

# 2015 Resolutions

Fighting Forward



Strengthened by Our Past

Resolutions adopted at the AFT Washington Convention May 16, 2015  
at the Hotel Murano, Tacoma, Washington

## Mission, Vision and Values

The **mission** of AFT Washington is to voice the ideals of our locals and members for workplace fairness and social justice while strengthening and focusing their collective power to attain those ideals.

The **vision** of AFT Washington is a just society with access for all to unions, education, health care and social programs that provide equal opportunity. To that end, we will encourage and provide resources for potential members to become members, members to become activists, and activists to become leaders, growing the union, its scope, and its depth, so that our members see the power of the union, are drawn to it, and realize that the power comes from them, their commitment and involvement.

AFT Washington **values** transformational unionism that includes:

- Strength through solidarity
- Unity among diverse members
- Action toward our goals
- Democracy in our locals
- Quality programs for students
- Fairness for members

Passed by the Executive Board April 2010

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## Convention Resolution 2015-01

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### **Celebrating Social Security and Medicare**

**WHEREAS:** for over 80 years Social Security has provided economic benefits for AFT Washington members and retirees and their families; and

**WHEREAS:** for over 50 years Medicare has been instrumental in helping AFT Washington members and retirees obtain and pay for quality medical care; and

**WHEREAS:** these government-run social insurance programs are actually benefits paid for by working families; and

**WHEREAS:** recently, there have been attempts to cut back the benefits of these programs; and

**WHEREAS:** these cutbacks are actually attacks on working families and are real threats to both current and future retirees; now, therefore be it

**RESOLVED:** that AFT Washington continue its support for the continuation and enhancement (improvement) of the benefits provided by Medicare and Social Security; and be it further

**RESOLVED:** that AFT Washington urge the members of AFT Washington locals to celebrate the success of these programs by joining with thousands of others in Washington State and throughout the nation at any or all of the birthday parties to celebrate the 80<sup>th</sup> anniversary of Social Security and the 50<sup>th</sup> anniversary of Medicare including

- A. Spokane Event: July 30<sup>th</sup> from 4:30 to 7:30 PM at Spokane Community College  
For further information contact Gail Spaeth at 509-487-2157
- B. Seattle Event: August 8<sup>th</sup> from 1:00 to 2:30 PM at West Lake Park  
For further information contact PSARA at 206-448-9646;  
and be it finally

**RESOLVED:** that AFT Washington use its communication system and publication system to encourage turnout to these two events.

Adopted in open meeting by the Retiree Chapter Executive Board, Local 8045R, on March 31, 2015.

## Convention Resolution 2015-02

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### **Contingent Faculty Position on the AFT Washington Executive Board**

**WHEREAS:** AFT Washington locals across the state include thousands of contingent faculty in 2- and 4-year colleges and universities; and

**WHEREAS:** contingent faculty make up 70-75% of the faculty in the state's 2- and 4-year colleges and universities; and

**WHEREAS:** contingent faculty benefit from representation and full participation in their local AFT leadership; and

**WHEREAS:** AFT Washington's Best Union Practices encourage locals to fully represent and involve contingent faculty in their leadership; and

**WHEREAS:** locals are stronger when all faculty, part-time and full-time, join together; and

**WHEREAS:** the Contingent Faculty Issues Committee struggles to maintain a core group of members and the momentum to build strength; now, therefore be it

**RESOLVED:** that AFT Washington bylaws be amended to add a Vice President of Contingent Faculty, to be nominated and elected through normal election procedures as determined by AFT Washington guidelines.

Adopted in open meeting by AFT Seattle Executive Board, Local 1789, on April 7, 2015.

## Convention Resolution 2015-03

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### **Establish Two Distinct Job Classifications for Classified Employees – Classified Exempt and Classified Hourly**

- WHEREAS:** the state’s current definition of classified personnel includes supervisors and directors (in the Tacoma School District, for example, classified employees include exempt employees – administrators, chief financial officers, assistant principals – and school support staff); and
- WHEREAS:** currently all classified exempt staff are salaried, and school support staff are paid hourly and work part-time (an average of six hours for 182 work days, or 10 months per year); and
- WHEREAS:** combining the two classifications into one job category misrepresents the actual average salary for hourly classified employees; and
- WHEREAS:** the average annual salary for classified exempt employees is \$120,375 excluding benefits<sup>1</sup>; and
- WHEREAS:** the annual gross salary for classified hourly employees averages \$18,356 excluding benefits<sup>2</sup>; and
- WHEREAS:** the growing cost of health insurance impacts their net income; and
- WHEREAS:** hourly classified employees have gone without voter-approved cost-of-living increases for six years; and
- WHEREAS:** the 2015 federal poverty guidelines are \$24,250 for a family of four; \$15,930 for a family of two and classified hourly employees make poverty-level wages; and
- WHEREAS:** separating these two categories gives the State Legislature and agencies a more accurate accounting for actual wages earned by classified hourly employees; now, therefore it be
- RESOLVED:** that AFT Washington will support legislation and state policy to separate the classified hourly and classified exempt and create separate job categories that will advance accurate reporting of wages; and be it finally
- RESOLVED:** that AFT Washington will work with other unions which represent classified employees to advance this effort.

Originally submitted by the Classified Council and passed by the AFT Washington Executive Board on April 9, 2015.

<sup>1-2</sup> Tacoma Public Schools Website/Employees Intranet – 2014-2015 Projected Average Salary & Fringe Benefit

## Convention Resolution 2015-04

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### Support Full Funding of Washington State Community and Technical Colleges

**WHEREAS:** the voters of Washington State intended that community and technical college academic employees and classified employees be provided annual cost-of-living allowances beginning in the 2001-02 school year when they voted to approve Initiative I-732 in November 2000; and

**WHEREAS:** salary step increases provided for in community and technical college academic employee bargaining agreements have not been fully funded by the Washington State Legislature for many years; and

**WHEREAS:** the findings of the Washington State Supreme Court in *McCleary v. Washington* (2012) could be extended to full funding of community and technical colleges; now, therefore be it

**RESOLVED:** that AFT Washington shall consult with sister unions and legal counsel to initiate legal redress in a court of law or other venues to require the Washington State Legislature to fully fund community and technical college education, including full funding of salary increments and cost-of-living increases for academic and classified employees.

Adopted in open meeting by the Executive Board of the Shoreline Community College Federation of Teachers, Local 1950, on April 23, 2015.

## Convention Resolution 2015-05

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### Support for Social Security Modernization and Enhancement

**WHEREAS:** for over 80 years Social Security has represented the promise made to Americans of all generations that rewarding work, honoring our parents, and caring for our neighbors was a value that came from workers demanding security because they have worked hard, paid taxes, and earned its benefits; and

**WHEREAS:** the Social Security system has provided benefits for all working families in our state to help reduce poverty and provide for an improved quality of life for every recipient, as well as supported educational benefits for children of retired, disabled or deceased workers; and

**WHEREAS:** Social Security is an insurance policy and should not be means-tested since workers pay for this insurance, and they and their dependents are entitled to it regardless of their income or savings; and

**WHEREAS:** Social Security has stood the test of time and should not be privatized in whole or in part; and

**WHEREAS:** there have been and continue to be attempts to cut Social Security benefits and these cutbacks would impact working families and are a threat to both current and future retirees; now, therefore be it

**RESOLVED:** that AFT Washington continue to support the continuation and enhancement of Social Security by lifting the cap or top wage to earnings over the current cap of \$117,000; increase the age of coverage to full time college age dependents to age 23 if they are a child of retired, disabled or deceased worker; enhance benefits for surviving partners and spouses, including state-recognized same-sex couples and family members, by preventing the retirement age to be raised further; and by supporting all legislative and organizational efforts to increase, enhance, and modernize Social Security benefits for workers; and be it finally

**RESOLVED:** that AFT Washington urge the members of AFT Washington locals to remain active in support of the Social Security programs for the working people in our nation and Washington State.

Adopted in open meeting by the Retiree Chapter Executive Board, Local 8045R, on March 31, 2015.



## Convention Resolution 2015-06

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### Transgender Healthcare Equity

- WHEREAS:** accessible, affordable, and quality healthcare is a basic human right and essential to the health and well-being of all people; and
- WHEREAS:** transgender people often experience persistent discomfort with their assigned sex which causes intense emotional pain and suffering; and
- WHEREAS:** depression, suicide attempts (45% vs. 4.6%), and other debilitating issues occur at drastically higher rates among transgender people compared with the general population<sup>1</sup>; and
- WHEREAS:** according to the American Medical Association, research clearly indicates that a range of mental health and medical treatments are both effective and necessary to the health and well-being of transgender people; and
- WHEREAS:** the World Professional Association For Transgender Health, Inc. (WPATH), the world leader in understanding and addressing the needs of transgender people, has established standards of care for promoting the health and well-being of transgender people which include access to sexual reassignment surgery; and
- WHEREAS:** discrimination based on an individual's gender identity or any other characteristic is opposed by the American Federation of Teachers, Washington; and
- WHEREAS:** Washington State Insurance Commissioner Mike Kreidler announced on June 25, 2014, that “health insurance policies sold in Washington State cannot discriminate against transgender Washingtonians” based on Washington’s 2006 non-discrimination law and the Federal Affordable Care Act; and
- WHEREAS:** healthcare services related to sexual reassignment for transgender people continue to be frequently explicitly excluded from coverage in healthcare policies; now, therefore be it
- RESOLVED:** that AFT Washington work with labor and community allies to urge the Washington State Insurance Commission to enforce Washington State’s non-discrimination law and require all insurance providers to end discrimination against transgender people in healthcare policies they provide; and be it further
- RESOLVED:** that AFT Washington urge AFT to explicitly include the right to the full range of therapeutic treatments for transgender people, including sexual reassignment surgery, in the AFT LGBT Bill of Rights; and be it finally
- RESOLVED:** that AFT Washington sign onto and encourage affiliated locals to sign on to the AFT LGBT Bill of Rights.

Adopted in an open meeting by the AFT Washington Executive Board on April 9, 2015.

<sup>1</sup> <http://williamsinstitute.law.ucla.edu/wp-content/uploads/AFSP-Williams-Suicide-Report-Final.pdf>

## Convention Resolution 2015-07

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### **Promoting and Increasing Voter Engagement Among Youth and Communities of Color**

**WHEREAS:** civic engagement and voting rights are a cornerstone of our democracy; and

**WHEREAS:** reducing barriers and disparities with regard to access to and engagement in voting rights helps create robust dialogue and a civically-engaged population; and

**WHEREAS:** we now have a new American majority among the adult citizen voting population, consisting of youth and people of color; and

**WHEREAS:** political participation among youth and communities of color in Washington State falls well behind that of the general electorate; and

**WHEREAS:** registration, vote share, and turnout rates for these constituencies has remained historically low and recent trends and research suggest it will continue to fluctuate and hover at lower numbers without proactive action; and

**WHEREAS:** the members of AFT Washington have the opportunity to support voter registration of the students, families, and communities they serve; and

**WHEREAS:** civic participation of these students, families, and communities has the potential to strengthen public education from early learning through higher education; now, therefore be it

**RESOLVED:** that AFT Washington will encourage and support locals to engage in activities to promote and increase voter engagement of the students and families we serve, with particular attention to youth and communities of color and be it further

**RESOLVED:** that AFT Washington will advocate to restore voting rights for ex-felons and expand course offerings for citizenship.

Adopted in open meeting by the general membership of South Puget Sound Community College, Local 4603, on April 16, 2015.

## AFT WASHINGTON OFFICERS 2015 - 2017

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