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2014 AFT-Oregon Convention Committee Reports

CONSTITUTION

Article IX. CONVENTION REPRESENTATION

Section 4. AFT-Oregon shall be notified of such delegate/alternate selection by appropriate time lines in order for delegates to be seated.

- (a) Each local must send notification by registered or certified mail or e-mail to the AFT-Oregon Secretary, including a certified list of officially credentialed elected delegates and alternates.
- (b) Such notification must be postmarked or date stamped not less than thirty (30) calendar days prior to the opening date of the Convention.

Article X. AMENDMENTS

Section 3. If a proposed amendment is to be considered by the Convention, it must be ~~sent~~ submitted to the AFT-Oregon office post-marked or date stamped at least sixty (60) days before the date of the Convention and must be sent by the State Office to the locals for consideration at least forty-five (45) days before the Convention convenes;

BYLAWS

Article II. PERCAPITA

Section 1. Each local shall pay percapita tax directly to the State Office for each member or fair share contributor ~~a percapita per month~~ based on the schedule in subsection (a).

- a. ~~Effective September 1, 2010, the rate shall be:~~

<u>Annual Income</u>	<u>Monthly</u>
\$50,000 +	\$31.25
\$40,000 - \$50,000	27.35
\$30,000 - \$40,000	23.45
\$20,000 - \$30,000	19.00
\$15,000 - \$20,000	15.40
\$10,000 - \$15,000	12.80
\$5,000 - \$10,000	6.35
up to \$5,000	3.40

The following amendment has been referred to an Executive Council sub-committee to work with the Treasurer to develop a more equitable per caps schedule amendment to be submitted to the 2016 Convention.

Article II. PERCAPITA

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

- a. ~~Effective September 1, 2010, the rate shall be:~~

<u>Annual Income</u>	<u>Monthly</u>
----------------------	----------------

\$50,000 +	_____	\$31.25
\$40,000 - \$50,000	_____	27.35
\$30,000 - \$40,000	_____	23.45
\$20,000 - \$30,000	_____	19.00
\$15,000 - \$20,000	_____	15.40
\$10,000 - \$15,000	_____	12.80
\$5,000 - \$10,000	_____	6.35
up to \$5,000	_____	3.40

Effective September 1, 2012, each local shall pay a percapita tax of \$35.00 per month.

1. Locals with members whose annual salary is less than \$36,000, may submit the percapita tax at one-half the monthly rate.
2. Locals with members whose annual salary is less than \$14,000, may submit the percapita tax at one-fourth the monthly rate.
3. Locals with members whose annual salary is less than \$8,500, may submit the percapita tax at one-eighth the monthly rate.

Effective September 1, 2015, each local shall pay a percapita tax of \$35.00 per month.

1. Locals with members whose annual salary is less than \$36,000, may submit the percapita tax at one-half the monthly rate.
2. Locals with members whose annual salary is less than \$18,000, may submit the percapita tax at one-fourth the monthly rate.
3. Locals with members whose annual salary is less than \$9,000, may submit the percapita tax at one-eighth the monthly rate.

Article III. CONVENTION PLANNING AND REPARATION

Section 6. Delegate materials shall:

- (a) Be ~~mailed~~ made available to delegates no later than fourteen (14) calendar days prior to the opening of the Convention;

Article IV. RESOLUTIONS

Section 1. Resolutions to the Convention may be introduced by locals or the Executive Council of AFT-Oregon in this manner:

- (a) A resolution must be ~~sent~~ mailed or e-mailed to the AFT-Oregon Office postmarked or date stamped no later than thirty (30) calendar days prior to the opening of the Convention if it is to be considered;
- (b) It shall contain the title and shall be submitted to the AFT-Oregon President as a text based document and a pdf. in typewritten form, in triplicate, and The Resolution shall bear the signature of at least two elected officers of the local ~~or Council~~ submitting the resolution;

Amended to Include:

Section 2. Resolutions submitted as prescribed by Section 1 shall be mailed or e-mailed from the State Office to all AFT-Oregon locals at least fourteen (14) calendar days prior to Convention.

Resolutions (Have been edited to reflect committee changes only)

Resolution No. 2015-1

Committee Recommends Adoption as Amended

Resolution in Support of Two Free Years of Post-Secondary Education in the State of Oregon

Whereas, it is in the public's interest to invest in the education of its people ~~citizens~~;
and

Resolution No. 2015-2

Committee Recommends Adoption as Amended

Resolution to Raise the Minimum Wage

Whereas, minimum wage workers in 1960 had almost double the buying power ~~than of~~ minimum wage workers today (Minimum Wage Mythbusters - <http://www.dol.gov/>); and

~~**Whereas**, increasing the minimum wage decreases unemployment (Does Increasing the Minimum Wage Increase Unemployment? <http://www.addictinginfo.org/>); and~~

~~**Whereas**, Multnomah county commissioners recently approved raising the minimum wage of county workers to \$15 an hour; and~~

~~**Whereas**, other cities that have increased the minimum wage have seen economic growth through expanding demand; and~~

~~**Whereas**, minimum wage workers at the current minimum wage will rarely escape from poverty; now~~

Resolution No. 2015-5

Committee Recommends Adoption as Amended

Resolution for Retirement Security

~~**Whereas**, the Great Recession and the recent housing crisis have dramatically altered the American economy and caused our current retirement system to fall short, leaving many people high and dry when they reach retirement age; and~~

~~**Whereas**, to address this ever-increasing need the Oregon Retirement Savings Task Force 2014 recommended there be created a state-sponsored program available for all Oregonians without access to a plan at their workplace that includes: voluntary participation with automatic enrollment (though the employee could opt-out); auto-escalation of contribution levels with employee control; payroll deduction of employee contributions; tax benefit treatment as for other retirement savings programs; no required employer contribution (to avoid conflicts with the Employee Retirement Security Income Security Act); reports to savers; portability; pooled and professionally managed; and self-sustaining; now~~

Be It Further Resolved, that AFT-Oregon supports implementation of the Oregon Retirement Savings Task Force 2014 recommendations; and

Be It Finally Resolved, that this resolution be revised for forwarding to the Conventions of the national American Federation of Teachers and the Oregon AFL-CIO by replacing the references to AFT-Oregon, respectively, with AFT and Oregon AFL-CIO and for submission to the AFT Convention by revising to delete Oregon statistics to include only national statistics.

~~**Be it Finally Resolved**, that this resolution will be forwarded to the Oregon AFL-CIO convention for action.~~

Resolution No. 2015-6

Committee Recommends Adoption as Submitted

Resolution to Ban the Box

Resolution No. 2015-7

Committee Recommends Adoption as Amended

Resolution to End Profiling

~~**Whereas**, humans have the intellectual advantage to quickly process new information by the application of rubrics based upon previous experiences or information; and~~

~~**Whereas**, that advantage is developed through individual experiences which produces an overly simplistic, subjective understanding of others that is difficult to change once established; and~~

~~**Whereas**, law enforcement officers are human beings which are susceptible to having their current behavior influenced by their past experiences; and~~

~~**Whereas**, the identification of another person's race, age or other physical attributes is a ubiquitous, unavoidable rubric that is used by everyone; and~~

~~**Whereas**, police officers then use these categorizations to influence decisions regarding investigation and arrest in a practice known as profiling; and~~

~~**Therefore Be It Resolved**, that AFT-Oregon recognizes that police profiling based on arbitrary factors identity such as, but not limited to, race, religion, age, ability, sexual orientation, gender presentation, ethnicity or national origin is a problem in our society; and~~

~~**Be It Further Resolved**, that AFT-Oregon will support reforms of police policy that reduce discrimination including training while supporting the diversity of our communities; and~~

Resolution No. 2015-8

Committee Recommends Adoption as Amended

Increasing Immunization Rate in Oregon Schools

~~**Therefore Be It Resolved**, that the American Federation of Teachers Oregon support only immunization waivers for students with diagnosed medical conditions documented by licensed medical professionals; and~~

~~**Be It Further Resolved**, AFT-Oregon supports trained medical professionals ~~staff~~ be added to track immunizations and their waivers and all staff responsible for tracking receive~~

additional in-service in the enforcement of state law as it relates to immunizations and those costs be paid for with non-educational dollars.

*Resolution No. 2015-9
Committee Recommends Adoption as Amended*

Resolution for Paid Sick Days

Whereas, when children become sick, parents and guardians are the only ones available to care for their children; and

*Resolution No. 2015-10
Committee Recommends Adoption as Submitted*

Resolution Supporting Graduate Employee State Residency

*Resolution No. 2015-11
Committee Recommends Adoption as Amended*

A Resolution Promoting the Expansion of SNAP Eligibility to Include Graduate Employees

Whereas, we find it unacceptable that one class of employees who ~~don't~~ does not earn a living wage is denied access to SNAP; now

*Special Order of Business 2015 – 12
Committee Recommends Adoption Submitted*

Ending Campus Sexual Violence

*Special Order of Business 2015-13
Committee Recommends Adoption as Amended*

Adoption of Gender Neutral Language

~~**Whereas**, usage of the singular 'they' allows for the recognition and inclusion of members who do not identify neatly within the gender binary; and~~

~~**Whereas**, English rules of grammar were constructed in patriarchal and heteronormative historical power relations, and therefore ought to be held in suspicion; and~~

~~**Whereas**, feminist and queer activists and scholars are emerging on the adoption of the singular 'they;' now~~

Therefore Be It Resolved, AFT-Oregon should adopt usage of the singular 'they' or seek gender neutral language wherever possible (e.g., 'Sibling' as an alternatives to 'Brothers and Sisters') in all future official communications; and

*Special Order of Business 2015-14
Committee Recommends Adoption as Submitted*

Merit Pay

Convention Action

CONSTITUTION

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- b. It shall contain the title and shall be submitted to the AFT-Oregon President as a text based document and a pdf. The Resolution shall bear the signature of at least two elected officers of the local submitting the resolution;

Section 2. Resolutions submitted as prescribed by Section 1 shall be mailed or e-mailed from the State Office to all AFT-Oregon locals at least fourteen (14) calendar days prior to Convention.

Resolutions Adopted by Convention

Resolution No. 2015-1

Resolution in Support of Two Free Years of Post-Secondary Education in the State of Oregon

Whereas, it is in the public's interest to invest in the education of its people; and
Whereas, a post-secondary education is considered a necessity in today's job market;
and

Whereas, a better educated population will be a better engaged electorate; and
Whereas, numerous countries around the globe already have proven it is desirable and possible to provide higher education to their citizens at no or little cost to the students; and

Whereas, a sound economic system should not require its citizens to start careers with an enormous amount of student debt; and

Whereas, two years of post-secondary education at no cost to the student will help close the divide of the income gap and allow for better social mobility; now

Therefore Be It Resolved, that AFT-Oregon shall support legislative efforts to promote access to two years of post-secondary education in the state of Oregon at no cost to the students; and

Be It Further Resolved, that AFT-Oregon shall support similar legislation on a national level and will be a leader in promoting access to higher education at no cost to students by suitably editing and forwarding this resolution to the American Federation of Teachers and the Oregon AFL-CIO for action by those bodies.

Resolution No. 2015-2

Resolution to Raise the Minimum Wage

Whereas, minimum wage legislation was first introduced in the US to address the rampant poverty in depression era America; and

Whereas, the US has experienced continual inflation over the last 50 years (<http://www.inflation.eu/>); and

Whereas, minimum wage workers in 1960 had almost double the buying power of minimum wage workers today (Minimum Wage Mythbusters - <http://www.dol.gov/>); and

Whereas, increasing the minimum wage reduces the need for government assistance programs; and

Whereas, restaurant workers and other workers who receive tips are paid below the minimum wage in many states; and

Whereas, cities that have increased the minimum wage have seen economic growth through expanding demand; and

Whereas, workers at the current minimum wage will rarely escape from poverty; now

Therefore Be It Resolved, that AFT-Oregon will advocate for the passage of laws that raise the minimum wage for all workers to a living wage; and

Be It Further Resolved, that AFT-Oregon will call on AFT to advocate for federal changes so that workers who receive tips will have the same minimum wage as other workers; and

Be it Finally Resolved, that this resolution will be suitably edited and forwarded to the conventions of the Oregon AFL-CIO and AFT for action by those bodies.

Resolution No. 2015-5

Resolution for Retirement Security

Whereas, in the past, employees could rely on a three-legged stool built from Social Security, pensions, and personal savings to help them live comfortably after a lifetime of work; and

Whereas, unions were historically responsible for the establishment of many pension programs through collective bargaining, but due to attacks on organizing and the resulting decline in union membership those programs are disappearing; and

Whereas, most part-time employees do not have access to a retirement plan, and nearly half of all Oregonians do not have a retirement plan at work; and

Whereas, many people are at risk of living in poverty when they retire – unable to cover basic living and medical expenses; and

Whereas, saving for retirement is a complex financial task that requires significant personal effort; and

Whereas, small business owners experience difficulty establishing retirement savings programs for themselves and their employees; and

Whereas, it is difficult for low income families to set up retirement savings; and

Whereas, to address this ever-increasing need the Oregon Retirement Savings Task Force 2014 recommended there be created a state-sponsored program available for all Oregonians without access to a plan at their workplace that includes: voluntary participation with automatic enrollment (though the employee could opt-out); auto-escalation of contribution levels with employee control; payroll deduction of employee contributions; tax benefit treatment as for other retirement savings programs; no required employer contribution (to avoid conflicts with the Employee Retirement Security Income Security Act); reports to savers; portability; pooled and professionally managed; and self-sustaining; now

Therefore Be It Resolved, AFT-Oregon will advocate for a system that makes it easier for people to save for retirement by establishing a plan that automatically enrolls Oregonians without access to a retirement account in a retirement savings plan (with an opt out); and

Be It Further Resolved, that AFT-Oregon supports implementation of the Oregon Retirement Savings Task Force 2014 recommendations; and

Be It Finally Resolved, that this resolution be revised for forwarding to the Conventions of the national American Federation of Teachers and the Oregon AFL-CIO by replacing the references to AFT-Oregon, delete Oregon statistics, and to include only national statistics.

Resolution No. 2015-6

Resolution to Ban the Box

Whereas, the criminal justice system in America is well known to disproportionately affect disadvantaged populations such as poor people, people of color, and people with mental illness; and

Whereas, convictions in criminal cases may be the result of plea deals or biased jury verdicts as opposed to actual guilt; and

Whereas, many housing, employment, and financial aid applications screen out people with prior convictions without providing additional consideration for the severity of the offense; and

Whereas, rapidly changing laws such as the decriminalization of marijuana mean an increasing number of people will have a conviction history for activities no longer considered criminal; and

Whereas, a lack of access to stable housing, employment, and education are major pressures for a person to re-offend; and

Whereas, an entire family may be denied housing or income based on the conviction of a single member; and

Whereas, employers and landlords can perform criminal background checks after the initial round of screening if they are concerned about the history of the applicant; and

Whereas, discrimination against those with a criminal conviction by reputable landlords and companies can expose them and their family to financial exploitation such as uncompetitive wages or deposit requirements; now

Therefore Be It Resolved, that AFT-Oregon will advocate for the elimination of criminal history screening questions for initial employment, housing, and financial aid applications as part of the larger goal of reducing discrimination to people with a criminal history; and

Be It Further Resolved, that AFT-Oregon will work to pass laws at the state and national level to reduce discrimination against people with a criminal history; and

Be It Finally Resolved, that AFT-Oregon will forward this resolution to the Oregon AFL-CIO and the AFT convention for action by both bodies.

Resolution No. 2015-7

Resolution to End Profiling

Whereas, a history of racial discrimination persists in law enforcement practices resulting in racial profiling and police brutality; and

Whereas, the criminal justice system sentences disadvantaged populations, such as racial minorities, at a disproportionately higher rate as a result of the profiling; and

Whereas, diversity training is an effective technique to identify subconscious bias which enables officers to avoid profiling minority populations; and

Whereas, racial tension between the police and the population, such as those seen in Ferguson, Missouri, can prevent productive dialogue to maintain public safety; and

Whereas, accurate evaluation of this problem is blocked by law enforcement staff who are fearful of losing their jobs; and

Whereas, a lack of transparency for police damages the community's trust in local law enforcement; and

Whereas, publicly elected oversight officers, like the local independent auditor in Eugene, Oregon, have failed to provide effective oversight due to lack of resources; now

Therefore Be It Resolved, that AFT-Oregon recognizes that police profiling based on perceived identity such as, but not limited to, race, religion, age, ability, sexual orientation, gender presentation, ethnicity or national origin is a problem in our society; and

Be It Further Resolved, that AFT-Oregon will support reforms of police policy that reduce discrimination including training while supporting the diversity of our communities; and

Be It Further Resolved, that AFT-Oregon will advocate for the passage of laws to require police activity reporting which includes demographic information; and

Be It Finally Resolved, that AFT-Oregon will lobby for the establishment of a statewide independent oversight system to combat this issue.

Resolution No. 2015-8

Increasing Immunization Rate in Oregon Schools

Whereas, Oregon leads the nation in the percentage of children entering kindergarten with non-medical waivers for one or more vaccinations (6.4% for school year 2012-13); and

Whereas, the California measles outbreak that started in Disneyland has so far infected upwards of 100 people, most of them unvaccinated; and

Whereas, the health of students and staff in public school settings are being compromised by unvaccinated children; and

Whereas, if overall vaccination levels fall below 90 percent in states around the country, there is a higher likelihood that such isolated measles outbreaks will become widespread; and

Whereas, the recordkeeping for immunizations and their waivers has fallen upon classified school employees and not medical professionals; now

Therefore Be It Resolved, that the American Federation of Teachers-Oregon support immunization waivers only for students with diagnosed medical conditions documented by licensed medical professionals; and

Be It Further Resolved, AFT-Oregon supports additional trained medical professionals be added to track immunizations and their waivers and all staff responsible for tracking receive additional in-service in the enforcement of state law as it relates to immunizations and those costs be paid for with non-educational dollars.

Resolution No. 2015-9

Resolution for Paid Sick Days

Whereas, sickness is a common issue that everyone, regardless of age, class, or employment, must find ways to overcome; and

Whereas, illness or injury decreases the ability of workers to complete daily tasks; and

Whereas, coming to work sick will often spread the illness to others; and

Whereas, the most common cause of student absences is from common illnesses; and

Whereas, many illnesses can be overcome by staying home for a few days; and

Whereas, low wage workers can't afford missing a day of work to recover; and

Whereas, when children become sick, parents and guardians are the only ones available to care for their children; and

Whereas, 71 percent of people working low paid jobs don't have paid sick leave (everybodybenefitsoregon.org); and

Whereas, 22 of the most developed nations already guarantee paid sick time to their workers (Contagion Nation - www.cepr.net); and

Whereas, Portland and Eugene both passed a city ordinance requiring paid sick leave for workers within the city limits; now

Therefore Be It Resolved, that AFT-Oregon will advocate for legally protected sick leave for ALL employees, regardless of employment status; and

Be it Further Resolved, that AFT-Oregon will advocate to include regulations that allow workers to use paid sick leave to care for their family; and

Be it Finally Resolved, that this resolution will be suitably edited and forwarded to the conventions of the Oregon AFL-CIO and AFT for action by those bodies.

Resolution No. 2015-10

Resolution Supporting Graduate Employee State Residency

Whereas, currently graduate employees who spend years working in Oregon are denied the right to claim residency for in-state tuition purposes; and

Whereas, graduate employees are public employees required as a condition of their employment to maintain full-time student status that prevents them from establishing residency for tuition purposes; and

Whereas, graduate employees are engaged with the state and local economy through income tax payments and housing and living expenses; and

Whereas, graduate employees are integral to advancing Oregon through research and instructing future Oregon leaders; now

Therefore Be It Resolved, that AFT-Oregon shall support legislative efforts to allow graduate employees to establish Oregon residency for tuition purposes while enrolled as graduate students.

Resolution No. 2015-11

A Resolution Promoting the Expansion of SNAP Eligibility to Include Graduate Employees

Whereas, students otherwise eligible to receive Supplemental Nutrition Assistance Program (SNAP) benefits must work 20 hours a week or more to be eligible for SNAP; and

Whereas, graduate teaching and research assistants who work for Oregon universities are prohibited from working more than 19.6 hours per week; and

Whereas, under current Oregon and federal law, graduate employees are generally barred from utilizing SNAP as they are considered students with only part-time employment; and

Whereas, we find it unacceptable that one class of employees who does not earn a living wage is denied access to SNAP; now

Therefore Be It Resolved, that AFT-Oregon shall support legislative efforts to change the state and federal eligibility rules for SNAP such that they no longer prohibit graduate employees from participation; and

Be It Further Resolved, that as adapted and suitably edited, this resolution will be forwarded to the American Federation of Teachers and the Oregon AFL-CIO for action by those bodies.

Special Order of Business 2015 – 12
Ending Campus Sexual Violence

Whereas, researchers estimate one in five women are survivors and one in sixteen men are perpetrators of sexual violence on campus;¹ and

Whereas, sexual violence is also disproportionately inflicted upon non-white, queer, and non-normative bodies; and

Whereas, sexual violence is given societal support in what feminists call ‘rape culture;’² and

Whereas, universities have played an active role in perpetuating rape culture and silencing survivors through mandatory reporter policies,³ budgeting priorities, branding initiatives, support for hypermasculine Greek Life and NCAA Athletics teams, lawsuits, and other ‘institutional betrayals;’⁴ and

Whereas, as of 11 March 2015, 101 universities are under federal investigation regarding 106 cases of sexual violence;⁵ and

Whereas, as UO Psychology Professor Jennifer Freyd’s research demonstrates, these ‘institutional betrayals’ “exacerbate the harm of sexual assault;”⁶ and

¹ “Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault,” April 2014 http://www.whitehouse.gov/sites/default/files/docs/report_0.pdf. U.S. Department of Justice, *National Crime Victimization Study*, 2005. This is not a new number, but conservatives have lately attacked the 1 in 5 number with a reactionary zeal, see George F. Will, “Colleges Mad with Political Correctness over Campus Rapes,” *The New York Post*, 7 June 2014 <http://nypost.com/2014/06/07/colleges-mad-with-political-correctness-over-campus-rapes/>. For campus perpetrator statistics, see David Lisak and Paul M. Miller, “Repeat Rape and Multiple Offending Among Undetected Rapists,” *Violence and Victims* 17.1 (2002): 73-84.

² Rape culture is not an isolated event, but is buttressed by racist, classist, and heterosexist assumptions within our mundane habits, cultural practices (media, etc), and institutional structures (legal, educational, etc).

³ Mandatory reporting creates an unwelcome artificial barrier between student-survivors and educators. The perceived inability to talk to trusted campus mentors and professionals is productive of a ‘chilling effect’ on reporting. Even if survivors report their assault, many are forced to undergo unwelcome interventions: reliving the assault in testimony, imposed and confining restraining orders, exposure to public derision, etc.

⁴ Regarding the prevalence of sexual violence at the University of Oregon (especially in Greek life and athletics), see Jennifer J. Freyd, Marina N. Rosenthal, and Carly Parnitzke Smith, “Preliminary Results from the UO Sexual Violence and Institutional Behavior Campus Survey: Assessing Institutional Culture, Sexual Assault, Sexual Harassment, Perpetration, Student Health, and Educational Engagement,” (Sept. 2014) <http://dynamic.uoregon.edu/jjf/campus/>.

⁵ Updated statistics can be obtained by emailing the U.S Department of Education (press@ed.gov). The number should be higher, as demonstrated by Senator Claire McCaskill’s report. Claire McCaskill, “Sexual Violence on Campus: How too many institutions of higher learning are failing to protect students,” *United States Senate*, 9 July 2014, <http://www.mccaskill.senate.gov/SurveyReportwithAppendix.pdf>.

⁶ Jennifer Freyd and Pamela Birrell, *Blind to Betrayal: Why We Fool Ourselves We Aren’t Being Fooled*, (Hoboken: Wiley, 2013): 39. For evidence of administrative betrayal at the UO, see Tyler Alger, “Oregon Officials Waited to Expel Basketball players accused of sexual assault in order to bolster academic numbers,” *The Oregonian*, (9 Sept. 2014), http://www.oregonlive.com/ducks/index.ssf/2014/09/report_oregon_officials_waited.html; Jennifer Freyd, “Use Science as a Tool on Campus Sexual Assault,” *Register Guard*, (9 Nov. 2014),

Whereas, university programming for prevention and support remains underfunded;
and

Whereas, this creates a hostile working and learning environment for both students and educational laborers; now

Therefore be it resolved, AFT-Oregon should make efforts to end sexual violence on campus and our broader community a top lobbying priority through supporting bills such as SB 759⁷, HB 2397⁸, and HB 3476⁹.

<http://registerguard.com/rg/opinion/32356265-78/use-science-as-tool-on-c-ampus-sexual-assault.html.csp#.VGV4soQ1Gn0.twitter>.

⁷ Bill text:

“A BILL FOR AN ACT

Relating to sexual assault at post-secondary institutions of education. Be It Enacted by the People of the State of Oregon:

SECTION 1. (1) Each four-year post-secondary institution that enrolls one or more students who receive an Oregon Opportunity Grant shall adopt a written protocol to ensure that students who are victims of sexual assault on the grounds or facilities of the institution receive necessary services and assistance.

(2) The written protocol adopted by each four-year post-secondary institution under subsection (1) of this section shall:

- (a) Allow students to anonymously report sexual assaults;
- (b) Ensure that each student who reports a sexual assault is provided with written, plain-language notification of the student’s rights and information about what legal options are available to the student;
- (c) Require that the institution enter into a memorandum of understanding with at least one community-based sexual assault crisis service center and one community-based domestic violence prevention agency; and
- (d) Require that the institution maintain trained sexual assault response teams and annually offer sexual assault prevention and outreach programs to all students and employees.

SECTION 2. Section 1 of this 2015 Act first applies to the 2016-2017 academic year.”

⁸ Bill text:

“A BILL FOR AN ACT

Relating to higher education sexual assault protocol.

Be It Enacted by the People of the State of Oregon:

SECTION 1. (1) Each four-year post-secondary institution that enrolls one or more students who receive an Oregon Opportunity Grant shall adopt a written protocol to ensure that students who are victims of sexual assault on the grounds or facilities of the institution receive necessary services and assistance.

(2) The written protocol adopted by each four-year post-secondary institution under subsection (1) of this section shall:

- (a) Allow students to anonymously report sexual assaults;
- (b) Ensure that each student who reports a sexual assault is provided with written, plain-language notification of the student’s rights and information about what legal options are available to the student;
- (c) Require that the institution enter into a memorandum of understanding with at least one community-based sexual assault crisis service center and one community-based domestic violence prevention agency; and
- (d) Require that the institution maintain trained sexual assault response teams and annually offer sexual assault prevention and outreach programs to all students and employees.

SECTION 2. Section 1 of this 2015 Act first applies to the 2016-2017 academic year.”

⁹ Bill text:

“A BILL FOR AN ACT

Relating to confidential communications; creating new provisions; amending ORS 40.252; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. Section 2 of this 2015 Act is added to and made a part of ORS 40.225 to 40.295.

SECTION 2. (1) As used in this section:

- (a) “Certified advocate” means a person who:
 - (A) Has completed at least 40 hours of training in advocacy for victims of domestic violence, sexual assault or stalking, approved by the Attorney General by rule; and
 - (B) Is an employee or a volunteer of a qualified victim services program.

(b) "Confidential communication" means a written or oral communication that is not intended for further disclosure, except to:

(A) Persons present at the time the communication is made who are present to further the interests of the victim in the course of seeking safety planning, counseling, support or advocacy services;

(B) Persons reasonably necessary for the transmission of the communication; or

(C) Other persons, in the context of group counseling.

(c) "Qualified victim services program" means:

(A) A nongovernmental, nonprofit, community-based program receiving moneys administered by the state Department of Human Services or the Oregon or United States Department of Justice that offers safety planning, counseling, support or advocacy services to victims of domestic violence, sexual assault or stalking; or

(B) A sexual assault center, victim advocacy office, women's center, student affairs center, health center or other program providing safety planning, counseling, support or advocacy services to victims that is on the campus of or affiliated with a two- or four-year post-secondary institution that enrolls one or more students who receive an Oregon Opportunity Grant.

(d) "Victim" means a person seeking safety planning, counseling, support or advocacy services related to domestic violence, sexual assault or stalking at a qualified victims services program.

(2) Except as provided in subsection (3) of this section, a victim has a privilege to refuse to disclose and to prevent any other person from disclosing:

(a) Confidential communications made by the victim to a certified advocate in the course of safety planning, counseling, support, or advocacy services.

(b) Records that are created or maintained in the course of providing services regarding the victim.

(3) The privilege established by this section does not apply to the disclosure of confidential communications, only to the extent disclosure is necessary for defense, in any civil, criminal or administrative action that is brought against the certified advocate, or against the qualified victim services program, by or on behalf of the victim.

(4) The privilege established in this section is not waived by disclosure of the communications by the certified advocate to another person if the disclosure is reasonably necessary to accomplish the purpose for which the certified advocate is consulted.

(5) This section does not prohibit the disclosure of aggregate, non-personally identifying data.

(6) This section applies to civil, criminal and administrative proceedings and to institutional disciplinary proceedings at a two-year or four-year post-secondary institution that enrolls one or more students who receive an Oregon Opportunity Grant.

SECTION 3. ORS 40.252 is amended to read: 40.252.

(1) In addition to any other limitations on privilege that may be imposed by law, there is no privilege under ORS 40.225, 40.230 or 40.250 or section 2 of this 2015 Act for communications if:

(a) In the professional judgment of the person receiving the communications, the communications reveal that the declarant has a clear and serious intent at the time the communications are made to subsequently commit a crime involving physical injury, a threat to the physical safety of any person, sexual abuse or death or involving an act described in ORS 167.322;

(b) In the professional judgment of the person receiving the communications, the declarant poses a danger of committing the crime; and

(c) The person receiving the communications makes a report to another person based on the communications.

(2) The provisions of this section do not create a duty to report any communication to any person.

(3) A person who discloses a communication described in subsection (1) of this section, or fails to disclose a communication described in subsection (1) of this section, is not liable to any other person in a civil action for any damage or injury arising out of the disclosure or failure to disclose.

SECTION 4. (1) As used in this section:

(a) "Certified advocate" means a person who:

(A) Has completed at least 40 hours of training in advocacy for victims of domestic violence, sexual assault or stalking, approved by the Attorney General by rule; and

(B) Is an employee or a volunteer of a qualified victim services program.

(b) "Confidential communication" means a written or oral communication that is not intended for further disclosure to third persons except to:

(A) Persons present at the time the communication is made who are present to further the interests of the victim in the course of seeking safety planning, counseling, support or advocacy services;

(B) Persons reasonably necessary for the transmission of the communication; or

(C) Other persons, in the context of group counseling.

(c) “Qualified victim services program” means:

(A) A nongovernmental, nonprofit, community-based program receiving moneys administered by the state Department of Human Services or the Oregon or United States Department of Justice that offers safety planning, counseling, support or advocacy services to victims of domestic violence, sexual assault or stalking; or

(B) A sexual assault center, victim advocacy office, women’s center, student affairs center, health center or other program providing safety planning, counseling, support or advocacy services to victims that is on the campus of or affiliated with a two-year or four year post-secondary institution that enrolls one or more students who receive an Oregon Opportunity Grant.

(d) “Victim” means a person seeking safety planning, counseling, support or advocacy services related to domestic violence, sexual assault or stalking at a qualified victims services program.

(2) Except as provided in ORS 40.252 and section 2 of this 2015 Act, without the written, informed consent of the victim that is reasonably limited in duration, a certified advocate or a qualified victim services program may not disclose: (a) Confidential communications between a victim and the certified advocate or qualified victim services program made in course of safety planning, counseling, support or advocacy services.

(b) Records that are created or maintained in the course of providing services regarding the victim.

(3) Notwithstanding subsection (2) of this section, a certified advocate or a qualified victim services program may disclose confidential communications or records without the victim’s consent only:

(a) To the extent necessary for defense in any civil, criminal or administrative action that is brought against the certified advocate, or against the qualified victim services program, by or on behalf of the victim; and

(b) As otherwise required by law.

(4) This section does not prohibit the disclosure of aggregate, non-personally identifying data.

SECTION 5. (1) Sections 2 and 4 of this 2015 Act and the amendments to ORS 40.252 by section 3 of this 2015 Act become operative on October 1, 2015.

(2) The Attorney General may take any action before the operative date specified in subsection (1) of this section to enable the Attorney General, on or after the operative date specified in subsection (1) of this section, to exercise all the duties, powers and functions conferred on the Attorney General by sections 2 and 4 of this 2015 Act.

(3) Section 2 of this 2015 Act applies only to proceedings occurring on or after the operative date specified in subsection (1) of this section.

(4) Sections 2 and 4 of this 2015 Act and the amendments to ORS 40.252 by section 3 of this 2015 Act apply to communications and records made before, on or after the operative date specified in subsection (1) of this section, unless the communications were disclosed to a third party before the operative date specified in subsection (1) of this section.

SECTION 6. This 2015 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2015 Act takes effect on its passage.”

Adoption of Gender Neutral Language

Whereas, membership within our union is not contingent upon gender identity; and

Whereas, the assumptions of gender binarism within our union's common linguistic practice, Constitution, and Bylaws (eg., 'Brothers and Sisters,' 'he/she,' etc.) renders unintelligible queer, trans, and binary non-conforming members within our union; and

Whereas, this linguistic exclusion perpetuates the alienation and material inequality faced by many in our membership; now

Therefore Be It Resolved, AFT-Oregon should adopt usage of the singular 'they' or seek gender neutral language wherever possible (e.g., 'Cousins' as an alternative to 'Brothers and Sisters') in all future official communications; and

Be It Further Resolved, the Executive Council of AFT-Oregon should submit Constitutional and Bylaws amendments to the 2016 AFT-Oregon Convention necessary to reflect the spirit of this resolution (i.e., all 'he/she' pronouns should be changed to 'they').

Merit Pay and High Stakes Testing

Whereas, high-stakes testing does not measure student achievement; and

Whereas, there is no evidence that future student achievement is improved by linking teachers' merit pay to high stakes testing; and

Whereas, testing-based merit pay can result in corruption; now

Therefore Be It Resolved, AFT-Oregon will oppose any legislation or statewide policy advocating for merit pay linked to high stakes testing; and

Be It Further Resolved, that as adopted and suitably edited this resolution be forwarded to the American Federation of Teachers and the Oregon AFL-CIO for action by those bodies.

Transparency in Salary Resolution

Whereas, the 2015 session and previous sessions have featured proposals related to the restructuring of percapitas; and

Whereas, previous efforts at reform have failed in part due to lack of data; and

Whereas, the executive sub-committee needs more information before they can make a recommendation on percapita structure reform; and

Whereas, locals who calculate their own percapitas are not required to report their salary data to AFT-Oregon; and

Whereas, making informed decisions on percapita reform is made very difficult; now

Therefore Be It Resolved, that locals should be emphatically and strongly encouraged to provide basic annual salary data and encourage all locals to take part in discussion of percapita structure reform; and

Be It Further Resolved, that AFT-Oregon supports movement towards a more progressive percapita structure.

Officer Election Results

Local No.	Local	Votes Authorized	Delegates Voting	Treasurer		VP Pol. Action	
				Steve McAllister	Thomas Morrill	Jamie Rodriguez	Dana Rognlie
111	PFSP	1,115	15	1115		1115	
2277	PCCFFAP	1,763	11	1763		1763	
2278	WOUFT	245	5	245		245	
2417	LCCEF	869	3	579	290	869	
3190	SWOCCFT	53	2	53		53	
3209	UAUO	1,646	7	706	940	1646	
3432	WVCCF	39	2	39			39
3466	BMFT						
3544	GTFF	1,265	18	1230	35	245	1020
3571	PSUFA	656	1	656		656	
3662	SFCE						
3809	WSCCFA						
3922	PCCFCE	754	8	660	94	754	
3972	SWOCCCF	91	3	91		91	
4671	HCU	1,168	4	1168		438	730
4754	UECGCC						
4912	LCCSSA	162	4	42	120	142	20
6020	AFTOCUE						
6069	CGE	1,450	25	31	1419	584	866
6200	AAP	112	3	112		112	
8035R	Retiree Chapter	1	1	1		1	
TOTALS		11,389	112	8,491	2,898	8,714	2,675

Officer Election Results Continued

		Oregon AFL-CIO Delegate					
Local No.	Local	Michele	Brianna	Kevin	Jon	Jaime	Jeff
		Catena	Bertoglio	Weitemier	LaRoche	Rodriguez	Grider
111	PFSP	1115					
2277	PCCFFAP		321		161	961	160
2278	WOUFT		245				
2417	LCCEF			290		579	
3190	SWOCCFT	53					
3209	UAUO		1411				235
3432	WVCCF		7	8			24
3466	BMFT						
3544	GTFE		738		527		
3571	PSUFA					656	
3662	SFCE						
3809	WSCCFA						
3922	PCCFCE		94			94	566
3972	SWOCCCF	61				30	
4671	HCU		974			97	97
4754	UECGCC						
4912	LCCSSA	15	26	66	5	10	40
6020	AFTOCUE						
6069	CGE		150	1,309	20		
6200	AAP	37	38			37	
	Retiree						
8035R	Chapter					1	
TOTALS		1,281	4,004	1,673	713	2,465	1,122

Officer Election Results Continued

Vice-President (3 Positions)

Local No.	Local	Vice-President (3 Positions)					
		Chrissy Verpoorten	Ally Stacey	Mark Perlman	Bernadette Kapocias	Shaun Cain	Frank Veltri
111	PFSP	1115			1115	1115	
2277	PCCFFAP	961	160	1443	1283	1282	160
2278	WOUFT		98	245	196	98	98
2417	LCCEF	869		869	290	579	
3190	SWOCCFT				53	53	53
3209	UAUO	471	470		941	470	1646
3432	WVCCF	39	19		20	19	20
3466	BMFT						
3544	GTFF		1265		1265		1265
3571	PSUFA	656		656		656	
3662	SFCE						
3809	WSCCFA						
3922	PCCFCE	660	94	94	660	189	565
3972	SWOCCCF	91			91	31	30
4671	HCU	1168	292		876	876	292
4754	UECGCC						
4912	LCCSSA	162			162	162	
6020	AFTOCUE						
6069	CGE		1510		91		61
6200	AAP			112	112	112	
8035R	Retiree Chapter	1		1		1	
TOTALS		6,193	3,908	3,420	7,155	5,643	4,190

2015 Awards Recipients

John Connor Memorial Award

- Carolyn Byrd and Cheryl Davies, Local 3190 (SWOCCFT)

Outstanding Contribution to Public Awareness

- Michele Catena, Local 111 (PFSP)

Treasurer's Award

- Drew Hatlen, Local 6069 (CGE)

Political Action Award

- Local 2278 (WOUFT): Gold Award

Anniversary

- Local 6069 (CGE): 15 years
- Local 4912 (LCCSSA): 20 years
- Local 3432 (WVCCF): 40 years
- Local 3466 (BMFT): 40 years

Communication Awards

- Excellence in Communications in Editorial Achievement:
Meaghan Emery, Local 3544 (GTFF)
- Best Website: Local 6069 (CGE)

Membership Awards

Numerical Growth

- Local 3571 (PSUFA)
- Local 6069 (CGE)

Percentage Awards

- Local 3571 (PSUFA)
- Local 6069 (CGE)

100% Voluntary Membership

- Local 3432 (WVCCF)
- Local 3662 (SFCE)

Staff Awards (5 years or more of service)

- Karen Bartholomew
- Kristen Fitzpatrick
- Leah Leach
- Susan Miller

Scholarships

Carl J. Megel:

- Jasnery Valenzuela, daughter of Iris Valenzuela, Local 111, will attend Biola University in La Miranda, California. She wants to be a published author and a recorded musician.
- Ilia Duckler, daughter of Lori Lieberman, Local 111, will major in biology at the University of Oregon. She plans on being a doctor.

Shirley J. Gold

- Julian Geisel is a member of Local 6069, Coalition of Graduate Employees. He is studying in the Wood Science and Engineering department as well as the Forest Ecosystems and society department at Oregon State University.

AFT-Oregon Executive Council

(Terms are two years effective July 1, 2015.
All terms expire June 30, 2017.)

David Rives
President

Belinda Reagan
Executive Vice-President

Devin Hunter
Secretary

Steve McAllister
Treasurer

Jaime Rodriguez
Vice President of Political Action

Vice-Presidents

Brianna Bertoglio
Shaun Cain
Michele Catena
Kelly Cowan
Jeff Grider
Bernadette Kapocias
Joe Lowndes
Kris Osterloh
Chrissy Verpoorten
Emilie Young

Liaisons

Louise Currin
(President, Local 8035R, AFT-Oregon Retirees)

Tim Stoelb
(President, Local 6732, OSEA)

Dawnette McCloud
(President, Local 5017, OFNHP)

Katy Cooper
(President, Local 5905 ONA)

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Affiliated with
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Oregon AFL-CIO

