



# 2013 Resolutions

Resolutions adopted at the AFT Washington Convention May 4, 2013  
at the Hilton Vancouver 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 2013-01

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## Resolution Supporting a Road Map to Citizenship for Aspiring Americans

- WHEREAS:** every day, more than 11 million immigrant aspiring citizens contribute to our communities, our economy, and our country yet are denied a voice in the workplace and essential rights in our society; and
- WHEREAS:** a strong and vibrant democracy cannot function unless all men and women, regardless of their skin color or where they were born, can participate meaningfully in the political process with full rights and equal protections; and
- WHEREAS:** the union movement recognizes that the way we treat new immigrants reflects our commitment to democracy, human rights, and the values that define us; and
- WHEREAS:** working people are strongest when working together and the union movement is strongest when it is open to all workers, regardless of where they come from; and
- WHEREAS:** the creation of a road map to citizenship for new American immigrants would improve wages and labor standards for all workers by empowering immigrant workers and halting employers who take advantage of our failed immigration policies to pursue a race to the bottom; and
- WHEREAS:** temporary worker programs do not reflect America's values as a democratic society, and history teaches that guest worker programs create a second class of workers unable to exercise even the most fundamental rights, which lowers wages and working conditions for all workers; and
- WHEREAS:** the dreams of young immigrants to have access to quality education and the hopes of millions of immigrants to reunify their families are consistent with American values; and
- WHEREAS:** America's unions remain committed to working together on the side of justice for all, along with our community partners, including civil rights, human rights, and immigrant rights organizations to pass fundamental reform that encompasses these principles and strengthens our democracy; now, therefore be it
- RESOLVED:** that AFT Washington which represents the voices of 6,000 educational workers and their families in the state of Washington, calls upon Congress to pass common-sense immigration reform that reflects the principles outlined in the unified union movement's framework for comprehensive immigration reform, "Immigration for Shared Prosperity, A Framework for Comprehensive Immigration Reform"; and, be it finally
- RESOLVED:** that AFT Washington will continue to work with allies and encourage locals to promote comprehensive immigration reform based on the principles outlined in this resolution and will communicate this position to Washington State's congressional delegation.

Originally submitted by the Human Rights Committee and passed by the AFT Washington Executive Board on February 10, 2013.

## Convention Resolution 2013-02

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### AFT Washington Supports a Healthy Workplace and Ending Workplace Bullying

**WHEREAS:** workplace bullying is behavior that harms, intimidates, offends, degrades or humiliates an employee or a group of employees, in private or in front of other employees, students, or staff; and

**WHEREAS:** workplace bullying may include behavior between and among administrators, board members, faculty/teachers, professional and school-related staff, and students; and

**WHEREAS:** workplace bullying may cause the loss of well-trained, well-educated, talented, and diverse employees; and

**WHEREAS:** workplace bullying reduces productivity and morale and creates legal risks; and

**WHEREAS:** in 2010 AFT passed the resolution IN SUPPORT OF A HEALTHY WORKPLACE AND AGAINST WORKPLACE BULLYING; and

**WHEREAS:** Washington was the 4th state to introduce the Healthy Workplace Bill (in 2011-2012 HB 1928 and SB 5789); and

**WHEREAS:** the Healthy Workplace Bill has been endorsed by the following organizations:

- Washington State Labor Council AFL-CIO
- Washington State Nurses Association
- Washington Federation of State Employees
- Washington Public Employees Association
- Workplace Bullying Institute
- Association of Western Pulp & Paper Workers
- United Staff Nurses Union/UFCW Local 141
- Sheet Metal Workers, Local 66
- Pacific Northwest Region Council of Carpenters; and

**WHEREAS:** the November/December 2011 issue of *AFT On Campus* recommends that unions:

- craft contracts to include access to counseling/employee assistance and education programs for bullying prevention;
- form collaborative labor/management committees to discuss bullying-related issues;
- provide orientation for faculty and professional staff on the nature, prevalence, causes and consequences of aggression/bullying;
- work out approaches for dealing with member-on-member bullying;
- collect data on the prevalence of aggression/bullying on individual campuses;
- establish core values at each campus;
- don't just focus on what's wrong—draw strength from what's right;
- design interventions to foster respect, civility and personal development—not just discipline.

**THEREFORE, BE IT RESOLVED:** that AFT Washington encourage and assist locals in crafting contracts to include access to counseling/employee assistance and education programs for bullying prevention; and be it further

**RESOLVED:** that AFT Washington encourage locals to form collaborative labor/management committees to discuss bullying-related issues; and be it further

**RESOLVED:** that AFT Washington encourage locals to provide orientation for administrators, faculty/teachers, and professional and school-related staff on the nature, prevalence, causes, and consequences of aggression/bullying; and be it further

**RESOLVED:** that AFT Washington develop recommendations for dealing with member-on-member bullying; and be it further

**RESOLVED:** that, for the purpose of increasing awareness of and decreasing occurrences of aggression/bullying, that AFT Washington collect from its locals and disseminate to its members data on instances of aggression/bullying at individual workplaces; and be it finally

**RESOLVED:** that AFT Washington endorse and support the passage of the Healthy Workplace Bill.

Adopted in open meeting by the Executive Board of the Shoreline Community College Federation of Teachers, Local 1950, on April 8, 2013.

## Convention Resolution 2013-03

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### Promoting Gun Safety and Responsibility

- WHEREAS:** guns have become a pervasive part of the culture to which our members and their students are exposed; and
- WHEREAS:** we have recently witnessed a growing number of incidents in which teachers and students have been caught in gun crossfire in and around schools including the tragic deaths of students in Chicago, Illinois; and
- WHEREAS:** we have recently witnessed violent atrocities such as the one in Sandy Hook, Connecticut, where twenty students and six staff members including teachers were killed by a single gunman; now, therefore be it
- RESOLVED:** that AFT Washington support making school/college campuses gun-free zones, excluding designated security personnel and be it further
- RESOLVED:** that AFT Washington support enactment by the Washington State Legislature of legislation requiring universal background checks for firearms transfers; and be it further
- RESOLVED:** that AFT Washington support enactment by the Washington State Legislature of legislation encouraging safe storage of firearms; and be it finally
- RESOLVED:** that AFT Washington support enactment by the Washington State Legislature of legislation concerning reporting and tracking of firearm offenders.

Adopted in open meeting by the Executive Board of the Shoreline Community College Federation of Teachers, Local 1950, on April 8, 2013.

## Convention Resolution 2013-04

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### Support of a State Carbon Tax and Dividend

- WHEREAS:** the Intergovernmental Panel on Climate Change (IPCC) has reported that “most of the observed increase in globally-averaged temperatures since the mid-twentieth century is very likely due to the observed increase in human-induced greenhouse gas concentrations,” and the IPCC also predicts probable damages (“Climate Change 2007: Synthesis Report,” [www.ipcc.ch](http://www.ipcc.ch)); and
- WHEREAS:** about thirty percent of Puget Sound's marine life is endangered by the increasing acidity which is considered by most scientists to be caused by carbon dioxide emissions; and
- WHEREAS:** the members of the Washington State Legislature have considered enacting a carbon tax program in order to reduce state carbon dioxide emissions; and
- WHEREAS:** British Columbia has successfully adopted a carbon tax program, which has led to many consumers there purchasing more fuel efficient cars or driving less; and
- WHEREAS:** a carbon tax is projected by many economists to be more efficient than unwieldy cap and trade emissions trading, and more effective at motivating investments in energy efficiency and renewable energy sources that would create jobs and stimulate the economy; and
- WHEREAS:** the annual goals for reduction of emissions could be mapped out for decades, for example to ultimately achieve at least an eighty percent reduction from the emissions of 1990 by 2050 as advised by climate scientists; and
- WHEREAS:** part of the proceeds of a tax could be returned, for example as equal dividends to every citizen, stimulating the state economy; and
- WHEREAS:** a part of the tax proceeds could fund meritorious projects such as energy conservation, the production of energy from renewable sources, creating “green” jobs and supporting education programs that train students for green jobs; and
- WHEREAS:** the Mayors for Climate Protection organization ([www.coolmayors.com](http://www.coolmayors.com)) has supported mayors nationwide in their efforts to meet or beat the Kyoto Protocol targets (7% reduction from 1990 levels by 2012) in their own communities; and
- WHEREAS:** the adoption of a carbon tax would improve the quality of the lives of our members; now, therefore be it
- RESOLVED:** that AFT Washington declare its support for enactment of a Washington State carbon tax; and be it further
- RESOLVED:** that the majority of revenues from the tax be returned as dividends to citizens and invested in energy conservation and renewable energy programs and education related to these programs; and be it finally
- RESOLVED:** that AFT Washington notify its locals of this resolution, encouraging them to adopt similar ones and that it forward this resolution to the Washington State Labor Council convention and to the AFT convention for their consideration.

Passed at the AFT Washington Executive Board meeting on April 13, 2013.



## Special Order of Business 2013-01

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### Equity in Public Service Student Loan Forgiveness Act

- WHEREAS:** the Federal Public Service Loan Forgiveness Program was created in 2007 “to encourage individuals to enter and continue to work full-time in public service jobs”; and
- WHEREAS:** the majority of faculty in higher education are dedicated public servants in non-tenure track positions; and
- WHEREAS:** most college graduates now leave academia with student loan debt; and
- WHEREAS:** all faculty at the collegiate level are expected to have obtained a high level of education in order to serve in their positions; and
- WHEREAS:** non-tenure track faculty may work in a full-time capacity at one or more colleges, but may not have their loads calculated in such a way that they reach the 30-hour a week minimum annual requirement of the loan forgiveness program; and
- WHEREAS:** there is a high turnover in non-tenure track faculty due to career instability, low pay, and limited access to benefits; and
- WHEREAS:** President Barack Obama has stated that high-quality higher education opportunities are important to the success of the U.S. economy and retaining high-quality faculty is integral to the success of our academic institutions; therefore be it
- RESOLVED:** that AFT Washington will work with AFT national and other unions with affected membership to lobby to have the metrics for the Public Service Student Loan Forgiveness Act adjusted to include non-tenure track faculty who are working an average of fifty percent of a full-time load or more over the course of a year: and be it further
- RESOLVED:** that AFT Washington acknowledges the importance of non-tenure track faculty in maintaining a high standard of educational quality in Washington State; and be it further
- RESOLVED:** that the nation should do whatever it can to retain highly-skilled public servants; and be it finally
- RESOLVED:** that AFT Washington endorse and support the passage of the Equity in Public Service Student Loan Forgiveness Act.

Submitted by the Executive Board of the Shoreline Community College Federation of Teachers, Local 1950, for consideration at the May 4, 2013, AFT Washington Convention.



## AFT WASHINGTON OFFICERS 2013

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