

PROPOSED RESOLUTIONS

As amended by the 2023 WSLC Convention's RESOLUTIONS Committee

LEVEL THE MEDICARE PLAYING FIELD TO SAVE OUR MEDICARE FROM TOTAL PRIVATIZATION

Resolution #2023.01

Submitted by APALA, Pride at Work, Puget Sound Advocates for Retirement Action, Retired Public Employees Council, AFSCME Council 28/WFSE, and the Washington State Alliance for Retired Americans

WHEREAS, traditional Medicare was created in 1965 as a public good to provide a national health care system for seniors and the disabled in the United States and has proven to be our most efficient and effective public health care program with administrative costs accounting for only 2-3% of Medicare spending; and

WHEREAS, since the federal government has created various for-profit privatized health care programs within Medicare including Medicare Part D (prescription drugs), MediGap (supplemental plans to cover Medicare's 20% copays), and Medicare Advantage which is permitted to take up to 15% of every Medicare dollar for administration and profits for managing Medicare claims; and

WHEREAS, the Trump administration doubled down on privatizing Medicare through the Direct Contracting Pilot, rebranded under the Biden Administration as ACO-REACH, which allows private equity firms and Wall Street companies to take up to 25% or more of every Medicare dollar for administration and profits for managing Medicare claims; and

WHEREAS, recent reports by the HHS Inspector General, academic researchers, and investigative journalists have uncovered wide-ranging fraudulent practices, confirming that. upcoding, delaying medically necessary care, and the denial of claims by insurers

and other private businesses managing Medicare claims, together account for defrauding the Medicare Trust Fund and Medicare beneficiaries of many billions of dollars annually**; and

WHEREAS, insurers and Wall Street are fiercely lobbying to gain a larger share of the soon-to-be \$1.6 trillion of annual Medicare spending by further privatizing Medicare turning it into a profit center, thus hastening the depletion of the Medicare Trust Fund at a time when Medicare beneficiaries are among the most vulnerable populations served in health care, and need more, not fewer benefits; and

WHEREAS, the Washington State Labor Council, AFL-CIO at its 2022 Constitutional Convention unanimously resolved to urge our federal legislators to strengthen traditional Medicare and protect it from any and all efforts to privatize Medicare, and

WHEREAS, the AFL-CIO and the Washington State Labor Council, AFL-CIO have repeatedly confirmed their support for defending Medicare, expanding its benefits, and making quality healthcare a basic right in the United States by means of a single-payer system like Medicare for All; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO reaffirm its opposition to Medicare privatization and urge our federal legislators and the Biden Administration to LEVEL THE PLAYING FIELD as a first step towards increasing healthcare equity by (1) adding benefits to traditional Medicare now only offered in private Medicare Advantage plans (adding vision, dental and hearing, eliminating the 20% Medicare co-pays and setting an out-of-pocket cap), (2) eliminating the excessive administrative costs and profits in the Medicare Advantage and ACO-REACH programs, and (3) recouping funds for the Medicare Trust Fund from fraud and abuse by Medicare Advantage plans and ACO-REACH contractors, as confirmed by the Department of Health & Human Services or Congressional investigations, in order to use the money thus saved to support a robust Traditional Medicare system that will lower costs and improve benefits, access and equity in Traditional Medicare for all seniors and disabled beneficiaries; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO will 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 Secretary of Health and Human Services Xavier Becerra; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO will encourage its affiliates and Washington's Central Labor Councils to bring this resolution to their members for discussion and action.

** References – [U.S. House analysis](#) (2023); [U.S. Senate report](#) (2022); [HHS OIG report](#) (2022); [New York Times](#) (10/22); [Common Dreams](#) (2/23); [The Lever](#) (5/23)

RESOLUTION IN SUPPORT OF AIRPORT SERVICE WORKERS AND GOOD JOBS FOR GOOD AIRPORTS ACT

Resolution #2023.09

Submitted by SEIU 6

WHEREAS, Seattle-Tacoma International Airport (Sea-Tac) is a critical publicly-funded infrastructure that is essential for driving the economy of our state and region. And where Sea-Tac airport service workers help people connect and power our global economy; and

WHEREAS, Sea-Tac airport service workers — a largely Black, brown, multiracial and immigrant workforce — serve on the frontlines of our national aviation system. These workers including cleaners, wheelchair agents, baggage handlers, concessionaires, and security personnel keep airports safe and running smoothly even through a global pandemic, climate disasters, and busy travel seasons. Yet are underpaid and under-protected; and

WHEREAS, baggage handlers, fuelers, cabin cleaners, passenger assistants, food service and other service workers who support airlines and airports no longer enjoy the historically set standard of family wage jobs that allowed workers to raise families, live comfortably and retire with dignity, due in large part to airline corporations

undermining working people of all races and suppressing wages while prioritizing enormous profits for shareholders; and

WHEREAS, nationally airports receive billions in federal funding every year to operate and Sea-Tac airport service workers believe that airlines have a responsibility to use public resources to serve the public good, which means ensuring good jobs and benefits for every worker; and

WHEREAS, Preparedness for another inevitable emergency impacting air travel and airports is necessary and begins with building a highly trained workforce with good wages and benefits to protect airport workers, the traveling public and our economy; and

WHEREAS, while a growing number of states, localities, and airport authorities have adopted wage and benefits standards applicable to airport service workers, there are a number of major airports for which there is no minimum standard other than the federal minimum wage; and

WHEREAS, Sea-Tac airport service workers are joining together to demand every airport worker has a voice on the job through a union, wages that let them support their families, critical support like paid leave and affordable healthcare, and manageable schedules. All of this is vital to balance the air travel industry and make it work better for everyone— passengers and workers alike; and

WHEREAS, the proposed Good Jobs for Good Airports Act (S. 4419 / H.R. 8105) will set national wage and benefits levels for airport service workers at major airports that receive federal funding, ensuring every airport job is a good job that aims to put workers on a path to a livable wage; and

WHEREAS, the airport service workers at Sea-Tac and King County would benefit from the adoption of a national minimum wage and benefit standards; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO urges Washington congressional delegation to support the Good Jobs for Good Airports Act; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO proudly stand with airport service workers calling for passage of the Good Jobs Good Airports Act and quality, affordable healthcare for all airport workers; and be it finally

RESOLVED, the Washington State Labor Council, AFL-CIO will forward this resolution to the AFL-CIO for adoption.

RESOLUTION TO SUPPORT THE CALL FOR AN EMERGENCY NATIONAL LABOR CONFERENCE IN DEFENSE OF REPRODUCTIVE JUSTICE

Resolution #2023.10

Submitted by Washington State Federation of State Employees Local 304

WHEREAS, reproductive health, including safe and legal abortion, is an inseparable component of healthcare, which is a fundamental right and subject to collective bargaining; and

WHEREAS, all people should have control over their own bodies and the ability to make their own healthcare decisions – including decisions over their personal reproductive health. The choice of whether or not to become a parent has a critical effect on the well-being of women and people who can become pregnant – not only affecting their physical health, but also their educational opportunities, job security, and union participation. Those who choose to bear and raise children need support to raise their children in safe and sustainable communities; and

WHEREAS, women and LGBTQIA+ people have always played a crucial role in the union movement, and as of January 2020, women were 50.4% of the US workforce – yet attacks on abortion and birth control, lack of affordable childcare, and continued incidents of forced sterilization threaten to set gender equality back decades; and

WHEREAS, since *Roe v. Wade* was overturned, attacks on abortion access and bodily autonomy have increased exponentially. Established laws on contraception and same-sex marriage have been reversed or threatened. These attacks exacerbate financial

insecurity, and especially hurt low-income women, people of color, people with disabilities, trans and non-binary people; and

WHEREAS, state lawmakers have passed total abortion bans, undermined portions of the federal Affordable Care Act, and created a hostile medical care environment that forces providers to relocate to other states and leaves many working people and whole populations without primary care providers. In addition, a federal judge is attempting to block access to the abortion pill, which would cause injury to working families nationwide; and

WHEREAS, many labor organizations issued statements in defense of reproductive justice on the heels of the U.S. Supreme Court overturning *Roe v. Wade* and have shown up in the streets to stand up for reproductive rights; and

WHEREAS, a national labor conference can help unite leadership and rank-and-file members across different unions, states, and industries, and empower working people to take an active part in building a new movement for reproductive justice, with labor in the forefront; now, therefore, be it

RESOLVED that the Washington State Labor Council will:

- Support the call for an emergency national labor conference in defense of reproductive justice; and
- Sign the open letter to AFL-CIO President Liz Shuler ([tinyurl.com/Letter2AFLCIO](https://www.tinyurl.com/Letter2AFLCIO) or see letter below); and be it further

RESOLVED that the Washington State Labor Council will consider additional forms of support such as:

- Encouraging other labor organizations to sign the open letter,
- Educating members about abortion and reproductive justice,
- Encouraging contract proposals which protect access to abortion, reproductive rights, and gender-affirming healthcare.

* Open Letter to AFL-CIO President Liz Shuler:

We, the undersigned unions, labor leaders and activists, **urge the AFL-CIO to call an emergency labor conference in support of reproductive justice.** Nationally, reproductive rights are in a desperate condition. It is imperative that we never return to the days of back-alley abortions, and organized labor has a unique and critical role to play in preventing this.

In the short time between the Texas ban implementation (September 2021) and when the U.S. Supreme Court abolished the right for people who can become pregnant to control their bodies (June 2022), Planned Parenthood health centers in states surrounding Texas saw a 550% spike in patients from Texas compared to the previous year.

The inability to control whether or not to bear children impacts all working people. The same forces attacking reproductive rights are also seeking to destroy our unions. **Numerous labor bodies have passed resolutions and issued statements pledging to defend these basic rights.**

The U.S. Supreme Court's attacks on abortion, bodily autonomy, and LGBTQIA+ access to health care impact the majority of young workers and the 50.04% of the workforce that is female (Time Magazine, 1/16/2020), with the heaviest burden falling on workers of color. These are the very workers who are waging militant strikes as nurses and educators and union drives at Starbucks, Amazon, and in the fast food industry.

A national labor conference can help unite us in the struggle for social and economic justice. It can bring together union activists in a concerted effort to discuss and plan for action to fight for reproductive justice and bodily autonomy. The AFL-CIO has the influence to encourage organized labor to take a stand on this urgent issue and the resources to educate labor colleagues on how to join with our communities to build a movement.

We suggest holding this conference in a state where abortion has been banned or is facing threatening legislation. This would send a message to these communities that labor will stand with them.

Labor is in the most powerful position to mobilize thousands of workers in defense of this fundamental right. We look forward to hearing from you and planning next steps.

RESOLUTION IN SUPPORT OF FAIR TRADE

Resolution #2023.13

Submitted by ILWU Local 23

WHEREAS, the Pacific Northwest has a long and strong history of resistance to corporate-centered "free trade," including the 1999 Battle of Seattle WTO protests; and

WHEREAS, over 150,000 jobs have been lost in Washington and Oregon combined since NAFTA, many of these being union jobs in manufacturing, agriculture, and increasingly, service sector industries; and

WHEREAS, in Washington State, there has been a net job loss of over 34,000 manufacturing jobs, which amounts to at least 10% of the industry; and

WHEREAS, these outsourced jobs are being moved to low-wage nations with abysmal records on human and labor rights; and

WHEREAS, labor has been a strong supporter of the fair trade movement, and union support has been crucial in countering corporate-driven trade; and

WHEREAS, the Indo-Pacific Economic Framework (IPEF) is currently being negotiated by the US, which will impact the economic rules of 14 countries, accounting for 40% of the global GDP, impacting jobs, wages, labor rights, consumer privacy, environmental policy, “digital trade” and more; and

WHEREAS, these negotiations have been kept from the public, with extreme secrecy pacts preventing public scrutiny and accountability; and

WHEREAS, IPEF will be negotiated adjacent to the Asia-Pacific Economic Cooperation (APEC) meetings; and

WHEREAS, a key series of APEC meetings will be hosted in Seattle in August 2023, explicitly because Washington is critical for US trade and engagement in the Asia-Pacific region; and

WHEREAS, working people are on the frontlines of being impacted by trade, especially in such a trade-dependent region, it is crucial that they are part of these discussion and decisions that will affect their lives; now, therefore, be it

RESOLVED, the Washington State Labor Council will communicate with the AFL-CIO this resolution and ensure that labor voices are heard in IPEF negotiations; and be it further

RESOLVED, that the Washington State Labor Council will encourage labor federations to organize direct actions in support of the AFL-CIO’s position on IPEF;

RESOLVED, that the Washington State Labor Council endorses the Washington Fair Trade Coalition's APEC events and activities, the APEC demonstration in July, and the Women in the Economy Counterforum, among other events; and be it finally

RESOLVED, that the Washington State Labor Council encourages members to attend the events by the Washington Fair Trade Coalition and others in the leadup and during the APEC Ministerial meeting in Seattle, WA in August.

SUPPORT CHILD WELFARE WORKERS

Resolution #2023.14

Submitted by WFSE Local 889

WHEREAS, the Department of Children Youth and Families (DCYF) was created in 2017 to restructure how at-risk children are served and to prevent harm; and

WHEREAS, it was determined in 2007 via a workload study that statewide child welfare operations were nearly 1000 case-carrying FTE's short of fulfilling its mission, and this shortage has never been fully addressed; and

WHEREAS, DCYF has been awarded 120 additional case-carrying positions in 2021 by the Legislature that remain unfilled; and

WHEREAS, DCYF case-carrying staff are supposed to maintain active caseloads of 1-8 or 1-18, yet staff hold caseloads anywhere between 1-40 and 1-70 with no signs of reduction; and

WHEREAS, DCYF has seen an increase in serious staff assaults, turnover, and harm to children due to negligence of management; and

WHEREAS, DCYF has decreased communication with staff including failing to hold and delaying Union Management Communication Committees resulting in the failure to provide staff with the necessary resources to prevent and respond to harm to children and for staff to keep themselves safe; and

WHEREAS, DCYF's critical lack of investment in its Juvenile Rehabilitation department has led to a failure so severe, events like the Echo Glen break out that resulted in

assaults on staff and an overburdened system that didn't support the youth housed within; and

WHEREAS, DCYF's 2023-2025 Agency Requested Legislation, Strategic Priorities, and Decision Packages not only lack requests for adequate case-carrying FTE funding to support the requests, but additionally request no support for case-carrying agency staff internally, showcasing a lack of concern for safety and retention needs; now, therefore, be it

RESOLVED, that the Washington Federation of State Employees is calling upon the Washington State Labor Council and all its affiliated members to help put the weight of the labor movement behind securing safety and support for Washington's child welfare workers by demanding DCYF work collaboratively with their employees to improve conditions for their workforce and improve outcomes for vulnerable children; and be it further

RESOLVED, that WFSE respectfully requests all willing affiliates to contact Secretary Hunter and demand the agency do more to support its workers.

RESOLUTION ON LANGUAGE ACCESS AND THE LABOR MOVEMENT

Resolution #2023.15

Submitted by the WSLC Executive Board

WHEREAS, immigrants and refugees have enriched the fabric of our communities, our workforce and our labor movement since our nation's founding; and the labor movement is the natural home for new immigrants struggling to achieve economic security and win social justice; and our commitment to building a labor movement that represents the needs and interests of all working people is fierce and unwavering; and

WHEREAS, the Washington State Labor Council, AFL-CIO 2019 *Resolution on Immigration and the Labor Movement* led to the creation of the Washington State Labor Council, AFL-CIO Immigrant and Worker Justice Toolkit, to support affiliates work to

conduct a 'language access audit' to learn about the primary languages of their members, with a goal of ensuring that all contract materials, union documents and ways workers participate in their union are available in the most predominant languages in their sector; and

WHEREAS, the Washington State Labor Council, AFL-CIO understands that eliminating language barriers to participate in our unions and labor movement is a continuation of our evolving racial justice work and key to strengthening the growing diversity of our labor movement; and

WHEREAS, the Washington State Labor Council, AFL-CIO is committed to empowering all workers regardless of the language they speak; and all union members from all backgrounds deserve equal access to join together in union activities, to participate in labor discussions, labor programming, and the labor advocacy efforts of the Washington State Labor Council, AFL-CIO and its affiliated unions; and

WHEREAS, the Washington State Labor Council, AFL-CIO affiliated unions have many active and aspiring leaders, and growing memberships, who speak languages other than (or in addition to) English; and

WHEREAS, a growing number of those affiliated unions currently incorporate interpretation and translation into member meetings, events, contracts, negotiations, and educational materials to facilitate the full participation of their Limited English Proficient members and officers in their unions; and

WHEREAS, Washington is home to over 1,143,000 immigrants and in 2020 was the 2nd largest refugee-receiving state in nation, and 20.8% of Washington residents speak a language other than English¹; and

WHEREAS, we recognize that language access is part of our equity, inclusion, and racial justice work; and the fates of all workers, Black, Brown, Indigenous, Asian, or White, are interconnected, and that we either rise together or fail; and by acknowledging that economic justice and racial justice are inextricably linked, we commit to sharing the responsibility for racial justice and equity; now, therefore, be it

RESOLVED, that Washington State Labor Council, AFL-CIO will encourage all affiliated unions to identify existing and/or create pathways to leadership for Limited English

Proficient (LEP) member leaders; ensuring that the delegates, stewards, staff and elected leaders are reflective of the membership; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, will encourage all affiliated unions to hire and utilize professional union interpreters when available; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, will provide a list of education and training resources to Washington State Labor Council, AFL-CIO affiliates on how to expand access to Limited English Proficient members, and explore development of a resource tool to facilitate affiliate access to interpreters; and but it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, will implement a consistent practice of asking event registrants for their interpretation and accessibility needs and translation of written materials in all Washington State Labor Council, AFL-CIO events and meeting spaces; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO Labor and Immigration Committee will conduct a survey of all affiliated unions on the languages used by members of their unions; while learning the best practices used to expand access to union participation and leadership to Limited English Proficient members; and identifying barriers to participation to Limited English Proficient members; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO, Labor and Immigration Committee will use the survey responses, and findings to develop a plan to increase language access within the Washington State Labor Council, AFL-CIO committees, programs, meetings and events, social media accounts and website, translation of written materials, and will present the findings and plan to the Washington State Labor Council, AFL-CIO Executive Board before the 2024 Convention.

*(1) <https://www.migrationpolicy.org/data/state-profiles/state/demographics/WA>

<https://www.migrationpolicy.org/article/refugees-and-asylees-united-states-2021>

Spanish/Español

Resolución sobre Acceso Lingüístico y Movimiento Laboral

Presentado por la Junta Ejecutiva

CONSIDERANDO, que los inmigrantes y refugiados han enriquecido el tejido de nuestras comunidades, nuestra fuerza laboral y nuestro movimiento laboral desde la fundación de nuestra nación; y el movimiento laboral es el hogar natural de los nuevos inmigrantes que luchan por lograr la seguridad económica y lograr la justicia social; y nuestro compromiso de construir un movimiento laboral que represente las necesidades e intereses de todos los trabajadores es feroz e inquebrantable; y

CONSIDERANDO, que el Consejo Laboral del Estado de Washington, la Resolución de 2019 de AFL-CIO sobre Inmigración y el Movimiento Laboral condujo a la creación del Consejo Laboral del Estado de Washington, AFL-CIO Immigrant and Worker Justice Toolkit (kit de herramientas de justicia para inmigrantes y trabajadores), para apoyar el trabajo de los afiliados para realizar una 'auditoría de acceso al idioma' aprender sobre los idiomas principales de sus miembros, con el objetivo de garantizar que todos los materiales contractuales, los documentos sindicales y las formas en que los trabajadores participan en su sindicato estén disponibles en los idiomas predominantes en su sector; y

CONSIDERANDO, que el Consejo Laboral del Estado de Washington, AFL-CIO, entiende que eliminar las barreras del idioma para la participación en nuestros sindicatos y movimiento laboral es una continuación de nuestro trabajo de justicia racial que sigue desarrollándose y es clave para fortalecer la creciente diversidad de nuestro movimiento laboral; y

CONSIDERANDO, que el Consejo Laboral del Estado de Washington, AFL-CIO, se compromete a empoderar a todos los trabajadores, independientemente del idioma que hablen; y todos los miembros del sindicato de todos los orígenes merecen igualdad de acceso para unirse en actividades sindicales, participar en debates laborales, programación laboral y los esfuerzos de defensa laboral del Consejo Laboral del Estado de Washington, AFL-CIO y sus sindicatos afiliados; y

CONSIDERANDO, que el Consejo Laboral del Estado de Washington, los sindicatos afiliados a AFL-CIO tienen muchos líderes activos y aspirantes, y una membresía creciente, que hablan otros idiomas además del inglés; y

CONSIDERANDO, que un número creciente de esos sindicatos afiliados actualmente incorpora interpretación y traducción en sus reuniones de miembros, eventos, contratos, negociaciones y materiales educativos para facilitar la plena participación de sus miembros y funcionarios con dominio limitado del inglés en sus sindicatos; y

CONSIDERANDO, que Washington es el hogar de más de 1.143.000 inmigrantes y que en 2020 fue el segundo estado receptor de refugiados más grande del país, y que el 20,8 % de los residentes de Washington hablan un idioma distinto del inglés (1); y

CONSIDERANDO, que reconocemos que el acceso al idioma es parte de nuestro trabajo de equidad, inclusión y justicia racial; y los destinos de todos los trabajadores, negros, morenos, indígenas, asiáticos o blancos, están interconectados, y que o nos levantamos juntos o fracasamos; y al reconocer que la justicia económica y la justicia racial están estrechamente relacionadas, nos comprometemos a compartir la responsabilidad por la justicia y la equidad raciales; ahora, por lo tanto,

SE RESUELVE, que el Consejo Laboral del Estado de Washington, AFL-CIO alentará a todos los sindicatos afiliados a identificar y/o crear caminos hacia el liderazgo para los líderes miembros con dominio limitado del inglés (LEP); asegurar que los delegados, administradores, personal y líderes electos reflejen la membresía; y por lo tanto

SE RESUELVE, que el Consejo Laboral del Estado de Washington, AFL-CIO, alentará a todos los sindicatos afiliados a contratar y utilizar intérpretes profesionales que sean parte del sindicato cuando estén disponibles; y por lo tanto

SE RESUELVE, que el Consejo Laboral del Estado de Washington, AFL-CIO, proporcionará una lista de recursos de educación y capacitación a los afiliados del Consejo Laboral del Estado de Washington, AFL-CIO sobre cómo ampliar el acceso a los miembros con dominio limitado del inglés; y por lo tanto

SE RESUELVE, que el Consejo Laboral del Estado de Washington, AFL-CIO, implementará una práctica consistente de preguntar a los participantes registrados sobre sus

necesidades de interpretación y accesibilidad en todas las reuniones y eventos del Consejo Laboral del Estado de Washington, AFL-CIO; y por lo tanto

SE RESUELVE, que el Comité de Inmigración del Consejo Laboral del Estado de Washington, AFL-CIO, llevará a cabo una encuesta de todos los sindicatos afiliados sobre los idiomas utilizados por los miembros de sus sindicatos; mientras aprende cuales son las mejores prácticas utilizadas para ampliar el acceso a la participación y el liderazgo sindical a los miembros con dominio limitado del inglés; e identificar las barreras a la participación de los miembros con dominio limitado del inglés; y finalmente

SE RESUELVE, que el Consejo Laboral del Estado de Washington, AFL-CIO, el Comité de Inmigración utilizará las respuestas de la encuesta y los hallazgos para desarrollar un plan para aumentar el acceso lingüístico dentro del Consejo Laboral del Estado de Washington, los comités de la AFL-CIO, programas, reuniones y eventos, redes sociales y sitio web, y presentará los hallazgos y el plan al Consejo Laboral del Estado de Washington, la Junta Ejecutiva de AFL-CIO antes de la Convención del 2024.

*(1) <https://www.migrationpolicy.org/data/state-profiles/state/demographics/WA>
<https://www.migrationpolicy.org/article/refugees-and-asylees-united-states-2021>

RESOLUTION ON WSLC STRATEGIC PLAN: BUILDING POLITICAL POWER

Resolution #2023.16

Submitted by the WSLC Executive Board

WHEREAS, the Washington State Labor Council, AFL-CIO is committed to growing independent political power that isn't tied to a specific party or ideology, but that centers the needs of the working class; and,

WHEREAS, Washington's labor movement is a reflection of the communities in which we labor and a portion of union members identify as politically conservative; and

WHEREAS, Washington State's labor movement has spent years building increasingly pro-worker majorities in the state Legislature; and,

WHEREAS, much of the legislative power runs through political programs which have emphasized urban and suburban legislative districts; and,

WHEREAS, our movement is strong not just in urban and suburban communities, but also in rural cities and towns where workers live and apply their skills to earn a living; and,

WHEREAS, many union members in rural communities want to contribute their time and energy supporting candidates who support their livelihoods and values, but are not always afforded organized ways to do so; and,

WHEREAS, many policy-makers at the state and local level might better understand and engage with working peoples' issues were working people better supported in finding opportunities to elevate their stories and policy preferences to candidates seeking union support, or who want to learn more about union issues; and,

WHEREAS, a strong state-wide movement should have a strong state-wide presence; and

WHEREAS, the Executive Board of the WSLC is developing a strategic plan under the leadership of President Sims and Secretary Treasurer Carter that prioritizes four areas of work: Creating Climate Jobs, Building Political Power, Growing Organizing Capacity, and Connecting Racial, Gender and Economic Justice; now, therefore, be it

RESOLVED, that this resolution be one of four on the Strategic Plan of the WSLC, building political power; and be it further

RESOLVED, that all four strategic planning resolutions 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, that the Washington State Labor Council, AFL-CIO develop a political program for the 2024 election that includes opportunities for workers in rural communities to engage and support candidates for elected office who have demonstrated sympathy and support for labor priorities, regardless of partisan affiliation, and for whom a COPE endorsement has been secured; and be it further

RESOLVED, that the Washington State Labor Council explore a strategy to engage and communicate with union members who identify as politically conservative as part of the effort to grow working people's independent political power; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, work with its affiliates, constituency groups, and Central Labor Councils to identify such opportunities for candidates who share our values, and who have demonstrated a commitment to organized labor and our country's democratic principles; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, political program for 2024 consider this as an additive strategy to build political power and legislative capacity, but that it not tolerate bigotry, discrimination, or anti-democratic tendencies of any seekers, and will prioritize candidates who affirm equity, inclusion, and belonging for all; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO, distribute its 2023 Legislative Report to all affiliates, constituency groups, and Central Labor Councils, to ensure that those elements of our statewide movement better understand the priorities, actions, and votes taken by current office holders as they consider ways to contribute toward the 2024 political program.

RESOLUTION ON WSLC STRATEGIC PLAN: GROWING ORGANIZING CAPACITY

Resolution #2023.18

Submitted by the WSLC Executive Board

WHEREAS, workers across the country, including Washington State, are rediscovering their power by organizing unions on the job at a pace not seen in decades; and

WHEREAS, Washington State's labor movement has earned the third highest union density in the Nation through tough organizing drives in every sector, in every community, over the previous century; and

WHEREAS, Washington's labor movement needs to organize 175,000 more workers to achieve the highest union density in the country; and

WHEREAS, the best solution to the runaway income inequality spurred by employer greed is to secure collective power for workers by organizing into Unions; and

WHEREAS, in 2017 the AFL-CIO passed Resolutions 4 (Organizing to Win Power for Working People) and 15 (AFL-CIO Prioritizing Organizing and Growth of Affiliates Unions – All in the Service of Helping Working People Organize) to recommit our movement to the life changing power of a Union on the job, and to support innovative organizing approaches through the Presidents' Organizing Initiative (for which Seattle was identified as one of three pilot cities), resourcing organizing efforts at Amazon warehouses, and coordinated strike strategies; and

WHEREAS, in 2022 Resolutions 10 (RESOLUTION ON RACE AND THE LABOR MOVEMENT 4.0) was passed at the Washington State Labor Council Convention committing the WSLC to "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 to double the current Education and Organizing budgets of WSLC"; and

WHEREAS, some of the largest, most vehemently anti-union employers make their corporate homes here in the Pacific Northwest; and

WHEREAS, hundreds of thousands of workers across our state in union dense, and union light, sectors want to join and form unions at their job sites; and

WHEREAS, unionization stands to improve and correct inequities on the job laid bare by the Covid-19 pandemic, and the racial injustice our country has been grappling with since its founding; and

WHEREAS, the Executive Board of the WSLC is developing a strategic plan under the leadership of President Sims and Secretary Treasurer Carter that prioritizes four areas of work: Creating Climate Jobs, Building Political Power, Growing Organizing Capacity, and Connecting Racial, Gender and Economic Justice; now, therefore, be it

RESOLVED, that this resolution be one of four on the Strategic Plan of the WSLC, growing organizing capacity; and be it further

RESOLVED, that all four strategic planning resolutions 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, that the Washington State Labor Council, AFL-CIO, will form an Organizing & Growth Taskforce of affiliates to develop unity around a Washington labor movement-wide strategy to increase the scale and pace of organizing in order to make the promise of union membership a reality for unorganized workers; and, be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, Organizing & Growth Taskforce will determine the right and proper role for the Council to play in supporting affiliate internal and external organizing; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, Organizing & Growth Taskforce identify ways to nurture worker organizing activities, especially among women, Black, and Indigenous workers, people of color, immigrants, young, and LGBTQ workers in emerging sectors, and sectors with high rates of activism but low rates of unionization; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, Organizing & Growth Taskforce forge new partnerships, and engage current ones, with allies in the racial justice, environmental justice, gender justice, and faith communities to elevate the powerful notion that an injury to one is an injury to all; and be it finally

RESOLVED that the Washington State Labor Council, AFL-CIO, will present efforts of the Organizing & Growth Taskforce to its Executive Board for periodic review, and report back findings and recommendations to affiliate unions at its 2024 Convention

RESOLUTION ON WSLC STRATEGIC PLAN: CONNECTING RACIAL, GENDER AND ECONOMIC JUSTICE

Resolution #2023.19

Submitted by the WSLC Executive Board

WHEREAS, delegates at the Washington State Labor Council, AFL-CIO 2022 Convention passed [Resolution #2022.10 on Race and the Labor Movement](#); and

WHEREAS, the WSLC, its affiliates and allies have been engaged in work on Race and the Labor Movement, also known as the "[Race and Labor](#)" program, since 2015; and

WHEREAS, the [WSLC Womens Committee](#) is the longest standing committee of the WSLC, founded in 1976, two years after the formation of the WA state chapter of the Coalition of Union Women in 1974; and

WHEREAS, the WSLC has expanded our understanding of both racial and gender justice to be intersectional and inclusive of all [genders](#), [Transpeople and LGBTQ+](#), [immigrant](#) and [indigenous](#), including the creation of the position of Director of Racial and Gender Justice at WSLC; and

WHEREAS, in 2023 the Supreme Court of the United States of America has taken positions on Affirmative Action, Student Loans, Religion, Free Speech, LGBTQ+ Rights, Environmental Protection (The Clean Water Act), that HARM the freedoms of working people and do not align with the values of WSLC and the AFL-CIO; and

WHEREAS, in 2023 the Supreme Court has reaffirmed court decisions that STRENGTHEN the freedoms of working people in State Legislatures and Federal Elections, Race and Voting Maps, Tribal Rights, Religious Employees; and

WHEREAS, AFL-CIO President Liz Schuler quoted Supreme Court Justice Ketanji Brown Jackson "'deeming race irrelevant in law does not make it so in life,' and in their haste to do away with affirmative action, the conservative justices proved their callousness and disregard for the reality of systemic racism and its ongoing effects... preventing consideration of race does not end racism;" and

WHEREAS, the labor movement is comprised of and led by people who are descendants of both formerly enslaved people and their enslavers, indigenous and immigrant, queer and trans, disabled and able-bodied, students and retirees, veterans and pacifists, Republican and Democrat - the full spectrum of working people; and

WHEREAS, delegates of the [2017 WSLC Convention](#) called upon the WSLC to create a strategic plan to combat “the moneyed corporate financial institutions in the U.S. have gained control over our media, economy, government, courts and legislatures through the deliberate, careful and quiet execution of the strategic plan laid out in the infamous 1971 [Powell Memo](#),” created to undermine everyday working people and unions through “divide and conquer” systemic and institutionalized racism; and

WHEREAS, the American labor movement was founded more than 150 years ago, and affiliates of the WSLC have made history by electing President April Sims and Secretary-Treasurer Cherika Carter to lead a state-federated body of unions; and

WHEREAS, the Executive Board of the WSLC is developing a strategic plan under the leadership of President Sims and Secretary Treasurer Carter that prioritizes four areas of work: Climate Jobs, Building Independent Political Power, Organizing, and Connecting Racial, Gender and Economic Justice; now, therefore, be it

RESOLVED, that this resolution be one of four on the Strategic Plan of the WSLC, Connecting Racial, Gender and Economic Justice; and be it further

RESOLVED, that all four resolutions 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, that Racial, Gender and Economic Justice goals of the WSLC include priorities outlined by the WSLC Executive Board and WSLC Resolution 2022.10, including but not limited to:

1. Culture Shift: Recognizing the ongoing work of affiliates within their own unions, the WSLC will convene affiliates and leaders to share and create a resource of best practices in order to build a powerful, inclusive labor movement

2. Capacity: Create a digital platform (such as Action Network) to connect and expand the geographic reach of the Race & Labor program, its workshops and certified facilitators, informed by local needs and regional perspectives (such as Local Unions, Constituency Groups, Allied Groups and the CLC Network)
3. Infrastructure: Continue to staff the work of Racial, Gender and Economic Justice in order to implement the Strategic Plan through organizing and education, developing goals across all departments at the WSLC
4. Resources: Under the guidance of the Secretary-Treasurer, support the work above through necessary fundraising, grants and identifying opportunities for collaboration in order to meet the goals of the Strategic Plan; and, be it finally

RESOLVED, the WSLC will create a report outlining specific goals to each of the points above, to be presented at the 2024 WSLC Convention.