

 **“Get Involved!”**

**2019 AFT-OREGON
CONVENTION SUMMARY
May 3-5, 2019**



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AFT-OREGON EXECUTIVE COUNCIL ELECTION RESULTS

All terms are two years, beginning July 1, 2019, ending June 30, 2021

All officers elected by acclamation

President

Jaime Rodriguez, PCCFFAP 2277

Executive VP

Jeff Grider, PCCFCE 3922

Secretary

Shaun Cain, AAP 6200

Treasurer

Melody Hansen, HCU 4671

VP Political Action

Kayleigh Peterman, GTFF 3544

Vice-Presidents

Ira Erbs, PCCFFAP 2277

Anastasia Hernandez Vasquez, HCU 4671

Hazel Daniels, CGE 6069

Anna St. Lorenz, CGE 6069

Chloe Hughes, WOUFT 2278

Ariana Jacob, PSUFA 3571

DeAnna Timmermann, AAP 6200

Michael Hames-Garcia, UAUO 3209

Ted Cooper, GEU 6666

DELEGATE TO THE OREGON AFL-CIO 2017 CONVENTION

September 19-22, 2019 Seaside, OR

Dan Fielding, GTFF 3544 (elected by acclamation)

DELEGATE TO THE AFT NATIONAL CONVENTION

Houston Texas, July 27-30, 2020

Ira Erbs, PCCFFAP, 2277

AFT-Oregon Convention 2018 Elections Voting Summary

AFT-Oregon Executive Council: All officers elected by acclamation.

2019 AFL-CIO Convention Delegate: elected by acclamation.

2020 AFT National Convention Delegate election results:

| | | | | 2020 AFT National Convention Delegate Election Results | | |
|---------------|--------------------|---------------------|---------------------|---|-------------|--|
| Local no. | Local | Votes Authorized | Delegates Seated | Sam Burns | Ira Erbs | Michael Hames- Garcia Declined |
| 111 | PFSP | 0 | 0 | | | |
| 2277 | PCCFFAP | 1389 | 6 | | 1389 | |
| 2278 | WOUFT | 242 | 6 | 121 | 121 | |
| 2417 | LCCEF | 502 | 1 | | 502 | |
| 3190 | SWOCCFT | 49 | 2 | | 49 | |
| 3209 | UAUO | 1368 | 3 | | 1368 | |
| 3432 | WVCCF | 0 | 0 | | | |
| 3466 | BMFT | 0 | 0 | | | |
| 3544 | GTFF | 1146 | 19 | 1146 | | |
| 3571 | PSUFA | 557 | 2 | 557 | | |
| 3662 | SFCE | 108 | 1 | 108 | | |
| 3809 | WSCCFA | 0 | 0 | | | |
| 3922 | PCCFCE | 665 | 10 | 180 | 485 | |
| 3972 | SWOCCCF | 77 | 3 | | 77 | |
| 4671 | HCU | 1009 | 10 | | 1009 | |
| 4754 | UECGCC | 0 | 0 | | | |
| 4912 | LCCSSA | 138 | 3 | 138 | | |
| 6020 | AFTOCUE | 0 | 0 | | | |
| 6069 | CGE | 1379 | 19 | 1379 | | |
| 6200 | AAP | 86 | 3 | | 86 | |
| 6666 | GEU | 244 | 3 | 244 | | |
| 8035R | Retiree Chapter | 1 | 1 | | 1 | |
| TOTALS | | 8960 | 92 | 3873 | 5087 | |

2019 Scholarship Recipients

Shirley J. Gold Scholarship \$1500

Emory Colvin, Local 6069, Coalition of Graduate Employees

Carl J. Megel Scholarship \$1500

Adrianna Arroyo, daughter of Carlos Arroyo of Local 4671, Hillsboro Classified United

Albert F. Shanker Scholarship \$1500

Eleanor Jones, daughter of Marianne Jones, Local 3662, Scappoose Federation of Classified Employees

Deirdre Mackey & Grace Misztel, (for a member) \$1500

Kendra Sims, Local 6069, Coalition of Graduate Employees

Deirdre Mackey & Grace Misztel, (for a member's dependent) \$1500

Jesy Rodriguez, daughter of Jaime Rodriguez, Local 2277, PCC Federation of Teachers and Academic Professionals

2019 Award Recipients

MEMBERSHIP GROWTH AWARDS

Numbers reflect locals' membership from Jan.-Dec. 2018

Membership of 90% or More of Those Eligible to Join

Local 4912, Lewis & Clark College Support Staff Association, 97% membership

Greatest Percentage Growth in Membership

Local 4754, United Employees of Columbia Gorge Community College, 44% net growth of members

Net Increase of 100 or More Members

Local 3544, Graduate Teaching Fellows Federation, net increase of 179 members

25% +Net Growth in Membership

Local 4754, United Employees of Columbia Gorge Community College, 44% net growth in membership

Local 2417, Lane Community College Employees Federation, 27% net growth in membership

ANNIVERSARY AWARDS

30 years, Local 4671, Hillsboro Classified United

40 years, Local 3972, Southwestern Oregon Community College Classified Federation

40 years, Local 3922, PCC Federation of Classified Employees

45 years, Local 2278, Western Oregon University Federation of Teachers

100 years, Local 111, Portland Federation of School Professionals (not in attendance)

TREASURER'S AWARD

Jeanne Rockwell-Kincannon, Treasurer of Local 2278, Western Oregon University Federation of Teachers

POLITICAL ACTION ADVOCACY AWARDS

Numbers reflect locals' Political Action Fund (PAF) contributions during 2018

Gold Award, 25% or more of members contributed at least \$5/month or \$60/year to the PAF
Local 2278, Western Oregon University Federation of Teachers

Bronze Award, 10% or more of members contributed at least \$5/month or \$60/year to the PAF
Local 3190, Southwestern Oregon Community College Federation of Teachers

Bronze Award, 10% or more of members contributed at least \$5/month or \$60/year to the PAF
Local 8035, AFT-Oregon Retiree Chapter

COMMUNICATION AWARDS

Award for General Excellence in Communications
Local 3544, Graduate Teaching Fellows Federation

Award for Best Website
Local 6069, Coalition of Graduate Employees, www.cge6069.org , Brian Zhang, Webmaster

Award for Best Use of Social Media
Local 6069, Coalition of Graduate Employees, Twitter: @CGE6069, Instagram: cge6069, Facebook: Coalition of Graduate Employees@cge6069 Lzz Johnk, Administrator

JOHN CONNOR MEMORIAL AWARD

Kali Doten, Local 6069, Coalition of Graduate Employees, VP of Organizing

OUTSTANDING CONTRIBUTION TO PUBLIC AWARENESS

Micknai Arefaine, Local 6069, Coalition of Graduate Employees, VP of Social Justice

Jaime Rodriguez, Local 2277, PCC Federation of Teachers and Academic Professionals, VP of Political and Legislative Action

Constitution & Bylaw Amendments Adopted by Convention

CONSTITUTION

ARTICLE VI - ELECTION AND RECALL OF OFFICERS

Section 3. Election of Officers.

e. 1. Balloting for election of officers shall take place under the supervision of the Elections Committee during the last general session of the Convention. Elections will be conducted by a single ballot listing all offices. Delegates will rank candidates in the order of their preference for each office. The number of votes for a local shall first be distributed evenly, without fractional votes, to the seated delegates of the local and then any remaining votes shall be distributed one at a time in the order of the delegate ranking.

f. If a candidate receives a majority of first preference votes, that candidate is elected. If no candidate receives a majority of first preference votes, an instant runoff shall be tabulated by eliminating the candidate with the lowest total votes and awarding those votes to other candidates in the order of the delegate's preference ranking. The instant runoff tabulation is repeated until a candidate receives a majority of the vote. If a delegate's ballot reaches the last preference, those votes remain with their last candidate preference. In the event of a tie for lowest vote total, those candidates who tie for lowest vote total are eliminated. In the event that a winner could not be awarded, the two candidates with the most votes in the final tabulation shall be elected by a roll-call vote.

g. In elections for positions with multiple seats, the number of votes needed to be elected shall be half of the number of votes distributed to delegates. The number of votes distributed to a delegate shall be awarded to each candidate that the delegate specified a ranking number lower than or equal to the total number of seats available. The candidates with the most votes that are above the number of votes needed shall be elected. If vacancies exist after the first round, additional elections shall be held. If there is only a single multi-seat vacancy after an election, the next election shall be considered a single seat election.

Constitution & Bylaw Amendments Adopted by Convention Continued

CONSTITUTION

ARTICLE VI – ELECTION AND RECALL OF OFFICERS

Section 4. Recall of Elected Officers

- a. Any elected officer may be recalled for specific cause, which may include, but not limited to, misconduct, sexual harassment, sexual assault, illegal acts, or willful, significant violation of the constitution, bylaws, or executive council policies. AFT-Oregon will treat all incidents and allegations of harassment seriously and promptly with a trauma-informed response and a thorough investigation.
 1. Sexual harassment is defined as unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature, regardless of the response to those advances, particularly if: there is direct or implied understanding that submission to or rejection of such conduct by an individual would be used as a basis to change that person's standing within AFT-OR, or such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment. This definition is not dependent on the gender identity of either party involved in an allegation of sexual harassment.
- b. Such recall election may commence and proceed in this manner:
 1. When at least one-third of the member locals representing at least one-third (33.3%) of the membership, within a period of sixty calendar days ask for a recall of an elected officer by submitting such request in writing to either the president or secretary, the president or secretary shall within seven working days notify each member of the executive council of such petition. The request shall state specific, detailed charges.
 2. The president or secretary shall, within five calendar days of receipt of said petition, instruct the locals referenced in 1) above to prepare a summary of the question and office to be voted on by the locals of the state. This summary shall be submitted to the president. Upon receipt, the summary will be forwarded to the officers subject to removal who will be permitted to respond to each or any of the charges. Where the secretary is the subject of the petition for removal, the president shall designate another officer to conduct the responsibilities of the secretary under this article.
 3. The president or secretary shall concurrently appoint a three-member polling committee, presided over by a polling officer, which the committee shall select from its membership.
 4. The polling committee shall, within one calendar week of its appointment, mail to each AFT-Oregon member in good standing the following:
 - a. The summary provided by petitioning locals in 2) above;

- b. A ballot for each member; and
 - c. Instructions for completing the ballot, including time lines and dates by which ballots must be returned by mail to the polling committee.
5. Members shall return the marked ballot to the polling committee within three calendar weeks. In no case shall more than 45 calendar days elapse from the date of receipt of the petition identified in 1) above until results are delivered by the polling committee to the executive council.
 6. The number of the local shall appear on the ballot and only those ballots of members of locals in good standing shall be counted. These votes shall not exceed in number the number of members for which per capita was last paid prior to the date on which ballots were sent from the state office. Should the number of ballots cast by any local exceed that number to which that local is entitled, then the "ayes" and "nays" shall be reduced proportionately to come within the required number. The voters eligible to vote for removal will be restricted to members in good standing in a local in good standing at the end of the month immediately preceding the receipt of the petition in Section 4(b)(1).
 7. The polling officer shall tabulate the votes sent in by the members. The tabulations by the polling officer shall be verified at the next meeting of the executive council.
 8. Ballots shall be impounded by AFT-Oregon for a period of no less than one year.

Constitution & Bylaw Amendments Adopted by Convention

Continued

BYLAWS

ARTICLE II - PER CAPITA

Section 1. Each local shall pay directly to the state office for each member or fair share contributor a per capita per month based on the schedule in subsection (a).

- a. Effective November 1, 2018, each local shall pay a monthly per capita tax based on a percentage of annual salary with a floor dollar amount:
 1. For each member whose annual salary is greater than or equal to \$92,500, the local shall pay a per capita tax of 0.064285% of annual salary or \$59.46, whichever is larger.
 2. For each member whose annual salary is greater than or equal to \$40,000 and less than \$92,500, the local shall pay a per capita tax of 0.055582% of annual salary or \$28.48, whichever is larger.
 3. For each member whose annual salary is greater than or equal to \$28,000 and less than \$40,000, the local shall pay a per capita tax of 0.071208% of annual salary or \$21.40, whichever is larger.
 4. For each member whose annual salary is greater than or equal to \$17,000 and less than \$28,000, the local shall pay a per capita tax of 0.076415% of annual salary or \$12.99, whichever is larger.
 5. For each member whose annual salary is greater than or equal to \$10,000 and less than \$17,000, the local shall pay a per capita tax of 0.071321% of annual salary or \$7.13, whichever is larger.
 6. For each member whose annual salary is less than \$10,000, the local shall pay a per capita tax of 0.055019% of annual salary.

Note 1: Floor dollar amounts are included to ensure that when a member in one tier has a larger annual salary than a member in another tier, the per capita for the member who makes more is at least as large as the per capita for the member who makes less. Each floor is the current tier's minimum annual salary multiplied by the percentage for the tier below.

Note 2: The percentage for each tier is computed by multiplying each of the following base percentages by a scaling factor: (Tier 6, 0.065%), (Tier 5, 0.0562%), (Tier 4, 0.072%), (Tier 3, 0.077265%), (Tier 2, 0.072114%), (Tier 1, 0.055631%). The current scaling factor is 0.989. Scaling factors of 0.94 through 0.99903, inclusive, shall be considered within scope of amendments for this proposal. Changing the

scaling factor adjusts the total AFT-OR revenue while approximately maintaining the shape of the graph. Additionally, adjustments to each base percentage of +/- 0.002%, inclusive, will be considered within scope of amendments for this proposal. Changing the base percentages adjusts the impact to locals with different annual salary distributions, changing the shape of the graph

- b. Three dollars (\$3.00) of per capita prorated on the schedule of per capitas in Section (a) shall be set aside each month in a political action account. Effective September 1, 2012, the amount shall be increased to three dollars and fifty cents (\$3.50). The funding generated will be used in candidate and ballot measure campaigns in support of the goals of AFT-Oregon and in the cause of its members, their work places, and their occupations in our education, health care, other valued services, and to raise the voice of working people. In addition, the funds will be used to support candidates and ballot measures, endorsed by AFT-Oregon, in cooperation with the AFL-CIO, to advance the cause of our members.
- c. Locals having members who pay a fair share fee to another employee organization for representation within the local's jurisdiction may submit per capita for the income category which is one-half (1/2) of the full income category of those members.
- d. The per capita rate on members who are laid-off or on unpaid leave shall be one dollar (\$1.00) per month.
- e. There shall be no per capita requirement from the local to the state federation for an active member who retires from their represented position and who remains a retiree member of their local.
- f. Effective July 1, 2019 the income thresholds and floor dollar amounts listed in Section 1 shall be adjusted annually on July 1st by the preceding calendar year's US Western Region CPI-U percentage.

Resolutions Adopted by Convention

Resolution #2019 -1

Promoting Protections for International Workers

Whereas, international workers make up a significant percentage of the workforce in Oregon; and

Whereas, the material conditions and lived experiences of international workers are substantially different from domestic workers, including visa and work restrictions, fear of reprisal, and discrimination; and

Whereas, international workers require and deserve protection and support from their organizations and the state regardless of documentation status; now

Therefore Be It Resolved, that AFT-OR acknowledge, promote and build awareness of the multiple struggles international workers face in their work environments; and

Be It Further Resolved, that AFT-OR promote bargaining platforms and make available resources including providing optional training that address international workers' concerns and challenges separately and protect them; now

Be It Finally Resolved that AFT-OR will submit this resolution to the national level.

Resolution #2019 -2

Bargaining for Disability Accommodation and Access

Whereas, individuals with physical or psychological disabilities or those with chronic health issues or those with qualifying health issues face unique challenges in accessing and working in the professional environment; and

Whereas, individuals' requests for basic accessibility and accommodations are both necessary and protected by the Americans with Disabilities Act; and

Whereas, the need for accommodations come at the recommendation of medical and psychological care professionals; and

Whereas, implementations and accommodations do not always meet the standards of the Americans with Disabilities Act or adequately address the needs of those individuals; and

Whereas, our workplaces should strive for universal access and reasonable accommodations; now

Therefore Be it Resolved, that AFT-OR will support locals in their advocacy and bargaining for accessibility and accommodation rights, protections, and the development of inclusive policy; and

Be it Further Resolved, that AFT-OR support locals in taking steps (such as focus groups and online surveys) to identify needs for, usage of, and gaps in accessibility and accommodations to advise bargaining on these issues; and

Be it Further Resolved, that AFT-OR will endeavor to combat the marginalization of the disabled community by supporting the visibility and voices of the disabled community; now

Be It Finally Resolved, that AFT-OR will recommend AFT National include disability access and accommodation support as a stable necessity for member unions across the country.

Resolution #2019 -3

Resolution to Expand Retirement Benefits

Whereas, the current eligibility for public workers to qualify for the Public Employees Retirement System (PERS) specifically excludes Oregon public university graduate employees and employees below .50 Full-Time Equivalent (FTE); and

Whereas, the eligibility for PERS also excludes post-doctoral scholars; and

Whereas, the state of Oregon has expanded access to the Optional Retirement Plan (ORP) for post-doctoral scholars who work in Oregon public universities; and

Whereas, the requirement for post-doctoral scholars is to contribute between 2%-4% to qualify for ORP; and

Whereas, a post-doctoral scholar's contribution to ORP will be matched by their respective public employer; now

Therefore Be It Resolved, that AFT-OR will advocate for the expansion of retirement benefits to include public university graduate employees in Oregon and employees below .50 FTE; now

Be It Finally Resolved, that the AFT-OR Executive Council will encourage the AFT National to advocate for a similar expansion in public retirement eligibility for graduate employees and employees below .50 FTE at the federal level.

Resolution #2019 -4 (amended to include #2019-5)

Resolution to Endorse the Oregon and the National Green New Deals

Whereas, the ongoing and ever-worsening climate catastrophe mandates an urgent response; and

Whereas, the proposals for addressing carbon emissions and climate change seek a harmony between the economic, social, political, and ecological; and

Whereas, AFT-OR and National should lead cousin unions in the AFL-CIO by joining others in endorsing candidates and policies to address the ongoing climate crisis; and

Whereas, the national Green New Deal explicitly calls for protections of jobs, a just transition for those employed in carbon-intensive industries, a guaranteed living wage for all residents of the United States, and other such provisions which are the bedrock of organized labor's principled goals for economic justice; and

Whereas, the Green New Deal calls for addressing inequities first amongst communities of color, ~~poor~~ economically marginalized people, and other oppressed populations on the basis of identity and class; and

Whereas, the Green New Deal calls for universal health care, which is a position already adopted by AFT both nationally and at the state federation level; and

Whereas, Oregon is already at the forefront of the fight for the climate in that the Oregon Green New Deal lays out seven real steps for change, including (1) phasing out fossil fuel infrastructure, (2) strong regulations for healthy, breathable air, (3) clean, community-controlled 100% renewable energy, (4) regenerative, sustainable farms and forests, (5) transportation justice, (6) protection of communities already experiencing a change in climate, and (7) funding the Just Transition¹; and

Therefore Be It Resolved, AFT-OR immediately endorse the Oregon Green New Deal, adding its name to a growing list of organizations; and

Be It Further Resolved, that AFT-OR will convene a committee of rank-and-file members to create a policy platform simultaneously addressing climate change and economic justice to be submitted to all state political officials for adoption.

Be It Finally Resolved, that this resolution will be made a priority for advocating adoption at the AFT-National Convention at the scale of our national union\ and the Oregon AFL-CIO Convention.

¹ <http://www.orjta.org/campaigns/ognd/>

Resolution #2019 -6

Resolution in Support of Campaign Workers Organizing

Whereas, AFT-Oregon encourages and supports the efforts of all workers to join or form unions in order to bargain the terms and conditions of their employment; and

Whereas, improving the lives of working people in Oregon depends largely on the power of campaign workers to help elect pro-union candidates and pass pro-union policies; and

Whereas, Oregon campaign workers work long hours, often seven days a week, for little pay that often results in less than minimum wage compensation and with no agreed upon time off, causing burnout and unhealthy workers; and

Whereas, Oregon campaign workers do not have access to employer-sponsored healthcare, untaxed healthcare stipends or paid sick days; and

Whereas, Oregon campaign workers have no access to procedures to address workplace grievances; and

Whereas, Oregon campaign workers are currently “at will” employees, hired and fired at the whim of management, with no protection against unjust firings or disciplinary actions; and

Whereas, while Oregon leads the way on many worker’s rights issues, our campaign workers are currently being left behind; and

Whereas, the Campaign Workers Guild has negotiated thirty contracts across the country in its first election cycle as a union; and

Now Therefore be it Resolved that, consistent with our party platform, AFT-OR strongly supports the efforts of the Campaign Workers Guild to organize Oregon campaign workers.

Be it finally resolved that, AFT-OR will not endorse candidates who do not voluntarily recognize the right of their campaign workers to unionize.

Resolution #2019 -7

Addressing Sexual Discrimination, Harassment, and Violence in the Workplace

Whereas, AFT-OR has an ongoing commitment to combat sexual discrimination, harassment, and violence; and

Whereas, AFT-OR refuses to tolerate any form of sexual harassment, discrimination, or violence; and

Whereas, members of this union and other workers continue to experience sexual discrimination, harassment, and violence in their workplaces; and

Whereas, workers have the right to safe and respectful working conditions, including choosing to disclose an experience of sexual discrimination, harassment, or violence without fear of retribution; and

Whereas, locals of this union are already working to provide protections for workers experiencing sexual harassment, discrimination, and violence; and

Whereas, AFT-OR is in a unique position to gather the practices, policies, and bargaining language from these locals and provide it to everyone; now

Therefore Be It Resolved, that AFT-OR recognize and address the frequency and severity of these occurrences in consultation with locals, while acknowledging that statistics underrepresent incidents of sexual discrimination, harassment, and violence; and

Be It Further Resolved, that AFT-OR will treat all incidents and allegations seriously and promptly with trauma-informed responses; and

Be It Further Resolved, that AFT-OR reaffirms its refusal to tolerate sexual discrimination, harassment and violence by collaborating with locals to compile a list of evidence-based best practices to be distributed to all locals; and

Be it Further Resolved, that AFT-OR will adopt and implement these practices; and

Be It Further Resolved, that AFT-OR promote bargaining platforms that uphold the rights of the complainants, victims, and survivors and validate their experiences as potential hindrances to their ability to work; now

Be It Finally Resolved that AFT-OR will submit this resolution to the national level.

Resolution #2019 -8

Support for Transgender, Nonbinary, and Gender-nonconforming Workers

Whereas, AFT-OR has a continued commitment to supporting transgender workers throughout Oregon; and

Whereas, at the 2018 AFT-OR convention a resolution was passed committing AFT-OR to defend transgender workers' access to healthcare; and

Whereas, non-binary and gender-nonconforming workers are included under this umbrella, but often face particular constraints in the workplace which require specific responses from AFT-OR and locals; and

Whereas, current national politics continue to target transgender, nonbinary, and gender-nonconforming people; and

Whereas, our transgender, nonbinary, and gender-nonconforming members need continued support; now

Therefore Be It Resolved that AFT-OR will collaborate with transgender, nonbinary, and gender-nonconforming communities to compile a list of best practices implemented by locals in defense of transgender, non-binary, and gender non-conforming workers; and

Be It Further Resolved that AFT-OR will compile a list of already-existing statewide protections for transgender, non-binary, and gender non-conforming people including protections in the workplace, housing, and everyday life; and

Be It Further Resolved that AFT-OR will make these best practices available to locals to help guide and direct agitation for the rights of transgender, nonbinary, and gender-nonconforming workers; now

Be It Finally Resolved that AFT-OR will bring this to national.

Resolution #2019 -9

Recognition of Tribal Sovereignty and Indigenous Peoples in Schools

Whereas, the United Nations Declaration on the rights of Indigenous Peoples affirms that Indigenous Peoples are equal to all other peoples; and

Whereas, there is an urgent need to respect and promote the inherent rights of Indigenous Peoples, especially in regard to their lands, territories, and resources; and

Whereas, the rights affirmed in treaties, agreements, and other constructive arrangements between states and Indigenous Peoples are not only of domestic, but in some instances, of international concern; and

Whereas, Indigenous Peoples have a right to the lands, territories, and resources which they have traditionally inhabited; and

Whereas, AFT-OR recognizes that our educational institutions are built upon stolen land; now

Therefore Be It Resolved, that AFT-OR will work with communities of Indigenous Peoples within Oregon and other states to develop programs that serve the needs of members in our classrooms by offering anticolonial curriculum, teaching, and pedagogical support for discussing the history of Indigenous Peoples and the resurgence of Indigenous cultures; now

Be It Finally Resolved that AFT-OR will provide substantive education to all of their members on the legal recognition and protection that U.S. tribal sovereignty and international law provide for these Peoples,^[1] such as providing easy access to resources including teaching guides, syllabi, and reading materials suitable for teaching at the K-12 and post-secondary level.

^[1]Adapted from *The United Nations Declaration on the Rights of Indigenous Peoples*, August 2013, the UN Office of the High Commissioner for Human Rights (OHCHR).

Resolution #2019 -10

Solidarity With Prison Laborers

Whereas, the Prison Industry Enhancement Certification Program (PIECP) was created by Congress in 1979 to, “encourage states and units of local government to establish employment opportunities for inmates that approximate private-sector work opportunities;”^[1] and

Whereas, the PIECP does not offer sufficient protections or rightful compensation to prison laborers and substantial changes must be made to current state and federal legislation in order for prison labor to be less exploitative; and

Whereas, it may not be possible for prison labor to be a non-exploitative endeavor; and

Whereas, the protections provided by the right to unionize are crucial to any laborer regardless of that laborer’s criminal status; and

Whereas, prisoners, unlike non-prisoners, are not granted this right under the U.S. Constitution;^[2] and

Whereas, increased use of incarceration is an issue of justice that has broad harmful effects on prisoners, workers, and society; and the for-profit prison industry incentivizes increased use of incarceration; now

Therefore Be It Resolved that AFT-OR will stand in solidarity with prison workers in their unionization efforts and in their fight for fair working conditions; and

Be It Further Resolved that AFT-OR will compile resources regarding vendors that have committed to avoiding prison labor and its products, to be made available on the AFT-OR website and disseminated to locals; now

Be It Finally Resolved that AFT-OR will condemn the exploitation of prisoners for profit, and research methods to prevent further exploitation.

^[1]BJA 2004 Program Brief. <https://www.ncjrs.gov/pdffiles1/bja/203483.pdf>

^[2]See *Jones v. North Carolina Prisoners’ Union*, 433 U.S. 119 (1977).

Resolution #2019 -11

Continuing to Oppose ICE in Schools

Whereas, all AFT-OR members agree that schools should be a place where students feel safe; and

Whereas, immigrant and international students and workers, and their children, as well as students and workers of color and from other marginalized groups, are under increased scrutiny in the current political climate; and

Whereas, unions have a commitment to their members to represent and respect our inalienable human rights; and

Whereas, increased scrutiny have led to attacks on our members' inalienable human rights and dignity; and

Whereas, racism, xenophobia, and Islamophobia are implicitly and explicitly endorsed by ICE as a political instrument of the administration against students; and

Whereas, in 2018 AFT-OR passed a resolution which opposed ICE officers being placed in schools; and

Whereas, in 2018 AFT-OR passed a resolution vowing to produce and distribute information about legal rights and immigration law in their schools, and commit resources to retaining legal representation for vulnerable students, teachers, families, and union members; and

Whereas, in 2018 AFT-OR passed a resolution vowing to take this issue to the national level; and

Whereas, this remains an issue of immediate concern for many of our members, now

Therefore Be It Resolved, that AFT-OR shall conduct a review on the efficacy and implementation of the 2018 resolution at the local level; and

Be It Further Resolved, that AFT-OR will conduct a review of how many of our local schools currently cooperate with ICE officers, reminding those who do about the danger ICE poses to our students and members, and that compliance with ICE is not legally required without a judicial warrant; and

Be It Further Resolved, that AFT-OR will update its information for the new year and redistribute to locals; now

Be It Finally Resolved, that AFT-OR will renew its commitment to oppose ICE.

Resolution #2019 -13

Call to improve the benefit of unused sick leave

Whereas, sick leave is a negotiated benefit that is part of the employees compensation package; and

Whereas, many employees end their employment with weeks' worth of unused sick leave; and

Whereas, employees, under the Oregon Public Service Retirement Plan (OPSRP) lose their unused sick leave when they retire, but PERS Tier 1 and 2 who retire under the formula method receive a benefit for their sick time; and

Whereas, employees are incentivized to use their sick leave when they are not sick, often right before resigning or retiring, so they don't lose out on this benefit; and

Whereas, misuse of the sick leave benefit is a common basis for disciplinary action; and

Whereas, employers rarely provide severance to non-executive staff and cashing out unused sick leave can help an employee pay for expenses while looking for a new job; and

Whereas, providing a benefit for unused sick leave would encourage employees to only use their sick leave when they are actually sick; and

Whereas, employers will still have the power to send an employee home if they report to work sick; and

Whereas, reducing the amount of sick leave abuse will reduce the use of substitutes which in turn will improve the learning environment for our students; now

Therefore Be It Resolved, that AFT-Oregon support the passage of legislation that provides a benefit to OPSRP retirees with unused sick leave; and

Therefore Be It Further Resolved, that AFT-Oregon support the passage of legislation that requires employers to provide some benefit to all employees with unused sick leave who resign or are terminated; and

Therefore Be It Further Resolved, that AFT-Oregon advocates for employees to have the right to choose how to receive their unused sick leave benefit; and

Be it Finally Resolved that AFT-Oregon drafts sample contract language for locals to include in contract negotiations that provide a benefit to all employees for unused sick leave.

Resolution #2019 -14

Supporting driver's licenses/driver's authorization card for all

Whereas, current Oregon law requires proof of citizenship or legal residency to receive a driver's license/driver's authorization card; and

Whereas, there is a significant population of students and parents who lack the documentation to receive a driver's license/driver's authorization card; and

Whereas, many K-12 students depend on their parents for transportation to participate in school activities; and

Whereas, without a driver's license/driver's authorization card, a person faces barriers to purchasing auto insurance, which increases the rate of uninsured accidents; and

Whereas, a driver's license/driver's authorization card has served as a defacto standard form of identification across the country; and

Whereas, the Real ID Act of 2005 created additional compliance requirements for IDs that are accepted by federal agencies which is expected to raise the cost of compliant IDs; and

Whereas, creating two tiers of ID cards, one that complies with the Real ID Act and one that does not, gives Oregonians a choice on if they wish to pay more for a Real ID Act compliant card; and

Whereas, allowing all adults to hold state issued identification cards will give businesses and organizations a way to confirm the identity of the adult; and

Whereas, confirmation of one's identity is required to receive a wide range of goods and services; now

Therefore Be It Resolved, that AFT-Oregon supports the passage of legislation that allows all who reside in the state of Oregon to qualify to receive a driver's license/driver's authorization card regardless of residency status; and

Therefore Be It Further Resolved, that AFT-Oregon joins in coalition with immigrant rights groups, like CAUSA, to help pass this legislation; and

Be it Finally Resolved, that AFT-Oregon encourages other state affiliates to support this effort.

Resolution #2019 -15

Resolution for Expanding Renters' Protections

Whereas, through a week-to-week tenancy lease, landlords may terminate a rental agreement given a 10 day notice; and

Whereas, through a week-to-week tenancy lease, landlords may increase rent given a 7 day notice; and

Whereas, through a week-to-week tenancy lease, landlords may increase rent without a cap; and

Whereas, all landlords are capped at seven percent rent increase plus the increase in Consumer Price Index only after a 12 month tenancy period; and

Whereas, if a rental property is less than 15 years old or the landlord provides reduced rent as part of federal, state, or local program, there is no limit to the increase in rent prices; and

Whereas, for ORS 90.396 and ORS 90.405 in which there are restrictions and/or evictions based on pet ownership, sex work and substance abuse,

Therefore Be It Resolved, that AFT-Oregon will lobby to lift the ban on all forms of rent control; and

Be It Further Resolved, that AFT-Oregon will lobby for strict rent control that is less than the previous seven percent increase in addition to the Consumer Price Index increase every 12 month period which includes properties built within 15 years; and

Be It Further Resolved, that AFT-Oregon develops a working group to address the previous cooperative housing resolution and how to firmly implement designated funding to AFT-OR locals; and

Be It Further Resolved, that AFT-Oregon creates a report that details where the cooperatives are being established, and the budget for each establishment; and

Be It Further Resolved, that AFT-Oregon establish policy to protect sex workers and those struggling with substance abuse from eviction within 24 hours; and

Be It Further Resolved, that AFT-Oregon establish policy to enforce pet owner protection as seen in HB 2683; and

Be It Further Resolved, that AFT-Oregon endorses any legislation which prohibits additional rent charges for pet owners; and

Be It Further Resolved, that AFT-Oregon endorses any legislation which prohibits the requirement of medical documents for pet owners to rent; and

Be It Finally Resolved, that AFT-Oregon lobby for the changes within this housing resolution at the National AFT Convention.

Resolution #2019 -16

Provide Past Resolutions on the AFT-OR Website

Whereas, the AFT-OR website does not have information about resolutions passed since 2012; and

Whereas, this information is important for the institutional memory of our organization; and

Whereas, providing this information will help reduce the number of repeated resolutions brought to convention and allow us to better build upon and expand past endeavors; now

Therefore Be It Resolved that AFT-OR will post archived copies of passed resolutions and dispositions of these resolutions to the website; and

Be It Further Resolved that AFT-OR will devote and fairly compensate worker power to maintaining and updating information about resolutions on their website; now

Be It Finally Resolved that AFT-OR will also publicly report on actions taken in response to resolutions.

Resolution #2019 -17

Advocating for a “Community Schools” Model for Oregon Education

Whereas, there has been a general uptick in organized direct action throughout the educational sector of public workers; and

Whereas, teachers in West Virginia, Oklahoma, Arizona and other states have inspired a new focus on funding the future of education; and

Whereas, teachers in the Los Angeles School District went on strike on Jan 14, 2019 for six days and, in part, encouraged a “community school District model”; and

Whereas, Reclaim Our Schools LA, a coalition of educators, labor unions and social justice organizations, have made this school district model a priority; and

Whereas, the community school district is a model of reform that is inclusive; that doesn’t exclude English language learners; that doesn’t exclude foster care students or students with special needs. The model advocates for an integrated approach to education that stems from a coalition between community members and the educational institutions they support¹; and

Whereas, this model has a great potential to benefit students throughout the state of Oregon; now

Therefore Be It Resolved, AFT-OR endorses the community model of education, and promote this model among the membership; and

Be It Further Resolved, that in endorsement of this model, AFT-OR works to oppose continued privatization of the education system; now

Be It Finally Resolved, that AFT-OR will bring this resolution to AFT National for national adoption of the community schools model.

¹ <https://capitalandmain.com/community-school-district-movement-launches-in-los-angeles-0103>

Resolution #2019 -18

Resolution for Distributing a Long-Term Financial Plan for AFT-Oregon

Whereas, having a long-term financial plan is good practice for democratic organization; and
Whereas, AFT-National, in the spirit of financial transparency, publishes an annual consolidated financial statement; and

Whereas, AFT-Oregon does not currently distribute to locals a long-term financial plan or location of financial reserves; and

Whereas, inflation is approximately 2% and thus money kept in checking or savings accounts is usually losing money; and

Whereas, having a long-term financial plan that is available to members is responsible and encourages similar plans on local levels; and

Whereas, organizational financial information is sensitive in nature and understandably details are not disclosed publicly; now

Therefore Be It Resolved, that the AFT-Oregon Executive Council will hold a special meeting with all Executive Council members and members representing at least four locals to write up a 1-2 page long-term financial plan for AFT-Oregon to be distributed to all locals; and

Be It Finally Resolved, that this financial plan will describe the current location of AFT-Oregon reserves and outline a plan for alternative investment options if the committee deems that alternative investment options are in the best long-term financial interests of AFT-Oregon.

AFT-OREGON EXECUTIVE COUNCIL

*Current officers as of 5/8/2017 through **term ending June 30, 2017***

President

David Rives

Executive Vice-President

Jeff Grider

Secretary

Devin Hunter

Treasurer

Melody Hansen

Vice-President Political Action

Jaime Rodriguez

Vice-Presidents

Shaun Cain

Elisabeth Garcia Davidson

Gordon Lafer

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Kris Osterloh

David Woken

Chloe Hughes

DeAnna Timmeermann

Hazel Daniels

Vacant

Liaisons:

Louise Currin, President, Local 8035-R, AFT-Oregon Retiree Chapter

Tim Stoelb, President, Local 6732, Oregon School Employees Association

Adrienne Enghouse, President, Local 5017, Oregon Federation of Nurses & Health Professionals

Lynda Pond RN, President, Local 5905, Oregon Nurses Association