

# 2019 RESOLUTIONS



Fighting For  
**Justice:**  
*We Won't Back Down*

Resolutions adopted at the AFT Washington Convention May 18-19, 2019  
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

# TABLE OF CONTENTS

---

<a href="#">Convention Resolution 2019-01</a>	<a href="#">1</a>
Amnesty for All Undocumented Persons in the USA	
<a href="#">Convention Resolution 2019-02</a>	<a href="#">3</a>
Calling for Research into a Development of a Student Member Program	
<a href="#">Convention Resolution 2019-03</a>	<a href="#">5</a>
Concerning Policy Objectives for Contingent Faculty	
<a href="#">Convention Resolution 2019-04</a>	<a href="#">7</a>
Calling for Continuance of the [Re]Invest in Our Colleges (ROC) Campaign	

## Convention Resolution 2019-01

---

### Amnesty for All Undocumented Persons in the USA

- WHEREAS:** a basic tenet of the labor movement is “United we stand, divided we fall;” and
- WHEREAS:** another basic tenet of the labor movement is “An injury to one, is an injury to all;” and
- WHEREAS:** the Executive Council of the AFL-CIO meeting in New Orleans in February 2000 did issue a statement that said, "The AFL-CIO believes the current system of immigration enforcement in the United States is broken and needs to be fixed;" and
- WHEREAS:** recent federal executive orders and enforcement operations target our immigrant and Muslim students, faculty, and campus workers with arrest, internment, and deportation; and
- WHEREAS:** the Executive Statement further stated, "The rights and dignity of all workers can best be ensured when immigrant and non-immigrant workers are fully informed about the contributions of immigrants to our society and our unions, and about the rights of immigrants under current labor, discrimination, naturalization, and other laws;" and
- WHEREAS:** the Executive Council statement continued to read, "Our starting points are simple: Undocumented workers and their families make enormous contributions to their communities and their workplaces and should be provided permanent legal status through a new amnesty program;" and
- WHEREAS:** The executive council of the AFL-CIO did reaffirm its position on amnesty for undocumented workers in Chicago in July 2001; and
- WHEREAS:** the convention of the AFL-CIO at its December 2001 meeting did reiterate its position just months after the terrorist attacks of September 11 as a call for the, "Legalization of the undocumented among us who are working hard, paying taxes and contributing to their communities and the nation;" and
- WHEREAS:** the Washington State Labor Council convention meeting in Tacoma, Washington, in August 2000 did pass resolution number 31 titled, "In Support of Immigration Reform and Amnesty;" and
- WHEREAS:** AFT President Randi Weingarten has reiterated the AFT's commitment to all children's education regardless of immigration status by referencing the Supreme Court's *Plyer v. Doe* decision; and
- WHEREAS:** in October 2018 AFT President Weingarten launched an initiative "Standing United to Protect the Rights of Immigrant Students and Their Families;" and
- WHEREAS:** AFT President Weingarten said on behalf of this initiative, "[T]his initiative tells immigrant children and their families: You belong here, you matter, and your teachers are here to protect you. Our schools should be safe sanctuaries of teaching and learning, and no child should go to school in fear of being reported to ICE (Immigration and Customs Enforcement);" and

**WHEREAS:** our undocumented colleagues, students, and DREAMers actively contribute to educational systems and society; now, therefore be it

**RESOLVED:** that AFT Washington calls for amnesty for all undocumented workers and their families in the United States; and, be it further

**RESOLVED:** that AFT Washington forward this resolution to the national AFT and to the Washington State Labor Council; and, be it further

**RESOLVED:** that AFT Washington forward this resolution to all Washington State AFL-CIO constituency groups; and, be it finally

**RESOLVED:** that AFT Washington inform our Washington State congressional delegation of this resolution and advocate for its implementation.

Adopted in open meeting by the Executive Board of AFT Seattle Local 1789 on April 2, 2019.

## Convention Resolution 2019-02

---

### Calling for Research into and Development of a Student Member Program

- WHEREAS:** public institutions of education have been defunded over the past several decades, resulting in numerous problems including stagnant wages, inadequate student services such as counseling, and overreliance on grants and philanthropy; and
- WHEREAS:** the resulting wage stagnation for classified staff, professional staff, and faculty has led to recruitment and retention challenges, low morale, and the need for many employees to work two or more jobs; and
- WHEREAS:** student tuition has risen dramatically, such that students in community and technical colleges currently pay \$4,000 a year in tuition compared with \$900 (adjusted for inflation) in 1980, contributing to the \$1.5 trillion in student debt in the U.S.; and
- WHEREAS:** the cost of higher education has resulted in many students not being able to attend college, especially those in communities that are underrepresented in higher education; and
- WHEREAS:** student retention and completion rates continue to reflect significant equity gaps; and
- WHEREAS:** the poverty wages and lack of job security and institutional support that the majority of faculty, i.e., contingent faculty, experience causes personal and professional hardship for these faculty, and harms students; and
- WHEREAS:** education employees, students, and families from Pre-K through higher education have shared interests in education-related legislation and policy; and
- WHEREAS:** the per-student funding provided by the legislature for community college students falls far below that provided per student at a 4-year institution; and
- WHEREAS:** these shared interests can be more effectively addressed through a collaborative and strategic approach to developing robust policy, legislation, and investment because we are stronger together; now, therefore be it
- RESOLVED:** that the leadership of AFT Washington and affiliated locals will investigate and consider development of a general student membership program, whose goals may include but not be limited to:
- introducing students to the labor movement and its potential to address the needs of students, workers, and the community; and
  - building school and college-based alliances of union members, students, and families to advocate for institutional policies and priorities that address the issues they deem most important; and

- building a state-wide coalition to advance a legislative agenda that invests in students, workers and education at all levels; and, be it further

**RESOLVED:** that AFT Washington will seek grants and other sources of funding in order to implement a student membership program at the local and state levels contingent on the exploratory outcome; and, be it finally

**RESOLVED:** that the affiliates of AFT Washington will engage in discussion at executive board and membership meetings to solicit input, build interest in, and consider adoption of a student membership program at their local.

Adoption in an open meeting by the Executive Board of Green River Community College Faculty Local 2195 on May 16, 2019.

## Convention Resolution 2019-03

---

### Concerning Policy Objectives for Contingent Faculty

**WHEREAS:** whether referred to as “Adjuncts,” “Part-timers,” “Contingent Faculty,” “Associates,” “Affiliates,” “Instructors,” “Lecturers,” or otherwise, the faculty hired to work in any of these categories, here-in referred to as contingent faculty, continue to be subjected to unacceptable pay and working conditions; and

**WHEREAS:** AFT Washington recognizes that the current system needs to be radically changed to achieve full job security for all faculty, and continues to work with legislators, union local leadership and representatives, tenured faculty, administrators, and all other stakeholders to create and implement a program to transform faculty working conditions and end the over-reliance on and subsequent exploitation of contingent faculty and to finally end the two-tier system that has grown out of the hiring practices of the last thirty or more years; and

**WHEREAS:** despite some overall progress made by AFT Washington-affiliated elected leaders and staff on relevant issues for these faculty over the last twenty years, adjunct faculty still make up around 70% of teaching faculty and earn on average 54% of full-time faculty, whose salaries are 12.4% lower than peer states; and

**WHEREAS:** while the most significant obstacles to improving working conditions for contingent faculty are a lack of understanding and commitment by state government officials, legislators, state agency staff, and local college administrators, there are other challenges confronting these efforts; and

**WHEREAS:** among these latter challenges is a need for clarity within our own union about the specific objectives regarding these faculty toward which our long-term efforts should aspire; now, therefore be it

**RESOLVED:** that AFT Washington is committed to the following actions and policy objectives with respect to contingent faculty:

- The final reports and recommendations of the Best Practices for Part-time Faculty Taskforce be published and distributed to all higher education union members, local presidents, bargaining team members, administrators, and any other stakeholders; and
- The Best Union Practices for Part-time Faculty developed by AFT Washington will be distributed to higher education union members, local presidents, bargaining team members, administrators, and any other stakeholders in order to provide guidance to affiliates on ways to increase inclusion of contingent faculty in the union; and
- AFT Washington, in coordination with the WEA and SBCTC, will create and implement a comprehensive, inclusive and meaningful evaluative process to



annually assess the progress of the implementation of these best practice's recommendations at all CTCs; and

- Clarification of the definition of "Equal Pay for Equal Work" and pursuit of "Equal Pay for Equal Work" in legislative and policy work; and
- Determining the best practice for percentage of courses taught by full-time and contingent faculty and advocating for that; and
- Ending challenges by the colleges, or those with whom they contract, to valid unemployment insurance claims by contingent faculty, and to the greatest extent possible, encouraging colleges to hire contingent faculty for annual contracts at salary levels that at least equal the minimum level of the tenure track salary scale; and, be it finally

**RESOLVED:** that AFT Washington will continue the fight for increased full-time tenure track positions and pay equity for contingent faculty in our [Re]Invest in Our Colleges campaign.

Adoption in a meeting by the AFT Washington Contingent Faculty Issues Committee on May 15, 2019.

## Convention Resolution 2019-04

---

### Calling for Continuance of the [Re]Invest in our Colleges (ROC) Campaign

- WHEREAS:** the ROC Campaign has successfully worked to provide additional resources to the thirty-four community and technical colleges (CTC) of Washington; and
- WHEREAS:** nearly 60 percent of all post-secondary students in Washington are enrolled in a community or technical college which serve nearly every working family in our state, providing adult basic education, professional and technical programs, supplemental instruction for state certified apprenticeship programs, academic transfer degree programs, and bachelor of applied science degrees; and
- WHEREAS:** community and technical colleges provide the high demand job training our students want and employers need. These “high demand” programs – in fields like advanced manufacturing, dental hygiene, and cybersecurity – move people into good jobs that are available right now and help our state compete in the global economy; and
- WHEREAS:** unionized faculty and staff are the heart and soul of the colleges and deliver education and training, provide support to employees and students, and keep the campuses clean and maintained benefiting students and our state’s communities and businesses; and
- WHEREAS:** the future of Washington’s economy and workforce is directly linked to the health of the community and technical college system; and
- WHEREAS:** state funding to the community colleges will increase by \$327 million due to the ROC Campaign and its allies; and
- WHEREAS:** organizing and mobilizing locals affiliated with AFT Washington, was key in the success achieved; therefore, be it
- RESOLVED:** the membership of AFT Washington calls upon the leadership of AFT Washington to continue prioritizing the ROC campaign and work necessary to gaining full funding from the state legislature; and, be it further
- RESOLVED:** that AFT Washington COPE will only contribute to candidates and initiatives that will support this effort; and, be it further
- RESOLVED:** that the membership calls on AFT Washington to prioritize organizing at locals affiliated with AFT Washington to gain further support locally and increase the call for full funding; and, be it finally
- RESOLVED:** that AFT Washington send this resolution to the Washington State Labor Council Convention in 2019 urging the WSLC to prioritize fully funding the CTC system as part of its Shared Prosperity Agenda in the 2020 and 2021 Legislative sessions.

Adopted in an open meeting by the AFT Washington Executive Board on May 17, 2019.

## AFT WASHINGTON OFFICERS 2019 - 2021

---

- President: **Karen Strickland**, AFT Seattle Community Colleges  
Local 1789
- Secretary: **Tom McCarthy**, Pierce College Federation of Teachers  
Local 4821
- Treasurer: **Kenneth Pimpleton**, Tacoma Community College  
Local 2196
- At-Large VP: **Jane Strom-Strebe**, AFT Seattle Professional Staff  
Local 6550
- At-Large VP: **Richard Moore**, AFT UW English Language Faculty  
Local 6486
- At-Large VP: **Simone Terrell**, Renton Federation of Teachers  
Local 3914
- VP for Community and Technical Colleges: **Jaeney Hoene**, Green River Community College  
Federation of Teachers Local 2195
- VP for Contingent Faculty Issues: **Michael Boggess**, Pierce College Federation of Teachers  
Local 4821
- VP for C.O.P.E.: **Lexine Torres**, Bates Technical College  
Local 4184
- VP for Four-Year Colleges and Universities: **Chuck Lambert**, Faculty Professional Union of Western  
Washington State Local 2084
- VP for Higher Education Classified: Vacant
- VP for Human Rights: **Tracy Lai**, AFT Seattle Community Colleges  
Local 1789
- VP for Legal Defense: **Tran Phung**, Whatcom Community College Federation of  
Teachers Local 3591
- VP for Legislative Affairs: **Jim Howe**, Lake Washington Institute of Technology  
Local 3533
- VP for Paraprofessional Classified Personnel: **Barb Randall-Saleh**, Tacoma Federation of Paraeducators  
Local 461
- VP for School Related Personnel: **Diane Hollstrom**, Tacoma Federation of Paraeducators  
Local 461
- Retiree Chapter Representative: **Glenda Hanson**, Vice President Local 8045R



AFT Washington  
625 Andover Park West  
Suite 111  
Tukwila, WA 98188

T: 206-242-4777  
F: 206-242-3131  
Toll Free: 866-992-3892  
<http://wa.aft.org/>

