that organization.</u></p>	<p>4.20 <b>Union membership required.</b> A delegate must be a member in good standing of a local union that is affiliated with this council, subject to the exceptions given in the AFL-CIO Rules Governing State Central Bodies. A delegate of a local union must also be a member in good standing of that local union. In addition, a delegate of an organization described in <b>3.1(d)</b> through <b>3.1(f)</b> must be a member in good standing of a local union affiliated with that organization.</p>

## INFORMATION FOR CONVENTION

Resolution #2022.16

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, the convention adopted a revision of the constitution in September 2020; and

WHEREAS, the president of the AFL-CIO approved the revised constitution subject to several changes; and

WHEREAS, the constitution must be amended to ensure compliance with the AFL-CIO Rules Governing State Central Bodies and the approval letter from the president of the AFL-CIO; now, therefore, be it

RESOLVED, that the constitution be amended by inserting a new section after the existing section 4.4 to read as follows, renumbering the subsequent sections accordingly:

- 4.5 **Convention information.** The council will maintain a list of information pertaining to each convention, starting the day the notice of the convention is sent to the affiliates and continuing until the end of the convention. The list must be updated when new information is received until the day prior to the opening of the convention. An officer of an affiliate may inspect the list prior to the end of the convention. Before the convention, the list may be inspected at the place where the council's records are kept; during the convention, the list may be inspected at the location of the convention. The list of information must include
- a) the name and mailing address of each officer of the council
  - b) the name and mailing address of each affiliate of the council
  - c) the name of each principal officer of each affiliate of the council
  - d) for each affiliate that is a local union, the voting strength of the local union
  - e) the number of delegates to which each affiliate is entitled
  - f) the name and mailing address of each delegate

and be it finally

RESOLVED, that the existing section 4.5 in the constitution, titled "Notice", be amended by striking out "and (d) the voting strength of the affiliate" and inserting "(d) the voting strength of the affiliate, and (e) the availability of the list of information described in 4.5."

### Effect

Current Wording	Proposed Amendment	If Adopted, Will Read
	<p>4.5 <b>Convention information.</b> <u>The council will maintain a list of information pertaining to each convention, starting the day the notice of the convention is sent to the affiliates and continuing until the end of the convention. The list must be updated when new information is received until the day prior to the opening of the convention. An officer of an affiliate may inspect the list prior to the end of the convention. Before</u></p>	<p>4.5 <b>Convention information.</b> The council will maintain a list of information pertaining to each convention, starting the day the notice of the convention is sent to the affiliates and continuing until the end of the convention. The list must be updated when new information is received until the day prior to the opening of the convention. An officer of an affiliate may inspect the list prior to the end of the convention. Before</p>

	<p><u>the convention, the list may be inspected at the place where the council's records are kept; during the convention, the list may be inspected at the location of the convention. The list of information must include</u></p> <p>a) <u>the name and mailing address of each officer of the council</u></p> <p>b) <u>the name and mailing address of each affiliate of the council</u></p> <p>c) <u>the name of each principal officer of each affiliate of the council</u></p> <p>d) <u>for each affiliate that is a local union, the voting strength of the local union</u></p> <p>e) <u>the number of delegates to which each affiliate is entitled</u></p> <p>f) <u>the name and mailing address of each delegate</u></p>	<p>the convention, the list may be inspected at the place where the council's records are kept; during the convention, the list may be inspected at the location of the convention. The list of information must include</p> <p>a) the name and mailing address of each officer of the council</p> <p>b) the name and mailing address of each affiliate of the council</p> <p>c) the name of each principal officer of each affiliate of the council</p> <p>d) for each affiliate that is a local union, the voting strength of the local union</p> <p>e) the number of delegates to which each affiliate is entitled</p> <p>f) the name and mailing address of each delegate</p>
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Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4.5 <b>Notice.</b> The secretary-treasurer must notify each affiliate at least 90 days prior to the opening of a regular convention and at least 60 days prior to the opening of a special convention. The notice must contain (a) the date of the convention, (b) the place of the convention, (c) the number of delegates to which the affiliate is entitled, and (d) the voting strength of the affiliate. The notice for a special convention must also include the subjects to be considered at the convention.</p>	<p><del>4.5</del> <u>4.6</u> <b>Notice.</b> The secretary-treasurer must notify each affiliate at least 90 days prior to the opening of a regular convention and at least 60 days prior to the opening of a special convention. The notice must contain (a) the date of the convention, (b) the place of the convention, (c) the number of delegates to which the affiliate is entitled, <del>and</del> (d) the voting strength of the affiliate, <u>and (e) the availability of the list of information described in 4.5.</u> The notice for a special convention must also include the subjects to be considered at the convention.</p>	<p>4.6 <b>Notice.</b> The secretary-treasurer must notify each affiliate at least 90 days prior to the opening of a regular convention and at least 60 days prior to the opening of a special convention. The notice must contain (a) the date of the convention, (b) the place of the convention, (c) the number of delegates to which the affiliate is entitled, <del>and</del> (d) the voting strength of the affiliate, and (e) the availability of the list of information described in <b>4.5</b>. The notice for a special convention must also include the subjects to be considered at the convention.</p>

**COMPENSATION FOR OFFICERS DETERMINED BY BOARD**

Resolution #2022.17

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, the executive board works closely with the president and secretary-treasurer; and

WHEREAS, the executive board is in the best position to evaluate the salaries and benefits established for these executive officers; and

WHEREAS, compensation decisions sometimes need to be made before the next annual convention; and

WHEREAS, the delegates should be informed of changes in the salaries of the president and secretary-treasurer; now, therefore, be it

RESOLVED, that constitution section 8.9, Compensation for officers, be amended by substituting:

- 8.9 **Compensation for officers.** The executive board will establish the salaries and benefits of the president and secretary-treasurer. The executive board will report to each regular convention, and this report will be read aloud during the convention and must include the current salaries of the president and secretary-treasurer and any changes in these salaries since the previous regular convention.

**Effect**

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>8.9 <b>Compensation for officers.</b> The executive board will establish the salaries and benefits of the president and secretary-treasurer, subject to the prior approval by the convention.</p>	<p>8.9 <b>Compensation for officers.</b> The executive board will establish the salaries and benefits of the president and secretary-treasurer, <del>subject to the prior approval by the convention.</del> <u>The executive board will report to each regular convention, and this report will be read aloud during the convention and must include the current salaries of the president and secretary-treasurer and any changes in these salaries since the previous regular convention.</u></p>	<p>8.9 <b>Compensation for officers.</b> The executive board will establish the salaries and benefits of the president and secretary-treasurer. The executive board will report to each regular convention, and this report will be read aloud during the convention and must include the current salaries of the president and secretary-treasurer and any changes in these salaries since the previous regular convention.</p>

**EXECUTIVE BOARD CANNOT MAKE ENDORSEMENTS**

Resolution #2022.18

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, the COPE bylaws allow the Washington State Labor Council executive board to make or revoke endorsements in specific circumstances; and

WHEREAS, the AFL-CIO Rules Governing State Central Bodies do not allow the executive board to take actions regarding endorsements, but they do allow the committee on political education to make endorsements when authorized by the council; and

WHEREAS, the COPE bylaws must be amended to be in compliance with the Rules Governing State Central Bodies; and

WHEREAS, there should be the option to revoke an endorsement any time after making the endorsement instead of only after a candidate has been elected; now, therefore, be it

RESOLVED, that COPE bylaws article V, City/County Congressional COPEs, section 3 be amended by striking out “or by executive board between conventions” and inserting “or, when authorized by the executive board, by statewide COPE between conventions”; and be it further

RESOLVED, that COPE bylaws article V, City/County Congressional COPEs, section 4 be amended by striking out “to Statewide COPE for its consideration and action, or by the WSLC Executive Board between conventions” and inserting “to the Washington State Labor Council for its consideration and action at convention or, when authorized by the executive board, by statewide COPE between conventions”; and be it finally

RESOLVED, that COPE bylaws article VIII, Endorsements, clause 8 be amended by striking out “The executive board of the Washington State Labor Council, AFL-CIO, shall have authority, by a two-thirds vote of the members present, to withdraw any endorsement previously made, if, after being elected, the candidate’s conduct and voting record does not merit continued support” and inserting “When authorized by the executive board of the Washington State Labor Council, statewide COPE may, by a two-thirds vote of the members present, withdraw any endorsement previously made, if, after being endorsed, the candidate’s conduct or voting record does not merit continued support”.

**Effect**

COPE Bylaws, Article V, City/County Congressional COPEs

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>3. County, city and congressional district COPEs shall not take positive final action on matters of statewide legislative policy, but instead shall, acting through their Central/Area Labor Councils, refer all recommendations on legislation to the Washington State Labor Council for its consideration and action at convention or by executive board between conventions.</p>	<p>3. County, city and congressional district COPEs shall not take positive final action on matters of statewide legislative policy, but instead shall, acting through their Central/Area Labor Councils, refer all recommendations on legislation to the Washington State Labor Council for its consideration and action at convention <del>or by executive board</del> <u>or, when authorized by the executive board, by statewide COPE</u> between conventions.</p>	<p>3. County, city and congressional district COPEs shall not take positive final action on matters of statewide legislative policy, but instead shall, acting through their Central/Area Labor Councils, refer all recommendations on legislation to the Washington State Labor Council for its consideration and action at convention or, when authorized by the executive board, by statewide COPE between conventions.</p>

COPE Bylaws, Article V, City/County Congressional COPEs

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4. County and city COPE shall not take independent final action on endorsements for appointive political or public positions of a statewide nature, but instead shall refer their recommendations through the Central/Area Labor Council to Statewide COPE for its consideration and action, or by the WSLC Executive Board between conventions.</p>	<p>4. County and city COPE shall not take independent final action on endorsements for appointive political or public positions of a statewide nature, but instead shall refer their recommendations through the Central/Area Labor Council <del>to Statewide COPE for its consideration and action, or by the WSLC Executive Board between conventions</del> <u>to the Washington State Labor Council for its consideration and action at convention or, when authorized by the executive board, by statewide COPE between conventions.</u></p>	<p>4. County and city COPE shall not take independent final action on endorsements for appointive political or public positions of a statewide nature, but instead shall refer their recommendations through the Central/Area Labor Council to the Washington State Labor Council for its consideration and action at convention or, when authorized by the executive board, by statewide COPE between conventions.</p>

COPE Bylaws, Article VIII, Endorsements

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>8. Endorsements of candidates, made pursuant to the above procedures, are for that particular election and shall not constitute any endorsement of that individual for succeeding elections.</p> <p>The executive board of the Washington State Labor Council, AFL-CIO, shall have authority, by a two-thirds vote of the members present, to withdraw any endorsement previously made, if, after being elected, the candidate's conduct and voting record does not merit continued support. Such withdrawal shall be communicated to the public officeholder in writing by the chairperson.</p>	<p>8. Endorsements of candidates, made pursuant to the above procedures, are for that particular election and shall not constitute any endorsement of that individual for succeeding elections.</p> <p><del>The executive board of the Washington State Labor Council, AFL-CIO, shall have authority</del> <u>When authorized by the executive board of the Washington State Labor Council, statewide COPE may</u>, by a two-thirds vote of the members present, <del>to</del> withdraw any endorsement previously made, if, after being <del>elected</del> <u>endorsed</u>, the candidate's conduct <del>and or</del> voting record does not merit continued support. Such withdrawal shall be communicated to the public officeholder in writing by the chairperson.</p>	<p>8. Endorsements of candidates, made pursuant to the above procedures, are for that particular election and shall not constitute any endorsement of that individual for succeeding elections.</p> <p>When authorized by the executive board of the Washington State Labor Council, statewide COPE may, by a two-thirds vote of the members present, withdraw any endorsement previously made, if, after being endorsed, the candidate's conduct or voting record does not merit continued support. Such withdrawal shall be communicated to the public officeholder in writing by the chairperson.</p>

**STATEWIDE COPE CAN MAKE ENDORSEMENTS**

Resolution #2022.19

*Submitted by WSLC Constitution and Bylaws Committee*

WHEREAS, the COPE bylaws allow endorsements to be made by a convention; and

WHEREAS, occasionally there is a need to make an endorsement between conventions, such as during a special election or when an endorsed candidate does not advance through a primary election; and

WHEREAS, the AFL-CIO Rules Governing State Central Bodies allow a statewide COPE to make endorsements when authorized by the state council; now, therefore, be it

RESOLVED, that COPE bylaws article VIII, Endorsements, be amended by inserting a new clause after the existing clause 8 to read as follows, renumbering the subsequent clauses accordingly:

- 9. In addition to the procedures given above, statewide COPE can make or rescind an endorsement when authorized to do so by the executive board of the Washington State Labor Council. A two-thirds vote is required to make or rescind an endorsement by statewide COPE.



**Effect**

COPE Bylaws, Article V, City/County Congressional COPEs

Current Wording	Proposed Amendment	If Adopted, Will Read
	<u>9. In addition to the procedures given above, statewide COPE can make or rescind an endorsement when authorized to do so by the executive board of the Washington State Labor Council. A two-thirds vote is required to make or rescind an endorsement by statewide COPE.</u>	9. In addition to the procedures given above, statewide COPE can make or rescind an endorsement when authorized to do so by the executive board of the Washington State Labor Council. A two-thirds vote is required to make or rescind an endorsement by statewide COPE.

**RESOLUTION ON THE PHILIPPINES**

Resolution #2022.20

*Submitted by APALA Seattle Chapter*

WHEREAS, the progressive US labor movement has a long history of building solidarity with the Philippine labor movement extending back to the 1930’s under the leadership of Filipino and other Asian American labor leaders involved in organizing agricultural and Alaska cannery workers and continued by assassinated ILWU leaders, Silme Domingo and Gene Viernes in the 1980’s;

WHEREAS, this important history and solidarity was built on our common struggle of defending labor rights including the right to organize unions, fighting for equality, opposing repression in the Philippines and promoting international solidarity in the US; and

WHEREAS, as a result of this work both our movements have faced repression and devastating losses meant to stop our organizing and international solidarity work especially during the era under the US government-backed regime of Ferdinand and Imelda Marcos; and

WHEREAS, the present political situation in the Philippines under President Rodrigo Duterte’s administration is alarming in its drift to repression indicated by escalating incidents of extrajudicial killings committed under Duterte’s war against drugs and ranges between 6,000 to more than 20,000 mostly poor drug-involved suspects killed in police operations; and

WHEREAS, the Duterte administration has suppressed press freedom and continues his concerted attempts to silence all those who oppose his policies as represented in the recent charges of sedition against Vice President Leni Robredo, Senator Risa Hontiveros, religious leaders, human rights leaders and other May 2019 opposition candidates; and

WHEREAS, Duterte’s assault on workers’ human rights have resulted in five deaths of labor-related personalities and 43 labor related deaths recorded by local labor groups and reported to the International Labour Organization (ILO); and

WHEREAS, the Philippines has been ranked as among the world’s worst countries to work in, according to the Global Workers’ Rights Index in 2018 and 2019; and

WHEREAS, the two top issues affecting conditions of Philippine workers is security of tenure called “ENDO” (end of contract) and contractualization of labor – both which have depressed wages and benefits and weakened workers’ bargaining power and ability to organize workers into unions; and

WHEREAS, even in light of these conditions, workers in the Philippines continue to fight for workers’ rights and organize themselves into unions such as the workers at Citra Mina Groups of Companies who fish and export tuna and ZAGU Food Corporation and NutriAsia workers who produce food products; and

WHEREAS, the Philippine labor movement, despite difficulties posed by decline in both union membership and successfully negotiated collective bargaining agreements, continues to call for a unified voice for Philippine workers especially in the face of intensified repression and extrajudicial killings as represented by the largest labor coalition in the Philippines, Nagkaisa; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO recognize the importance of continuing to exercise solidarity with the Philippine labor movement and to support the various struggles that Philippine workers are involved in to end “ENDO” and labor contractualization such as the struggles at Citra Mina, Zagu and NutriAsia; and be it further

RESOLVED, Publicly join the voices of resistance being raised in the Philippines and internationally to stop extra-judicial killings and violation of the human and democratic rights of the poor, the media and the political opposition to the Duterte and incoming Marcos administrations; and be it further

RESOLVED, Write a letter to the ILO that they continue to press the Philippine government to investigate the deaths related to labor and hold the perpetrators accountable and to ensure labor rights; and be it further

RESOLVED, Demand Congressional representatives to base US-Philippines relations on respect for human rights, including the rights of workers to organize free of repression.

## **PROTECTING WORKERS’ PRIVATE COMMUNICATION WITH THEIR UNION**

Resolution #2022.21

*Submitted by the Washington Federation of State Employees, AFSCME Council 28*

WHEREAS, the relationship between an employee and their steward and union is foundational in protecting the rights of workers; and

WHEREAS, Union stewards are trusted coworkers who can help members understand and enforce their rights, help resolve workstyle differences between management and worker, and address issues before they escalate to discipline and termination; and

WHEREAS, in addition to workplace concerns, union staff and stewards work with members who face discrimination due to language ability; have experienced stalking on the job; or live with a disability and need accommodation as protected by law; and

WHEREAS, this work includes interviewing the worker on sensitive information, taking detailed notes on personal circumstances, developing timelines, and reviewing emails with confidential information, similar to interactions with a personal attorney; and

WHEREAS, Unions have a fiduciary responsibility to their membership to bring grievances that are supported by evidence, where getting complete and comprehensive information is critical; and

WHEREAS, in Washington State, employee/union communications currently have no legal protections for confidentiality the way spouses, attorneys, clergy, and peer support counselors do; and

WHEREAS, that the Washington Federation of State Employees, AFSCME Council 28 has voted to pursue legislation making technical changes to Washington State law that would add "union representative" to the list of entities who cannot be required to divulge details of private conversations such as communications between the representative union and represented individuals, or other internal union communications related to the representation of its members; now, therefore, be it

RESOLVED that the Washington State Labor Council, AFL-CIO join WFSE/AFSCME Council 28 and other public sector unions in pursuing legislation that protects communications between the Union and its members and make the issue a legislative priority.

### **REQUIRING LABOR STANDARDS ON ALL STATE TAX INCENTIVES**

Resolution #2022.22

*Submitted by IBEW Local 191*

WHEREAS, it is in the public interest to extend or provide tax incentives to businesses and/or developers to encourage growth in Washington State; and

WHEREAS, currently many tax incentive policies do not require labor standards of any kind; and

WHEREAS, tax incentives are meant to be additive and not subtractive to communities impacted by such incentives; and

WHEREAS, labor standards create and demonstrate a commitment to the workers in Washington State; and

WHEREAS, project labor agreements, community workforce agreements and other similar agreements like collective bargaining agreements, level the playing field between union and non-union contractors; now, therefore, be it

RESOLVED, that the Washington State Labor Council will advocate legislatively for the implementation of prevailing wage and apprenticeship utilization standards for state tax incentives or tax breaks and grants for businesses and/or developers for construction in this state, and be it further

RESOLVED, that the Washington State Labor Council will inform and encourage support from affiliated unions to support such legislation.

**SUPPORTING A WASHINGTON STATE COMMITTEE FOR A CONSTITUTIONAL AMENDMENT PROHIBITING  
RIGHT-TO-WORK LEGISLATION**

Resolution #2022.23

*Submitted by IBEW Local 191*

WHEREAS, we are all members of labor unions that support the right of workers to collectively bargain; and

WHEREAS, "right-to-work" legislation is an affront to workers everywhere; and

WHEREAS, organized labor is under constant attack from anti-worker groups, political parties, and legislation; and

WHEREAS, the state of Illinois recently passed a state constitutional amendment prohibiting such antiworker legislation; and

WHEREAS, other states that have anti-worker laws in place that hurt workers and labor unions; now, therefore, be it

RESOLVED, that the Washington State Labor Council will advocate for and support the formation of a committee for a State Constitutional Amendment to prohibit "right to work" anti-worker legislation; and be it further

RESOLVED, that this committee will identify key language for such an amendment, communicate with legislators, and develop a long-term plan for such an amendment; and be it finally

RESOLVED, that the affiliate members of the Washington State Labor Council, AFL-CIO shall prioritize this committee and participate and support the committee's efforts.

**REQUIRING LICENSED AND BONDED ELECTRICAL CONTRACTORS FOR ALL COMMERCIAL ELECTRICAL  
WORK PERFORMED**

Resolution #2022.24

*Submitted by IBEW Local 191*

WHEREAS, electrical contractors are required to have bonds and insurance to perform electrical work; and

WHEREAS, currently in Washington State, a property owner may legally perform commercial and industrial electrical work on property they own without any education, knowledge of safe practices and best-known-methods; and

WHEREAS, public safety and end-user safety is a top priority for this state and the Washington State Labor Council; and

WHEREAS, licensed electrical contractors performing such commercial work would create more apprenticeship opportunities and spur workforce development within our communities and the state of Washington; and

WHEREAS, electrical contractors have certified, qualified and competent, state-licensed electrical workers under their employ; and

WHEREAS, many of these self-performed electrical installations are sub-standard and may present a danger to the public; now, therefore, be it

RESOLVED, that the Washington State Labor Council will convene a committee on commercial electrical permitting reform; and be it further

RESOLVED, that the Washington State Labor Council will support and advocate for legislation produced by the committee; and be it finally

RESOLVED, that the Washington State Labor Council will inform and encourage support from affiliated unions to support the committee's work.

## **RESOLUTION IN SUPPORT OF REPRODUCTIVE JUSTICE AND ABORTION RIGHTS**

Resolution #2022.25

*Submitted by WSLC Executive Board*

WHEREAS, the Constitution of the Washington State Labor Council, AFL-CIO calls us to “pledge ourselves to the more effective organization of working people; to securing full recognition and enjoyment of the rights to which they are justly entitled... to the attainment of security for all the people; to the enjoyment of the leisure which their skills make possible; and to the strengthening and extension of our way of life and the fundamental freedoms which are the basis of our democratic society”; and

WHEREAS, in the *Dobbs v. Jackson Women's Health Organization* opinion, the Supreme Court revoked a constitutional right to abortion that has been formally recognized for 50 years, directly challenging the basic rights of bodily autonomy and equal protection that the labor movement exists to defend and that are essential to our freedom; and

WHEREAS, delegates to the Washington State Labor Council in 2016 and 2019 Conventions affirmed their support of reproductive rights in the passage of Resolutions #14 and #31: 'RESOLUTION REGARDING REPRODUCTIVE FREEDOM AND JUSTICE', which states that pregnancy impacts access to education, wages, benefits and working conditions which are workplace issues, and therefore reproductive rights are workers' rights; and

WHEREAS, accessible, safe abortions, bodily autonomy and reproductive freedom are fundamentally issues of equality under the law, and ensuring this right for working people is a labor issue that unions must fight to preserve; and

WHEREAS, abortion access affects all working people and we recognize attempts to limit access to safe, legal abortion as part of an ongoing class war aimed at dividing working people and weakening our solidarity; and

WHEREAS, the right to abortion is essential to preserve the status of people with uteruses as independent citizens, including trans-men/masculine and non-binary folks, broadening economic and social justice in the labor movement; and

WHEREAS, we echo the [AFL-CIO's response](#) to the Supreme Court's recent *Dobbs* decision, which states that "The labor movement stands by the right of every single person to have control over their own bodies, including their personal reproductive health care decisions"; and

WHEREAS, we also uphold WSLC President Larry Brown's [statement](#) that the "decision to overturn *Roe v. Wade* is an attack on all working people, but particularly those with lower incomes... [and] denying healthcare choices to those who lack the means to travel and seek proper care would be a despicable act of government control over the bodies of people who can get pregnant"; and

WHEREAS, AFL-CIO President Liz Shuler has stated that "access to health care without fear and intimidation is every person's right. We must be able to control our own bodies — which has a direct impact on economic justice and the ability of working people to make a better life for themselves and their families;" and

WHEREAS, the Oregon AFL-CIO unanimously passed resolution #17 "Reproductive Justice and Reproductive Rights Are Workers' Rights" in March; and

WHEREAS, the labor movement is positioned to adopt a reproductive justice framework that fights for working people to have the resources they need to make reproductive choices freely; and

WHEREAS, reproductive justice is [defined](#) by SisterSong "as the human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities", which extends the definition of access to reproductive healthcare beyond abortions to include "contraception, comprehensive sex education, STI prevention and care, alternative birth options, adequate prenatal and pregnancy care, domestic violence assistance, adequate wages to support our families, safe homes, and so much more"; and

WHEREAS, due to structural racism, Black & Indigenous folks and other people of color are most affected by reproductive health inequities and restrictions on reproductive rights, which is a tool of the state to control Black and brown bodies; and

WHEREAS, access to reproductive healthcare is either [banned or threatened](#) in 30 states – including Idaho – as of the writing of this resolution; and

WHEREAS, the state of Washington has declared that abortion rights will continue to be protected under state law, and Governor Jay Inslee has publicly declared his intent to add a new amendment to the State Constitution to protect reproductive rights; now therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO will defend the reproductive freedom of working people including the right to safe, accessible abortion, recognizing that attacks on reproductive rights are attacks on workers' rights; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO will use language inclusive of all whose reproductive rights are under attack, centering the working people who are most impacted; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO will implore affiliates to continue to advocate for greater diversity with their trust administrators and to make immediate changes to their health plan to fully cover reproductive health care; and be it further

RESOLVED that Washington State Labor Council, AFL-CIO will urge affiliates to examine collective bargaining agreements to strengthen protection and support for working people who are employed in healthcare settings to protect them from retaliation and unfair treatment; and be it further resolved

RESOLVED that Washington's Labor movement will be emboldened to advocate for access to reproductive health care and work to close loopholes that make access more costly and inaccessible for union members, our family members, all workers and our community at large; and be it finally

RESOLVED that this resolution be forwarded to the National AFL-CIO and urge the AFL-CIO to adopt similar steps to protect access to reproductive justice and abortion rights for all workers.

## **COLA FOR PERS AND TRS PLAN 1 RETIREES**

Resolution #2022.26

*Submitted by Retired Public Employee Council of WA, AFSCME, AFL-CIO*

WHEREAS, the state of Washington has one of the best-funded public pension systems in the country. The PERS system covers state employees and employees of most city, county and local public entities. The TRS system covers teachers in our public schools; and

WHEREAS, accumulated pension funds are under the control of the Washington State Investment Board, which has had excellent return on its investments: 8.9% over the last 20 years. Seventy-five percent of funds paid to retirees are from those returns; and

WHEREAS, retirees who participated in Plan 1 of the systems annually received a Cost of Living Adjustment upon a vote of the Legislature. That annual COLA was eliminated in 2011 due to the economic downturn. Retirees in Plans 2 and 3 receive a COLA of up to 3% depending on the inflation index each year; and

WHEREAS, the lack of a regular, consistent COLA for Plan 1 member retirees has resulted in a loss of more than 20% of their purchasing power in the past 10 years; and

WHEREAS, the Retired Public Employees Council of Washington and other retiree groups are asking the Legislature to restore an annual COLA to Plan 1 retirees; and

WHEREAS, many of the retirees were unionized workers who have taught our children, repaired our roads and provided basic services on behalf of our state and local government entities. They should have the dignity and respect of the retirement system they paid for and were promised; now, therefore, be it

RESOLVED, that the Washington State Labor Council support a permanent restoration of a COLA for PERS and TRS Plan 1 retirees; and be it further

RESOLVED, that support for the Plan 1 COLA become adopted as a legislative priority, and be it finally

RESOLVED, that support for the Plan 1 COLA be communicated to the Select Committee on Pension Policy.

**SUSTAIN THE UMP CLASSIC MEDICARE PLAN AND EXPLORE EXPANDING GOVERNMENT SELF-INSURED  
MEDICARE BENEFIT PLAN FOR MEDICARE-ELIGIBLE PUBLIC SERVICE RETIREES IN WASHINGTON**

Resolution #2022.27

*Submitted by Retired Public Employee Council of WA, AFSCME, AFL-CIO*

WHEREAS, Medicare plays a pivotal role in providing health and financial security to more than 60 million seniors and younger Americans with disabilities; and

WHEREAS, traditional Medicare is vital to ensuring that seniors with complex medical issues have access to quality, comprehensive healthcare at affordable prices; and

WHEREAS, in Washington state, the Public Employees Benefits Board (PEBB), under the auspices of the Health Care Authority, is responsible for negotiating and managing the healthcare plans for the state's roughly 103,000 public service retirees; and

WHEREAS, of those receiving healthcare benefits in retirement from PEBB, more than 53,000 public service retirees continue to choose the Uniform Medical Plan (UMP) Classic Medicare option as their healthcare plan of choice; and

WHEREAS, the Washington State Uniform Plan Classic Medicare (UMP Classic Medicare) provides comprehensive, quality care, and is especially suited to address the complex medical needs of the state's oldest and most fragile public service retirees; and

WHEREAS, PEBB has publicly agreed to take no action on a proposal to close the UMP Classic Medicare plan until at least January 1, 2024, to allow for rigorous public community engagement and decision making with UMP Classic Medicare subscribers including current and future retirees; and

WHEREAS, PEBB continues to advocate for the expansion of Medicare Advantage options as a cost savings for the state; and

WHEREAS, these plans, mostly designed and run by private companies with a primary duty to their shareholders, do not match the breadth and quality of services and care available through government self-insured Medicare benefit plans like UMP Classic Medicare; and

WHEREAS, [The Office of the Inspector General recently reported](#) that, in the private sector, these plans have a documented history of denying claims and complicating and delaying medically necessary healthcare delivery; and

WHEREAS, Medicare Advantage plans have a different definition of medically necessary vs. traditional Medicare supplemental plans. These plans, require preauthorization that can limit, delay, or deny needed care requested by the subscriber's primary provider and/or the healthcare team; and

WHEREAS, terminally or acutely ill patients can die or suffer severe health consequences during the preauthorization or appeal processes due to denied or delayed treatment; and

WHEREAS, PEBB is required by Resolution 2022-16, approved on June 30, 2022, to implement a rigorous public engagement process with retiree advocacy organizations and unions representing active public service employees, including the Retired Public Employees Council of Washington, Washington Education Association-Retired, Puget



Sound Advocates for Retirement Action, Health Care Is a Human Right, the Washington State Alliance for Retired Americans, Social Security Works WA, Washington State Senior Citizens' Lobby, American Federation of Teachers Washington, and American Federation of State, County, and Municipal Employees Council 28; and

WHEREAS, the rigorous public engagement process should be co-constructed to ensure that the above referenced retiree advocacy organizations and unions share in shaping policy; and

WHEREAS, the above-described public engagement process should explore the expansion of government self-insured Medicare benefit plans; now, therefore, be it

RESOLVED, that the Washington State Labor Council supports sustaining the UMP Classic Medicare plan as a standing healthcare option, without a termination date, for current and future public service retirees; and be it further

RESOLVED, that the Washington State Labor Council supports expanding government self-insured Medicare benefit plans for all public service retirees.

## **ACCESS AND MOBILITY IN WORKFORCE AND ECONOMIC DEVELOPMENT**

Resolution #2022.28

*Submitted by WSLC Executive Board*

WHEREAS, workforce development is commonly known as a system to ensure individuals have the education, skills, and training needed to obtain jobs; and

WHEREAS, economic development is generally known as a system to encourage business and job growth; and

WHEREAS, annual earnings by gender, race and ethnicity (real median earnings in Washington) in the state's Workforce Economic Recovery plan identified these as inequitable and not prosperous. In addition, the plan also calls out the significant gender pay gaps in annual earnings by gender, and education level (real median earnings in Washington); and

WHEREAS, the Washington State Labor Council's body adopted a list of Guiding Principles for the Workforce and Economic Development at the 2003 convention, which was over 19 years ago, to serve as parameters to measure proposals, determine organized Labor's support or opposition to those proposals and encourage its affiliates to utilize these principles; and

WHEREAS, Washington State's labor movement has years of history demonstrating a prosperous economy for all is done with the labor movement in the conversation or at the table instead of being on the table; and

WHEREAS, the state Workforce Training and Education Coordinating Board has evolved to consider Labor as a true partner in the Washington state's Economic Recovery by making Labor a co-chair with business; and

WHEREAS, the Washington State Labor Council's Strategic Plan is the state's labor movement's commitment to fostering an economy that creates economic mobility for all working families, which deserve access to an economy that leads to high road jobs, that lead to a livable wages, dignity, respect, security, safety, and consistent working or living conditions for everyone in our diverse and varied society; and

WHEREAS; the Washington State Labor Council's Workforce Development Department worked alongside IAM District Lodges 160 and 2739 to make sure the affected members at the Alcoa's Intalco aluminum smelter near Ferndale had access to all of the job retraining and reemployment program opportunities that are available. Also, worked with Washington's congressional delegation to secure Trade Adjustment Assistance benefits for those laid-off workers. Moreover for several months now, the WSLC and IAM have been working on a creative plan to modernize the smelter to use clean energy to produce "green" aluminum. These negotiations are still ongoing, but the buyer is committed to hiring back the laid-off union workers if it all comes to fruition; now, therefore, be it

RESOLVED, that Washington State Labor Council will develop a support system and resources for labor leaders where labor can help build access to quality jobs with economic mobility within workforce development; and be it further

RESOLVED, that the Washington State Labor Council will look to the Washington State Labor Council's Workforce Development Department to utilize economic development resources and apply our preexisting internal knowledge on diversity and racial justice to review and update the 2003 Workforce and Economic Development Guiding Principles to reflect the current strategic plan and principles of the Labor movement; and, be it finally

RESOLVED, the Washington State Labor Council will present to the general body by Convention 2024 with the updated Workforce and Economic Development Guiding Principles to include diverse and equitable recommendations and/or strategies that aid labor leaders expanding into or continuing preexisting efforts in Workforce and Economic development.

## **RESOLUTION IN SOLIDARITY WITH THE LABOR RIGHTS-SUPPORTED UNION OF KHMER EMPLOYEES OF NAGAWORLD (LRSU) IN CAMBODIA**

Resolution #2022.29

*Submitted by APALA Seattle Chapter*

WHEREAS, in 2021, NagaWorld Casino terminated 1,329 workers – which included around 1,000 union leaders, members, and activists in a flagrant act of union busting; and

WHEREAS, LRSU attempted to collectively bargain to find a solution for all sides and for the reinstatement of approximately 300 of the unjustly terminated workers who did not accept a severance package and demanded reinstatement; and

WHEREAS, LRSU's multiple approaches to a peaceful, legal solution were rebuffed by NagaWorld, which instead pushed ahead with its continued targeting of unionists; and

WHEREAS, NagaWorld claimed financial losses due to the Covid-19 pandemic as a pretext for the terminations but is actually in a healthy financial position, and has been hiring new workers; and

WHEREAS, due to the lack of good faith negotiations, the LRSU began a peaceful strike on December 18, 2021, which was immediately declared illegal – even though the union had followed all required procedures; and

WHEREAS, during the week of December 31, 2021 through January 4, 2022, 29 workers were arrested, including LRSU president Chhim Sithar; nine workers in total were detained, with one released on bail; in early February 2022,

more striking workers were arrested; in total, eleven workers were detained for a prolonged period of time – eight of whom were detained for over two months; the workers were not released until mid-March; the prolonged detentions are a disgraceful and grave violation of basic human, labor, and union rights; and

WHEREAS, the Cambodian authorities have been shamefully weaponizing the Covid-19 pandemic against Cambodian workers who are utilizing their legal right to strike, first imposing a mandatory 7-day quarantine period, even for workers who tested negative, then following the quarantine period, using excessive force to physically remove workers from the demonstration site when they returned to continue the strike; and

WHEREAS, for multiple days in a row, authorities bussed all striking workers to a Covid-19 quarantine location, where they were forced to sleep overnight on the ground with no sleeping or bathing facilities; and

WHEREAS, striking workers continue to be forcibly removed from the demonstration site and bussed to locations on the far outskirts of town from which it is difficult for workers to travel back home; and

WHEREAS, multiple attempts at reconciliation over the past few months have failed and NagaWorld is now withholding the payment of union dues to LRSU - all while authorities continue to physically abuse and harass demonstrating workers; and

WHEREAS, LRSU leaders and workers have expressed an urgent need for financial support for their families after over seven months without wages as the strike continues; and

WHEREAS, LRSU is one of Cambodia's strongest, most vocal and visible, independent and democratic labor unions, is women-led, and is a pillar in the country's labor movement; now, therefore, be it

RESOLVED, that the Washington State Labor Council (WSLC) stands in solidarity with the LRSU in their struggle to reinstate all of the unjustly terminated workers who demand reinstatement with back pay and compensation, to drop all charges against all LRSU leaders and activists, for union recognition of LRSU and to halt union busting tactics by NagaWorld, to call for good faith negotiations with NagaWorld, and to stop the use of force against strikers and protesters; and be it further

RESOLVED, that the WSLC joins the global trade union movement to continue raising funds to support striking workers, protesters, and their families for basic needs such as rent, food, and fuel; and be it further

RESOLVED, that the WSLC works with its Congressional representatives and federal government allies to demand that the U.S. Embassy in Cambodia support the LRSU in its ongoing struggle, persuade the Cambodian government to peacefully resolve the dispute, and call on NagaWorld to negotiate with LRSU in good faith; and be it further

RESOLVED, that the WSLC works with its union and grassroots allies in the U.S. to pressure U.S.-based executives of NagaWorld to meet the demands of the LRSU; and be it finally

RESOLVED, that the WSLC promote the LRSU struggle on its social media platforms including via hashtags, posts, and/or videos to raise awareness, raise funds for LRSU, and recruit broad support.