



# Disposition of Resolutions Passed at 2023 Convention

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## Legislative 2023-01 Resolution to Democratize the AFT-Oregon Executive Committee, Empowering All Executive Council Members to Attend Weekly Meetings and Vote

### WHEREAS:

- The AFT-Oregon Constitution:
  - Enumerates an objective to bring workers *into relations of mutual assistance and cooperation*.
  - Requires all elected officers on the Executive Council, which includes all named officers and all Vice-Presidents, to perform the duties:
    - *set forth in the constitution,*
    - *those which usually pertain to such officers, and*
    - *those which are established by the Executive Council,*
    - requires VPs to represent all locals, requires all Executive Council officers to be responsive to all locals, and makes all Executive Council officers subject to democratic recall by the membership.
  - Enshrines democratic and representative mechanisms for decision-making throughout.
  - Requires the Executive Council:
    - *To obey the instructions of the conventions, except that any action by the convention involving expenditure of funds shall be referred to the executive council with power to revise in conformity with the budget*
    - *To obey the outcomes of democratic referenda of the membership, subject to enumerated limits needed to fulfill fiduciary duty.*
  - Requires all Executive Council officers to attend all Executive Council meetings, and that:
    - *An officer who is absent without good cause from two consecutive meetings of the executive council shall have their position declared vacant*
  - Does not require that Executive Council officers who are absent from committee meetings have their positions declared vacant.
  - Empowers the Executive Council, which decides by majority vote, as the primary governing body of AFT-Oregon between conventions, and assigns broad powers to the Council, including the powers, subject to the Convention:
    - *To deal with all of the affairs of the federation in the period between the conventions*
    - *To carry on all the business affairs of AFT-Oregon*

- *To interpret and enforce this constitution and to make rules not in conflict with this constitution*, subject to approval or rejection by the Convention
  - *To assign duties and areas of responsibility for its members, as set by the bylaws*, where the bylaws do not limit this power to delegate, and this power has been interpreted to allow delegation to committees
  - Empowers the President, subject to the Convention and the Council:
    - *To administer all the affairs of the federation and executive policies of the federation as determined by the convention and the executive council.*
- Thus, to realize mutual assistance and cooperation among workers, the Constitution defines a hierarchy of democratic and representative governance for AFT-Oregon, requiring that:
  - The Executive Council obey the Convention and referenda, represent the membership, serve as fiduciaries, and act as the primary governing body of AFT-Oregon, and
  - The President administers the affairs of AFT-Oregon, and obeys the Convention, referenda, and Executive Council.
- All AFT-Oregon Executive Council officers, including VPs, make up the voting members of the Executive Council, and are entitled to a vote in consequential decisions under our governance structure.
- The Executive Committee is an Executive Council committee that meets weekly and as needed, where only the President, Executive Vice-President, Secretary, Treasurer, and VP Political Action are voting members, and only these officers are notified of or invited to meetings.
- Substantial powers and responsibilities of the Executive Council have been delegated to the Executive Committee by votes of past Executive Councils, spanning decades. Thus, consequential decisions of AFT-Oregon are made by vote of the Executive Committee, without a vote of other elected Executive Council officers.
- In practice, the Executive Committee largely serves to support the President's use of administrative authority. So, delegating powers of the Council to the Executive Committee often has the effect of transferring authority constitutionally assigned to the Council to the President, weakening the hierarchy of democratic and representative governance described above by concentrating power in fewer hands.
- Democratic and representative governance of AFT-Oregon benefit mutual assistance and cooperation, by making the federation responsive to members' needs and voices.

- Decision-making processes that are by default open, inclusive, and transparent benefit democratic and representative governance.
- A weekly meeting of officers, where consequential decisions can be made, is useful for running an organization.
- Some Executive Council officers have other substantial obligations and may not be able to attend a weekly meeting, so a weekly meeting of the full Executive Council could lead to many Executive Council officer vacancies because of the attendance requirements in the Constitution.
- Thus, a weekly meeting of a committee that is by default open, inclusive, and transparent, where consequential decisions can be made, is useful for running AFT-Oregon in a way that is responsive to members' needs and voices.
- Such a committee, because it makes consequential decisions, must be able to function and vote reliably, so it is important to ensure that achieving quorum for committee meetings is practicable.
- Some consequential decisions, such as those regarding certain personnel matters, have legitimate bases for confidential discussion.
- The Executive Council may delegate its constitutional authority further in future.

**THEREFORE BE IT RESOLVED THAT:**

- No later than September 2023, the Executive Council will make rules requiring that the Executive Committee, and any other Executive Council committee to which any Executive Council authority has been delegated, will:
  - Allow any AFT-Oregon Executive Council officer to attend any meeting of the committee as a voting participant, where a vote outcome is determined by a simple majority of voting members and voting participants in attendance.
  - Count towards quorum for a meeting of the committee any Executive Council officers attending that meeting as voting members or voting participants.
  - Notify all Executive Council officers of the committee's meetings, and invite all Executive Council officers to the committee's meetings, in the same fashion as committee members are notified and invited.
  - Determine quorum for a meeting of the committee on the basis of the number of voting members appointed and approved to the committee, as before.
  - The committee may vote to enter executive session for a portion of a meeting, where only Executive Council officers who are committee members, and any other Executive Council officers and staff requested by the committee in said vote, may be present. As always, no vote of the committee, or other final decision or final action, may occur during

executive session. Executive session shall only be entered when there is a legitimate basis for confidential discussion.

- Comply with AFT-Oregon Constitution Article IX, including by providing notice and agendas ahead of meetings, and allowing members to attend.
- The Executive Council will define legitimate bases for confidential discussion in the Executive Committee as part of the implementation of this resolution, and update those rules as needed whenever the Executive Council delegates authority to committees in future.
- The Executive Council will not delegate authorities to individual members of the Council to avoid complying with this resolution. Before the Executive Council assigns duties and/or areas of responsibility to an individual member of the Council, it will review the stated reasons whereas this resolution was passed, and determine if those reasons would be better served by instead appointing a committee and assigning that member and any others to that committee, and assigning the duties and/or areas of responsibility to that committee.

## Actions Taken

- Beginning in July 2023, AFT-Oregon began extensive revisions to its [Executive Council Handbook](#) to comply with this resolution.
- We comply with [Bylaws Article IX](#) by:
  - Emailing local leaders, including AFT-OR EC members, a monthly update of all upcoming AFT-Oregon meetings ([example](#)) which includes running agendas and minutes
  - Creating and maintaining an online calendar of [Executive Council & Committee Meetings](#)
  - Posting a more accessible version of the [Constitution and Bylaws](#) on our website
  - Following the other requirements of Article IX

## Legislative 2023-02 Resolution: Tell the US Supreme Court, Big Business, and Corporate Politicians: Hands Off Our Right to Strike!

**WHEREAS**, the right to strike is a fundamental human right and is the most powerful weapon in the hands of workers, and union siblings have fought bravely over the years in numerous battles in the streets and in legislatures to win, defend, and exercise this fundamental democratic right; and

**WHEREAS**, in the last two years we have seen an upsurge of workers striking—in healthcare, manufacturing, education, transportation, construction, and in new organizing campaigns including coffee workers and warehouse workers; and

**WHEREAS**, our labor movement has proudly stood with these and other workers as they struck to demand and secure their fundamental rights including good pay and working conditions; and

**WHEREAS**, the bosses, corporations, and their representatives in government, recognizing the power of strikes, have always tried to deny or erode the right of workers to strike, through fear tactics; by hiring scabs, seeking court injunctions, and trying to pass new laws that limit or outlaw strikes; and even through acts of violence against workers; and

**WHEREAS**, these attacks on the right to strike, while often aimed at individual groups of workers, are in fact attacks against all of us, since An Injury to One Is an Injury to All; and

**WHEREAS**, now in 2023, corporations, aided by the U.S. government, are mounting their most vicious assault on our right to strike in decades, demanding that the U.S. Supreme Court allow employers to sue unions for economic damages resulting from strikes; and

**WHEREAS**, this case, *Glacier Northwest, Inc. vs International Brotherhood of Teamsters*, which was argued before the U.S. Supreme Court this January, with an expected Court decision to be issued this spring, comes out of the 2017 strike by our union siblings at Teamsters Local 174, who bravely struck Glacier Northwest over the company's rampant abuse and intransigence in negotiating a fair contract, and in doing so were standing up for the rights of all construction workers to fair treatment and good working conditions; and

**WHEREAS**, the company is insisting it should have the right to sue the union for economic damages even though the union concrete workers, in effectuating the strike, returned the concrete mixing trucks to the work yard and kept them running to ensure that the wet concrete would not damage the trucks; and

**WHEREAS**, the U.S. Supreme Court in 1959 affirmed that employers do not have the right to sue workers or unions for economic damage if the workers are engaging in a lawful strike, or even in a strike that is "arguably" lawful, unless the National Labor Relations Board has found the strike to be unprotected; and

**WHEREAS**, corporate interests now want to overturn this 63-year-old precedent and are demanding the unlimited right to sue striking workers for economic damages, because they realize this will be a potent weapon to wield against unions everywhere; and

**WHEREAS**, while the particular facts of the legal case involve our Teamsters 174 union siblings, this legal case represents an attack on all of us as an adverse decision will impact all workers and would open the door to bosses filing lawsuits against workers any time they strike, thereby empowering employers, intimidating workers, and preempting strike activities; and

**WHEREAS**, The Supreme Court has already made clear its intention to further attack organized labor following the *Janus* decision, including Democratic appointee Ketanji Brown Jackson, who was supported by many labor leaders when she was appointed by Joe Biden in 2022, and who, in the public Supreme Court debate on the Glacier Northwest case, shamefully compared our union siblings in Teamsters 174 to “the arsonist who says I’m going to walk away, but as I do, let me strike a match and burn down the factory,” making clear that this is a bipartisan attack which will require mass action from workers and the union movement to defeat; and

**WHEREAS**, unions are can be crucial bulwarks against racism, sexism, transphobia, and other attacks on workers; as evidenced by the fact that Black workers have the highest rate of union membership among any racial or ethnic group; Black union workers’ wages are more than 16 percent higher than their non-union counterparts and they are more than 17 percentage points more likely to have employer-provided health insurance; and the right to strike is critical to maintaining and improving upon these benefits and for fighting racism and other forms of discrimination in the workplace; and therefore an attack on the right to strike, no matter what the source, is an attack on our Black, non-white, women, and LGBTQ siblings; and

**WHEREAS**, many workers are not yet aware of this dangerous assault our rights as workers in general and to strike in particular, and we have a duty to educate one another about this attack and mobilize ourselves and our fellow workers to speak out and take action; and

**WHEREAS**, the *Glacier Northwest* assault on our rights unfortunately isn't an isolated case, but comes in the immediate aftermath of the Biden administration and Congress banning railroad workers using the sharpest tool, the strike, to fight for a contract that included reasonable sick days; and

**WHEREAS**, the *Glacier Northwest* assault isn't simply a partisan attack on workers, even though we recognize that the US Supreme Court is stacked with Republican appointees, but it's part of a long-term erosion of our rights due to the combined actions of big business and the political establishment of both major parties;

**THEREFORE BE IT RESOLVED THAT** AFT-Oregon commits to educate our members and participate in mobilizing to fight back against this attack on our fundamental rights, by putting materials on our website, in newsletters, and by discussing it at union meetings; and

**BE IT FURTHER RESOLVED THAT** AFT-Oregon will forward this resolution to the Oregon State Labor Council, AFL-CIO, calling for a day of coordinated actions in our state, and also to the National AFL-CIO, calling for a national Day of Action for the Right to Strike well in advance of the US Supreme Court's expected date of issuing a ruling in *Glacier Northwest*.

## **Actions Taken**

- The Supreme Court decision on this case was issued on June 1st, 2023 and was decided against labor. That decision happened a month after the convention when this resolution was passed and a month prior to the newly elected executive council taking office. Given the timing we were not able to organize a day of action around this ruling.
- AFT-Oregon created a Strike Fund for all our locals to apply for member support during a strike. We supported one local on a successful strike in 2024, approved strike support for two locals that didn't end up going on strike, and currently have two locals preparing to strike that have been approved for support.
- AFT-Oregon created the Politics, Policy, Legislation, and Solidarity (PPLS) Advisory Council to build solidarity across our locals, the wider labor movement, and community organizations whose values align with ours
- AFT-Oregon has prioritized Senate Bill 916, a landmark bill that will extend unemployment benefits to striking workers in Oregon, for the 2025 Legislative Session
- AFT-Oregon is actively organizing toward a future general strike; planning education events, identifying union members in our locals and across the Oregon labor movement



who are committed to organizing toward a general strike, and drafting a general strike resolution for the 2025 AFT-Oregon Convention

- AFT-Oregon is committed to building the structure and capacity for all our locals to strike and for future general strikes in Oregon

## Human Rights and Community Relations 2023-03 Resolution in Support of Universal Health Care Access under a Single-Payer System

**Whereas,** it is impossible for workers to live a productive, healthy life without access to quality health care; and

**Whereas,** individual wellbeing and public health both benefit when all members of a the workforce have real, meaningful access to health care: the risk of illness decreases; employee absence decreases, which is positive for employees and employers alike; and workers and their families are less likely to experience financial vulnerability, bankruptcy, and homelessness; and

**Whereas,** our current healthcare system requires the employer to administer complex, costly, and time-consuming Human Resources systems to provide health insurance options to their employees; and

**Whereas,** the workers and the employer have seen over the years a continued erosion of benefits and an increase in costs; and

**Whereas,** employees and the employer have been saddled with increased costs that are not sustainable; and

**Whereas,** while the employer pays the majority of the premium the employees have been faced with higher out of pocket expenses and higher copays; and

**Whereas,** the employer is at a competitive disadvantage with employers who do not provide health insurance to their employees; and

**Whereas,** universal health care systems have repeatedly been demonstrated to be more cost effective while providing superior outcomes compared to private, for-profit models; and

**Whereas,** the Oregon Legislature passed Senate Bill 770 in 2019, which established the Joint Task Force on Universal Health Care; and

**Whereas,** SB704 recommends carrying the Task Force recommendations forward by establishing a Governance Board; and

**Whereas,** the Oregon voters approved November 2022 the Oregon Constitutional change which ensures that every resident in Oregon shall have access to cost-effective, clinically appropriate and affordable health care as a fundamental right; and

**Whereas,** there are efforts at both the state and national levels to get a publicly funded single-payer universal healthcare system.

**NOW THEREFORE BE IT RESOLVED,** that the American Federation of Teachers - Oregon (AFT-Oregon) expresses its enthusiastic support for a state-based universal health care system and strongly urges the Oregon Legislature and Governor to work to establish a single-payer universal healthcare system accessible to all residing in Oregon.

**BE IT FURTHER RESOLVED,** that AFT-Oregon enthusiastically supports national efforts to establish a single-payer universal health care system, and that the American Federation of Teachers - Oregon call on our federal legislators to work toward its immediate enactment of a publicly funded single payer healthcare system ensuring access to health care for all residents of the United States.

**BE IT FURTHER RESOLVED,** that AFT- Oregon strongly urges our federal delegation to create pathways for states to establish state-based universal health care systems under federal waivers that remove all impediments related to receiving federal financial support and other federal restrictions such as found in H.R.3775 of 2021.

**BE IT FURTHER RESOLVED**, that the parties, herein, will publicly announce the resolution.

## **Actions Taken**

- AFT-Oregon partners with Health Care for All Oregon to support single-payer healthcare in Oregon
- AFT-Oregon elected leaders and political staff advocate for national single-payer healthcare with AFT national elected leaders and political staff
- AFT-Oregon elected leaders and political staff are committed to the on-going fight for single-payer healthcare

## **Human Rights and Community Relations 2023-04: Support and Uphold the Rights of AFT-Oregon Staff**

**Whereas**, AFT-Oregon Staff are unionized under the independent labor union United Employees Guild (UEG); and

**Whereas**, cross-union solidarity must extend to the unions which represent labor union staff; and

**Whereas**, UEG entered negotiations with AFT-Oregon in October 2022; and

**Whereas**, our union staff worked for over 160 days without a fair contract due to lack of movement, participation, and meaningful progress on management's side; and

**Whereas**, UEG members were subject to dismissive, demeaning, and disrespectful rhetoric and behavior from AFT-Oregon throughout bargaining, as witnessed and attested to by invited observers which included AFT-Oregon local staff and local members; and

**Whereas**, four (4) employees of AFT-Oregon have resigned since January 2022, including two administrative staff, one field representative, and our financial director of nearly a decade; and

**Whereas**, three out of the four employees who resigned were women, who as a group experience systematic marginalization in the labor movement and across the entire global economy; and

**Whereas,** state federation members and leaders have heard credible reports of disrespectful treatment and sexual harassment perpetrated in the AFT-Oregon office which directly contributed to these resignations; and

**Whereas,** high staff turnover rates and lack of a fair staff contract weaken our labor federation's overall capacity, contribute to the loss of institutional knowledge, and tarnish our reputation in the Oregon labor movement; and

**Whereas,** our staff work tirelessly on behalf of thousands of workers and are dedicating countless hours of their lives to our movement and federation; and

**Whereas,** it is our imperative both as their employer, and as workers in solidarity moving towards a shared goal, to treat AFT-Oregon staff with dignity and respect.

**Therefore be it resolved,** that AFT-Oregon affirm the rights of their staff, including the right to timely and fair contract negotiations, and a workplace free from bias, harassment, bullying, and discrimination; and

**Be it further resolved,** that AFT-Oregon ensure equitable and inclusive hiring, promotion, training, and mentorship opportunities for their staff, particularly for workers from marginalized communities; and

**Be it further resolved,** that AFT-Oregon ensure sexual harassment, discrimination, and all other forms of harassment complaints are taken seriously and investigations and procedures are followed through to resolution; and

**Be it further resolved,** that the interim Staff Support Committee that was established as a result of allegations of disrespectful treatment, sexual harassment, and failure to comply with policies and procedures shall be made a permanent and standing committee of AFT-Oregon. Said committee will investigate allegations of sexual harassment, discrimination, other forms of harassment, and unprofessional behavior exhibited towards staff and ensure that procedures are established and followed to address said behaviors.

**Be it finally resolved,** that AFT-Oregon shall do no further harm to this organization nor offer further disrespect to AFT-Oregon staff.

## Actions Taken

- AFT-Oregon has committed to treating its staff with respect and successfully reached a bargaining agreement with the staff union, United Employees Group (UEG), in June 2023.
- The Staff Support Committee was made a permanent committee in 2023. It created policies and procedures for [Hiring Policies](#), the [Hiring Committee Process](#), the [Non-Harassment, Anti-Bullying and Retaliation Policy](#) and the [Procedure for Reporting and Investigation of Complaints](#) and updated the [Whistleblower Policy](#), which were approved by the Executive Council and added to the [EC Handbook](#) in 2023.
- After these accomplishments, UEG and AFT-Oregon agreed that the Staff Support Committee and the Labor Management Committee (LMC) responsibilities overlapped and created too many meetings. In late 2024, UEG members voted unanimously to disband the Staff Support Committee. Any remaining labor and management issues are discussed in the LMC, which currently meets every other week.

## Resolutions 2023-05: AFT-Oregon Investment in Organizing Support for K-12 Locals

*Submitted by: Portland Federation of School Professionals, AFT Local #111*

**WHEREAS**, K-12 education workers have been under considerable pressure and high turnover due to low wages, dangerous working conditions, austerity budgets, staffing levels, layoffs, increased retirements, and the COVID-19 pandemic; and

**WHEREAS**, K-12 education unions have been consistently targeted by right-wing and anti-union groups, such as the Freedom Foundation, to encourage workers to revoke their membership in recent years; and

**WHEREAS**, AFT-Oregon has five K-12 locals whose membership levels have been diminished significantly due to the multiple overlapping crises of the post-JANUS world, COVID-19, anti-union political targeting, with some locals approaching critically dire and dangerously low membership levels; and

**WHEREAS**, AFT-Oregon has been perceived as focusing primarily on higher education in our political and workplace organizing initiatives; and

**WHEREAS**, K-12 rank-and-file often do not have the time and capacity to organize during the workday, including responding to emails or attending virtual meetings or trainings; and

**WHEREAS**, AFT-Oregon K-12 locals do not have the financial ability with current membership levels to hire a dedicated organizer or create enough release time positions for leaders; and

**WHEREAS**, AFT-Oregon currently has just two organizers tasked with working across over 25 locals, multiple workforces, and across the entire state; and

**WHEREAS**, Dedicated organizers to specific programs and specific workforces understand those specific issues better, such as the unique dynamics of organizing within a K-12 workplace;

**THEREFORE BE IT RESOLVED THAT** AFT-Oregon reaffirm their commitment to K-12 workers and dedicate meaningful organizational resources towards workplace, political, and legislative organizing in support of our K-12 locals; and

**BE IT FURTHER RESOLVED THAT** AFT-Oregon hire a dedicated full-time permanent K-12 Organizer to implement and oversee strategic membership level campaigns at K-12 locals, with the goal of raising each local above 2/3 membership, and explore budget options collaboratively with AFT-National, AFT-Oregon locals, and grant funding; and

**BE IT FURTHER RESOLVED THAT** AFT-Oregon budget to thoroughly support and train the K-12 Organizer collaboratively with AFT-National's K-12 resources and the AFT-Affiliate Oregon School Employees Association; and

**BE IT FURTHER RESOLVED THAT** AFT-Oregon's Executive Council formally give voice and a structure for the K-12 Locals as a recognized Caucus or standing Committee of the Executive Council within the Executive Council Handbook; and

**BE IT FINALLY RESOLVED THAT** AFT-Oregon staff and Executive Council, the incoming K-12 Organizer, and AFT-Oregon K-12 local leadership collaboratively create a "K-12 Strategic 5-Year Plan" with the specific goal of increasing union membership to build strength in numbers, local financial equity and stability, to work toward improving salaries, establishing job security, and improving the working conditions for K-12 education workers The Standing Committee for K-12 will present this work at the 2025 AFT-Oregon Convention in order to demonstrate transparency, accountability, and capacity building, while sharing successes and inviting further participation with all locals.

## Actions Taken

- AFT-OR added an additional Organizer staff position, bringing us up to 3 full time Organizers. However, we have not yet filled the new position due to an existing Organizer leaving for a different job, and a failed job search. We plan to hire immediately after the convention.
- The AFT-Oregon determined that less than 15% of our members are in K-12, so proportionally it would not make sense to devote 1 staff person entirely to K-12
- AFT-OR Executive Council is committed to continuing to increase Organizer support to the K-12 locals, however our current financial picture does not support a 4th Organizer. Please see the Treasurer's report in the 2025 Convention program for the details.
- AFT-Oregon has been working on a 5-year Organizing Plan with the goal of increasing membership density at all locals.

### Resolutions 2023-06: Invest in Organizing, Member Density, Achieving 60% Density at Locals; Convene an Advisory Council to Develop and Execute Strategic Organizing Plans and Mutually Support Organizing

**WHEREAS:** The AFT-Oregon Constitution and Bylaws share as a federation objective to assist workers in organizing for more effective political action (Article 2, Section 10), and to bring workers into relations of mutual assistance and cooperation (Article 2, Section 2), and our power comes from numbers and solidarity; and

**WHEREAS,** Janus, the pandemic, and layoffs have all contributed to our locals losing members in recent years. According to the audit, during FY2022 alone, AFT-Oregon's total average members by local decreased by 430 members; and

**WHEREAS,** AFT-Oregon has not reacted to this change. It's time to respond, by investing in organizing; and

**WHEREAS,** because there are multiple reasons that locals are losing members, we need to respond in multiple ways. Regardless, bringing workers together is the best tool we have to build power, and we need that power for any response to make a difference; and

**WHEREAS,** strike-ready majorities win better contracts, and have other kinds of power locally and beyond; and

**WHEREAS,** organizing can help build the vibrant, diverse communities that we need and deserve, and make engaging with our unions feel collaborative and supportive, which makes them sustainable. Strong local communities are the foundation for strong,

diverse leadership teams at locals and AFT-Oregon; and

**WHEREAS**, better contracts and higher density both contribute to AFT-Oregon's revenue, since current and proposed per capita systems depend on how many members we have, and what their salaries are. With more revenue, AFT-Oregon could invest more in organizing, creating a virtuous cycle to build community and power across the state; and

**WHEREAS**, budget cuts at the state and institution level, enrollment declines at educational institutions, difficulty staffing open positions, and other challenges are all contributing to bargaining units shrinking at some employers. In many cases, these challenges are at a large enough scale that individual locals are not equipped to address them. By building a movement, coming together across the state to work on these problems, partnering with other workers beyond AFT-Oregon facing the same challenges, and deploying people power to advocate for solutions, we can respond at the scale that is needed to solve these problems, and find a way to a hopeful future for everyone they affect; and

**WHEREAS**, leaders and members have often not had training in participating in organizing; and

**WHEREAS**, 71% of Americans support labor unions, the highest rate since 1965. We have a once-in-a-lifetime opportunity: Let's rise to the occasion, and rebuild our movement into the vibrant and powerful community we need and deserve. Let's build a strike-ready majority at every AFT-Oregon local!

**THEREFORE BE IT RESOLVED THAT** within six months of the 2023 AFT-Oregon Convention, the Executive Council will:

- Convene an Advisory Council for Organizing, made up of local VPs of Membership or similar, and other members and leaders involved in organizing.
- Dedicate a staff member to organizing the council, and provide ongoing training and support for all members' organizing work, including a recurring meeting or other structure for mutual support.

**BE IT FURTHER RESOLVED THAT** within one year of the 2023 AFT-Oregon Convention, the Executive Council will:



- Dedicate staff time to leadership organizing at the AFT-Oregon level, to ensure robust, diverse, representative governance at the state level. This work will include organizing members (including Executive Council members) for Executive Council committees and advisory councils.
- Invest in the data infrastructure needed to organize effectively, by filling the Data Specialist position. The Data Specialist will build on recent work where AFT-Oregon locals have developed their own databases, and support and coordinate these efforts across locals.

**BE IT FURTHER RESOLVED THAT** the Advisory Council for Organizing will recommend plans for AFT-Oregon to do the following, no later than April 2024, and work to realize these efforts on an ongoing basis:

- A one-time investment to hire a set of project organizers for a multi-year fixed term, for internal organizing drives at AFT-Oregon locals. Consider both the scale of need and availability of funds when determining how many organizers to hire, and for how long. Make a plan to evaluate efficacy and determine next steps at the end of the fixed term.
- Assess and guide AFT-Oregon's organizing strategy, including defining and evaluating metrics, and evaluating the Member Organizing Institute program to measure its effectiveness at building capacity, community, and continuity in participants at each local. Recommend changes for the program as needed, including if it seems that local organizers are working on their own and without a supportive community. Explore alternative compensation strategies for MOI participants or similar, so there are incentives to participate that make sense for all employee groups.
- Invite locals to request organizing support, do outreach to get broad participation from locals, and use a transparent, democratic process to decide how to prioritize allocating organizing resources to locals on the basis of: current member density at each requesting local, the status of the local's leadership team, bargaining needs, the number of potential members a campaign at the local could organize, how many other locals with qualifying needs are close enough to participate in a joint campaign, equity across the regions, employee

groups, and other identities AFT-Oregon represents, and other considerations deemed relevant by the council and equitably considered for all requesting locals.

- Explore a strategy that prioritizes depth over breadth, dedicating multiple staff to setting up a focused, sustained organizing drive at one or more high-priority locals, to build community, organizing capacity, leadership capacity, and a strike-ready majority at the local. Where possible, bring together multiple locals in the same region for one drive. Approach organizing through community-building and mutual support, and prioritize approaches that build solidarity, such as sending pairs of organizers out to visit potential members together. Sustain the organizing drive until the local reaches at least 60% membership, and any additional metrics for critical mass defined by the organizing council, subject to criteria determined by the advisory council for reassessing the drive. If this strategy proves effective at one or more locals, attempt to learn from these successes and duplicate them at other locals.

**BE IT FURTHER RESOLVED THAT** the Executive Council and Advisory Council for Organizing will continue this work until the 2025 AFT-Oregon Convention, with a commitment to building on these successes thereafter.

**BE IT FINALLY RESOLVED THAT** the Advisory Council for Organizing will present this work at the 2025 AFT-Oregon Convention in order to demonstrate transparency, accountability, and capacity building, while sharing successes and inviting further participation with all locals.

## Actions Taken

Improved membership data:

- Discovered that we do not have accurate or regularly updated data in order to assess member density across the federation or at many of our locals.
- Hired a Data Specialist with the skills to build Airtable databases for our locals and thereby improve the quality of our data and support locals with organizing.
- Updated our Per Caps reporting sheet to include bargaining unit size as well as membership numbers so that we can assess membership growth accurately

Created Third Field Organizer Position:

- Successfully budgeted for and hired a third Field Organizer position
- Unfortunately one of our experienced staff organizers left for another job, and we had a failed hiring process to bring on a third organizer in Fall 2024.

Created new Field Rep and Political Organizer Positions:

- After taking office we learned from our staff that to effectively manage workload there was a pressing need to hire a fourth Field Rep and a second Political Organizer. This allowed existing staff to have more time for organizing even if that is not their main role.
- Successfully hired for these two new positions. The new staff we hired also have significant organizing experience so we have more overall organizing staff capacity.

Created an extended MOI (Member Organizing Institute) program (9 month)

- Upon taking office, several locals expressed an interest in hiring their own members to organize at their local rather than being assigned more AFT-Oregon staff organizer time. In response to this request, we have piloted an extended MOI program where locals can have their members participate in the MOI program for the full academic year. This gives the local ongoing consistent organizing support, and provides significant mentoring to build member organizing leadership at the locals.

Created the Bargaining and Organizing Advisory Council

- Co-lead by staff and EC members
- Began creating documents to track membership density, bargaining timelines and organizing plans.
- It's been a challenge to get consistent participation from rank and file members as it was intended to have.

Created a multi-year organizing plan

- Staff and EC have been building out a five-year organizing plan that includes all aspects of AFT-Oregon work that intersects with organizing, including Trainings, Bargaining, Data, Finances and more.

Achieved over 6% membership growth across the federation:

- For the first time since before the Janus Supreme Court case, AFT-Oregon had membership growth, rather than ongoing membership decline.

## Economics 2023-08 Resolution: Post-Pandemic and Geographic Equity-Driven Building Use and Valuation Study

**Whereas,** AFT-Oregon has been having ongoing budgetary discussions and concerns in a post-JANUS landscape; and

**Whereas,** reduced budgets pose a hardship to AFT-Oregon which has already included significant layoffs and reductions in services to locals in the past several years; and

**Whereas,** the AFT-Oregon office building was purchased at a time where the federation employed roughly twice as many staff; and

**Whereas,** the AFT-Oregon office building is a large asset with a Retail Market Value of over \$1,720,000 according to public property tax data; and

**Whereas,** the AFT-Oregon office building has approximately 12 parking spaces, and is not a space that is feasible to use for large events such as conventions, trainings, and organizing meetings; and

**Whereas,** the AFT-Oregon office building is not Americans with Disabilities Act (ADA) compliant, and requires a large staircase be used to access most office rooms; and

**Whereas,** the AFT-Oregon office building is located at 10228 SW Capitol Highway in Portland, which is several hours away from members in the Mid-Willamette Valley and a day's trip away for members in Eastern and Southern Oregon; and

**Whereas,** it may be possible to find an alternative office and meeting space in a more affordable part of Portland or perhaps even in an alternative city that is closer to more AFT-Oregon locals; and

**Whereas,** it may be possible to co-locate AFT-Oregon's statewide staff and operations with AFT-Oregon locals who already rent or own property, or to co-locate AFT-Oregon with other labor unions in similar situations; and

**Whereas,** AFT-Oregon members have a vested interest in the strategic and equitable use of a property that was purchased using locals' per capita dues; and

Whereas, AFT-Oregon members should be made aware of the possible options of renting or purchasing an alternative space with the goal of reducing the annual operating budget; and

**Whereas,** an ongoing global pandemic (COVID-19) has substantially affected societal norms around the viability of remote work; and

**Whereas,** a substantial number of AFT-Oregon members work from home or regularly work remotely; and

**Whereas,** the majority of AFT-Oregon staff work from home or work remotely every day; and

**Whereas,** remote work will continue; and

**Whereas,** staff can work more effectively when they are allowed to live in the same communities as the locals and membership they serve.

**Therefore be it resolved,** that AFT-Oregon move forward in a way that is mindful that Portland is not an accessible nor a desirable central location for all AFT-Oregon business, nor should the President, the Executive Council, or Staff be assumed to be Portland-based; and

**Be it further resolved,** that AFT-Oregon the Executive Council shall convene an advisory council of leaders which appropriately represents the geographic diversity of AFT-Oregon locals and current staff for the purposes of implementing this resolution; and

**Be it further resolved,** that AFT-Oregon's Executive Council the advisory council will commission a Building Valuation Study which explores options to sell, lease, or downsize the current building operations; and

**Be it further resolved,** that AFT-Oregon the advisory council will conduct a Building Use Study which will track, monitor, record, and report the size, scale, and scope of the current building's use, including which staff and which locals use the building; and

**Be it further resolved,** the Building Use Study shall also investigate the above matters for alternative offices and meeting spaces; and

**Be it further resolved** that given that the current building is not ADA compliant, the Building Use Study shall calculate the cost of making it compliant and ensure that any alternatives are ADA compliant; and

**Be it further resolved**, that neither AFT-Oregon members nor staff will intentionally alter their usage of the building in a manner that would alter the outcomes of the Building Use Study; and

**Be it further resolved**, that AFT-Oregon shall allow for state-wide hiring of field staff and allow current field staff to live anywhere in Oregon that is within 30 miles of an AFT-Oregon local that they support; and

**Be it further resolved** that these studies shall be completed and the advisory council will make recommendations to the Executive Council within 180 days of the passage of this resolution. The Executive Council shall act on the recommendations within 90 days

**Be it finally resolved**, AFT-Oregon that the advisory council will substantively use the studies to weigh the value of owning a property in Southwest Portland in direct comparison to the value of funding organizing campaigns and hiring geographically diverse staff to meet the needs of locals and that any solution will be ADA compliant.

## Actions Taken

AFT-Oregon convened the Building Advisory Council in 2023. We met regularly through late 2024 to analyze current costs and requirements for the building, and investigate possible alternatives.

We have not completed a full valuation study, but we engaged a commercial realtor in 2024 to visit the building and provide an estimate of its sale value. The estimate was \$2m. As of 2024, the real market value estimated by Multnomah County is \$1.45m, this is subject to limitations on growth of assessed value under law for purposes of property taxes, and would be revised upon sale. The building was purchased in 2013 for \$510k.

The committee administered a survey to staff members to ascertain their requirements and needs concerning a potential rental property should the current building be determined for sale. At this time, we need more information about the value of the property and sale vs moving and renting a new office space.

The current status as of April 14, 2025, is as follows:

- AFT-Oregon has an outstanding mortgage balance with an annual interest rate of 4.25%. The monthly payment is \$3,922.

- Building maintenance and upkeep is currently about \$42k/yr. It was previously \$61k/yr, but we have made several changes to reduce these costs.
- AFT-Oregon's investment interest rate currently approximates the mortgage interest rate making keeping our money in investments better for us than paying off the mortgage. In the event that the investment return rate falls below the mortgage interest rate, it is recommended to expedite the repayment of the mortgage.
- The 2024 Real Market Value (RMV) valuation provided by Multnomah Property is \$1,448,810, occurring within a market characterized by elevated commercial property vacancy and availability rates. The market currently favors buyers.
- Moving costs will need to be factored into the cost benefit analysis of maintaining the property vs renting.
- The majority of staff work remotely. Nine employees including the President, Executive VP and financial and administrative staff are located in the Portland Metro location. Five employees are in the Eugene/Springfield area. Due to financial constraints, it is currently not financially feasible to rent or buy multiple spaces at this point.
- With AFT-Oregon's current financial trajectory there is a possibility that we will have to choose between selling the building and laying off staff in the next five years

Preparation for a potential sale of the building vs renting can be initiated in summer of 2025 for the possible sale of the building asset in 2026 to include:

- Organizing and digitizing records for retention, establishing a retention schedule, and disposing of materials that have exceeded their retention period.
- Conducting an inventory of assets requiring relocation and maintenance at a new facility.
- Undertaking repairs to fencing and replacing windows that are damaged.
- Addressing deferred maintenance issues, including repairs to the external deck and interior entrance walls in order to obtain a favorable price.
- Regularly assess expenses and revenues to determine the optimal time to sell the current building, rent or keep the building to maintain financial stability with a project plan commencing June 2025 - March 2026.

We will revisit the question of whether or not to sell the building in summer 2025.

## Economics 2023-09 Resolution: In Support of Member-Led Legislative and Government Affairs Lobbying and Phasing Out For-Profit External Contractors

**Whereas**, a primary mission of AFT-Oregon as a state federation is the ability to lobby, advocate, and organize political, governmental, policy and legislative affairs at a state-wide level for our locals; and

**Whereas,** AFT-Oregon operations are funded directly by our members' dues and AFT-Oregon has a responsibility to allocate those funds prudently and according to union principles; and

**Whereas,** the "contracting out" of work is a practice labor unions fight against; and

**Whereas,** AFT-Oregon staff and member leaders has expertise in public policy, legislative, and government affairs, and

**Whereas,** AFT-Oregon for decades had staff and members who led this work and developed deep relationships by-and-for our labor federation; and

**Whereas,** after the Janus Supreme Court decision AFT-Oregon's leadership began contracting out this work after significant staff layoffs; and

**Whereas,** AFT-Oregon is currently paying \$4,000 a month to Mahonia Public Affairs, a for-profit business without a unionized staff or deep connections to the labor movement, and

**Whereas,** Mahonia Public Affairs' primary interest is their own bottom line and the growth of their for-profit business, not necessarily AFT-Oregon and the labor movement, and

**Whereas,** Mahonia Public Affairs' client list includes groups such as LeaseLock (a landlord and real-estate lease enforcement agency) and Oregon Cannabis Association (a group frequently at opposition to unionizing cannabis workers) and Oregon State Police Officers Association (a organization with significant conflicts of interest with social and racial justice movements); and

**Whereas,** every day that this work is contracted-out is another day where members and staff are not developing and increasing their core competencies in these skillsets; and

**Whereas,** member-led and union-led AFT-Oregon efforts are "by-and-for" our federation and the labor movement; and

**Whereas,** for-profit external contractor efforts are "by-and-for" their own private business interests and profit motive; and

**Whereas,** Mahonia Public Affairs are not accountable or transparent to AFT-Oregon and our members; and



**Whereas,** Mahonia Public Affairs deepen their relationships with legislators and lobby groups through our member dues, at the detrimental loss of relationship building opportunities by AFT-Oregon members and staff; and

**Whereas,** Mahonia Public Affairs have never been classified staff, K-12 workers, childcare workers, college or university instructors or researchers, or AFT-Oregon members; and,

**Whereas,** AFT-Oregon union members and staff who have been education workers and union members bring invaluable perspective and knowledge to this work; and, Whereas, the contracting out of this work presents a significant limitation of AFT-Oregon to deliver on its core mission; and

**Therefore Be it resolved,** that AFT-Oregon's Executive Council cease contracting with external, for-profit agencies for political, legislative, and government affairs work, and

**Be it further resolved,** that the duties assigned to Mahonia Public Affairs be returned to AFT-Oregon members and AFT-Oregon staff; and

**Be it further resolved,** that AFT-Oregon extend a warm thank-you to Mahonia Public Affairs for their service upon completion; and

**Be it further resolved,** that AFT-Oregon obtain complete and thorough records of Mahonia Public Affairs' work performed on behalf of AFT-Oregon; and

**Be it further resolved,** that AFT-Oregon work with Aft Affiliates of Oregon, AFT National, and Oregon AFL-CIO, and AAUP to develop mentorship, training, and development for members and staff on topics of legislative lobbying, government affairs, and policy development; and

**Be it finally resolved,** that AFT-Oregon strive to keep all our efforts by-and-for our union members and labor staff

## **Actions Taken**

- AFT-Oregon ended its contract with lobbying firm Mahonia Public Affairs

- AFT-Oregon created the Politics, Policy, Legislation, and Solidarity (PPLS) Advisory Council to plan legislative strategy and mobilize members to testify in support of bills we run and endorse
- AFT-Oregon hired additional political staff to assist in our legislative and political organizing work
- AFT-Oregon elected leaders and political staff are committed to do our own lobbying at the Oregon Legislature