2019 RESOLUTIONS

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

Passed by the Executive Board April 2010
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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.
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.
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.
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