

2024 PROPOSED RESOLUTIONS

Resolutions 01-22 are on time resolutions. Resolutions numbered 23 and higher are late resolutions, and will be put to the Convention body for acceptance on the first day of the 2024 Convention.

2024.01 - SUPPORTING AND PROMOTING UNIONISM

Submitted by IUOE, Local 302

WHEREAS, there is a recognized need to promote unionism by utilizing companies signatory to unions affiliated with the AFL-CIO when purchasing goods and services with union funds; and,

WHEREAS, most unions affiliated with the Washington State Labor Council (WSLC) offer a list and promote the use of union contractors and other signatory vendors for this purpose; and,

WHEREAS, it is imperative for continued growth in the union market share that the labor community practice what it preaches at events and conventions by requiring attending vendors to be union signatories; now,

THEREFORE BE IT RESOLVED, that affiliated unions with the WSLC shall establish criteria and requirements to ensure that the vendors used to sponsor events and/or participate in union-related functions be union companies employing union workers; and be it further

RESOLVED, that this resolution will be circulated widely to all affiliated unions; and

BE IT FINALLY RESOLVED, that this resolution be implemented immediately for all ensuing events by all affiliated unions.

Referred to Labels & Lists Committee

2024.02 - RESOLUTION CONCERNING FIFA WORLD CUP 2026

Submitted by MLK Labor, Seattle/King County Building and Construction Trades Council, International Brotherhood of Teamsters Local 117, Service Employees International Union Local 6 and Unite HERE Local 8.

WHEREAS, in the summer of 2026, Seattle will be one of sixteen cities across North America hosting the largest sporting event in the world’s history; FIFA World Cup 2026; and

WHEREAS, more than two billion people are expected to watch the six matches hosted in Seattle and up to 750,000 fans are projected to travel here over three weeks between matches, making this one of the largest events Washington State has hosted since the 1962 World’s Fair; and

WHEREAS, this event has the opportunity to transform our region for the better or the worse. Both the Labor Movement and the Seattle FIFA World Cup 2026 local organizing committee (“LOC”) are committed to ensuring that the World Cup leaves behind a legacy that benefits and improves the lives and community that hosted it; and

WHEREAS, MLK Labor, the Central Labor Council for King County, Washington and 15 affiliates were successful in negotiating a landmark Labor Harmony Agreement (“LHA”) with First and Goal, Inc. (“FGI”), the Operator of Lumen Field, where the matches will be held; and

WHEREAS, MLK Labor also negotiated an LHA with Friends of the Waterfront (“Friends”), the Operator of Seattle Waterfront Park. The LOC has not yet selected a location for the Fan Festival - an event for fans during the forty day World Cup- but has committed to select a location that already has an LHA.

WHEREAS, these agreements, will ensure that all workers in all industries surrounding the games will have the freedom to choose union representation and a collective voice in their jobs; and

WHEREAS, MLK Labor and the Seattle FIFA World Cup 2026 local organizing committee are in discussions about building a temporary employment agency for the event that offers workers high road employment during the games; and

WHEREAS, the LOC, FGI, Friends have been reliable, cooperative and good faith partners in the previously stated endeavors;

THEREFORE, be it resolved that the Washington State Labor Council (“WSLC”) will support the LOC’s funding requests of the Washington State Legislature in Olympia in the 2025 legislative session. And

THEREFORE, be it further resolved that the WSLC will advocate for any dollars allocated by the Washington State Legislature for capital improvements concerning FIFA World Cup 2026 and any infrastructure built to support it, will have a Project Labor Agreement.

Referred to Legislative Committee

**2024.03 - RESOLUTION REGARDING THE IMPROVEMENT OF THE WASHINGTON STATE
INVESTMENT BOARD**

Submitted by WEA

WHEREAS Federal regulators and economists have been raising the alarm about how climate change poses a significant risk to future economic health and financial stability and thus future union member pension returns.

WHEREAS Financial risks from climate change that have the potential to trigger significant losses to our pensions and even financial crises include: Insurance companies and re insurers going bankrupt under the pressure of escalating extreme weather events; property markets crashing in response to property values collapsing as whole geographies become uninhabitable year round and uninsurable; fossil fuel companies ending up with significant stranded assets as we meet our climate goals.

WHEREAS: Recent extreme weather events like the Lahaina Fire, Hurricane Sandy, and California Fires in addition to causing serious human tolls, have also already caused significant financial losses and played a significant role in triggering escalating insurance prices.

WHEREAS Pension funds are the actor in the financial system with the most interest in guarding against long-term risks.

WHEREAS Our state pension fund recently received an F grade in a report from the Sierra Club and Stand.Earth for how it votes on shareholder resolutions relating to climate change while other states with high union membership received A grades.

WHEREAS given that all climate financial risks will be worse in scenarios with greater warming, the WSIB has an interest in mitigating climate financial risk by using its shareholder power to urge other financial and corporate actors to take responsible climate action.

WHEREAS as WSLC we are the largest organization representing state pension fund members and current and former union members make up the majority of State Pension fund recipients.

THEREFORE BE IT RESOLVED:

The WSLC will support legislative and advocacy efforts to improve how the Washington State Investment Board:

1. Protects beneficiaries from climate related financial risks to pension returns.
2. Uses its shareholder power to push banks and other corporations it invests in to align their business practices with meeting our international climate emissions reductions targets outlined

in the Paris climate agreement in order to mitigate climate financial risks to the whole economy.

Referred to Legislative Committee

**2024.04 - RESOLUTION SUPPORTING STATE FUNDING OF THE HOOD RIVER–WHITE SALMON
BRIDGE REPLACEMENT**

Submitted by Columbia Pacific Building and Construction Trades Council

WHEREAS, the existing Hood River–White Salmon Bridge was first built in 1924 for an era of horse-drawn carriages, Model Ts, and moving livestock across; and

WHEREAS, the existing bridge cannot keep up with modern needs of ever-increasing interstate commerce and tractor-trailers in both directions; and

WHEREAS, the existing grate structure of the driving surface allows for any foreign objects or liquids to free-fall into the Columbia River below, of unknown environmental impact; and

WHEREAS, the existing bridge foundations were built in soils that are prone to liquefaction during an earthquake; and

WHEREAS, the existing bridge has no bicycle or pedestrian access, nor does it allow for larger RVs, forcing all to cross at one of the two nearest bridges, each over 20 miles away; and

WHEREAS, the existing bridge’s narrow river navigation opening between piers, paired with a complex river flow at that location, makes for frequent rubs with passing barges; and

WHEREAS, in light of the need for a new, safer, wider, seismically-rated, tourism-encouraging, more accessible, and more traversable bridge, the Washington and Oregon Legislatures passed SSB 5558 and EHB 4089 to create the Hood River-White Salmon Bridge Authority (HRWSBA) to take on the task of design and construction of a suitable replacement and demolition of the existing bridge; and

WHEREAS, thanks to \$214M in Federal funds, \$25M from Oregon, and \$80M from Washington, the HRWSBA is in the final stages of site survey and design but needs the last \$100M from Oregon and \$45M from Washington to make construction a reality; and

WHEREAS, the HRWSBA has secured Coast Guard Approval; and

WHEREAS, the HRWSBA also has support from The Confederated Tribes of the Umatilla, The Confederated Tribes of Warm Springs, The Nez Perce Tribe, and The Confederated Tribes and Bands of the Yakima Nation thanks to close coordination and respect of traditional fishing areas, where sacred artifacts have been found, and more; and

WHEREAS, the HRWSBA has signed an MOU with the Columbia Pacific Building and Construction Trades Council that there will be a PLA/CBA on the project; and

WHEREAS, we can all find inspiration in the hundreds of direct and indirect jobs for diverse local workers to provide for their families, the opportunities that will exist for apprentices to learn their craft, the economic development that will occur during and especially after the project, and the opportunity to show an area with low union-density what being union is all about; now, therefore, be it

RESOLVED, that the WSLC will work with affiliates and other stakeholders to secure the last \$45M of funding in the 2025 Washington Legislative Session.

Referred to Legislative Committee

2024.05 - CONSTITUTIONAL AMENDMENT 1 - CHANGE DEADLINE FOR SUBMISSIONS OF LATE RESOLUTIONS

Resolution

Resolved, That constitution section 4.32, Resolutions from affiliates, be amended by striking out “present a resolution that is not timely to the convention before the close of the last meeting on the first day” and inserting “submit a resolution that is not timely to the secretary-treasurer no later than 9:00 a.m. on the first day of the convention”.

Effect

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4.32 Resolutions from affiliates. A resolution submitted by an affiliate must be postmarked, hand-delivered, or sent electronically to the secretary-treasurer at least 30 days prior to the opening of the convention. The resolution must bear the seal of the affiliate if available. The secretary-treasurer will send paper or electronic copies of all timely resolutions 14 days prior to the convention to all delegates whose credentials have been received at that time. If approved by previous action of an affiliate, the affiliate may present a resolution that is not timely to the convention before</p>	<p>4.32 Resolutions from affiliates. A resolution submitted by an affiliate must be postmarked, hand-delivered, or sent electronically to the secretary-treasurer at least 30 days prior to the opening of the convention. The resolution must bear the seal of the affiliate if available. The secretary-treasurer will send paper or electronic copies of all timely resolutions 14 days prior to the convention to all delegates whose credentials have been received at that time. If approved by previous action of an affiliate, the affiliate may present <u>submit</u> a resolution that is not timely to the convention before the close</p>	<p>4.32 Resolutions from affiliates. A resolution submitted by an affiliate must be postmarked, hand-delivered, or sent electronically to the secretary-treasurer at least 30 days prior to the opening of the convention. The resolution must bear the seal of the affiliate if available. The secretary-treasurer will send paper or electronic copies of all timely resolutions 14 days prior to the convention to all delegates whose credentials have been received at that time. If approved by previous action of an affiliate, the affiliate may submit a resolution that is not timely to the secretary-treasurer</p>

<p>the close of the last meeting on the first day; a two-thirds vote is required to allow consideration of the late resolution. A resolution that proposes to amend the constitution must satisfy the requirements of 17.3 and cannot be considered as a late resolution.</p>	<p>of the last meeting on the first day <u>secretary-treasurer</u> <u>no later than 9:00 a.m. on the first day of the convention</u>; a two-thirds vote is required to allow consideration of the late resolution. A resolution that proposes to amend the constitution must satisfy the requirements of 17.3 and cannot be considered as a late resolution.</p>	<p>no later than 9:00 a.m. on the first day of the convention; a two-thirds vote is required to allow consideration of the late resolution. A resolution that proposes to amend the constitution must satisfy the requirements of 17.3 and cannot be considered as a late resolution.</p>
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Proposer and recommendation

Proposed by: constitution and bylaws committee

Constitution and bylaws committee recommends that the resolution **BE ADOPTED**.

2024.06 - CONSTITUTIONAL AMENDMENT 2: DELEGATE CALCULATION FOR NEW AFFILIATES

Resolution

Resolved, That constitution section 4.15, Membership calculation for locals, be amended by striking out clauses (b) and (c) and inserting

- b) for local unions that re-affiliated or are newly affiliated after the beginning of the base year and that meet the requirements of **4.13**: the total number of members for whom per capita tax is paid since affiliation or re-affiliation divided by the greater of the number of months affiliated or 12

Effect

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4.15 Membership calculation for locals. For the purpose of selecting delegates and for roll call votes at the convention, the number of members of each local union is as follows. The base year is the most recently completed fiscal year.</p> <ul style="list-style-type: none"> a) for local unions that are affiliated during the entire base year: the average monthly number on which per capita tax is paid during the base year b) for local unions that re-affiliated or are newly affiliated during the base year: the total per capita tax paid for all months 	<p>4.15 Membership calculation for locals. For the purpose of selecting delegates and for roll call votes at the convention, the number of members of each local union is as follows. The base year is the most recently completed fiscal year.</p> <ul style="list-style-type: none"> a) for local unions that are affiliated during the entire base year: the average monthly number on which per capita tax is paid during the base year b) for local unions that re-affiliated or are newly affiliated during <u>after the beginning of the base year and that meet the requirements</u> 	<p>4.15 Membership calculation for locals. For the purpose of selecting delegates and for roll call votes at the convention, the number of members of each local union is as follows. The base year is the most recently completed fiscal year.</p> <ul style="list-style-type: none"> a) for local unions that are affiliated during the entire base year: the average monthly number on which per capita tax is paid during the base year b) for local unions that re-affiliated or are newly affiliated after the beginning of the base year and that meet the

<p>while affiliated, divided by the greater of the number of months affiliated or 12</p> <p>c) for local unions who affiliate after the base year and at least one month prior to the convention: two delegates and two votes</p>	<p>of 4.13: the total per capita tax paid for all months while affiliated, number of members for whom per capita tax is paid since affiliation or re-affiliation divided by the greater of the number of months affiliated or 12</p> <p>e) for local unions who affiliate after the base year and at least one month prior to the convention: two delegates and two votes</p>	<p>requirements of 4.13: the total number of members for whom per capita tax is paid since affiliation or re-affiliation divided by the greater of the number of months affiliated or 12</p>
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Proposer and recommendation

Proposed by: constitution and bylaws committee

Constitution and bylaws committee recommends that the resolution **BE ADOPTED**.

**2024.07 - CONSTITUTIONAL AMENDMENT 3: VOTE CALCULATION FOR NEW AFFILIATES
DURING ELECTION**

Resolved, That constitution section 7.18, Number of votes for locals, clause (b) be amended by striking out “the number of months of affiliation” and inserting “the greater of the number of months of affiliation or 24”.

Effect

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>7.18 Number of votes for locals. Each local union is entitled to a number of votes as follows. The base period is the most recently completed two fiscal years.</p> <p>a) For local unions that are affiliated during the entire base period: the average monthly number of members for whom per capita tax is paid during the base period.</p> <p>b) For local unions that re-affiliated or are newly affiliated after the beginning of the base period: the total number of members for whom per capita tax is paid since affiliation or re-affiliation divided by the number of months of affiliation.</p>	<p>7.18 Number of votes for locals. Each local union is entitled to a number of votes as follows. The base period is the most recently completed two fiscal years.</p> <p>a) For local unions that are affiliated during the entire base period: the average monthly number of members for whom per capita tax is paid during the base period.</p> <p>b) For local unions that re-affiliated or are newly affiliated after the beginning of the base period: the total number of members for whom per capita tax is paid since affiliation or re-affiliation divided by <u>the greater of the</u> number of months of affiliation <u>or 24</u>.</p>	<p>7.18 Number of votes for locals. Each local union is entitled to a number of votes as follows. The base period is the most recently completed two fiscal years.</p> <p>a) For local unions that are affiliated during the entire base period: the average monthly number of members for whom per capita tax is paid during the base period.</p> <p>b) For local unions that re-affiliated or are newly affiliated after the beginning of the base period: the total number of members for whom per capita tax is paid since affiliation or re-affiliation divided by the greater of the number of months of affiliation or 24.</p>

Proposer and recommendation

Proposed by: constitution and bylaws committee

Constitution and bylaws committee recommends that the resolution **BE ADOPTED**.

2024.08 - Revise COPE Bylaws

Resolved, That the bylaws for the committee on political education be revised by adopting the attached new bylaws.

Effect

The COPE bylaws would be entirely replaced by the new bylaws, which are attached below.

Proposer and recommendation

Proposed by: constitution and bylaws committee

Constitution and bylaws committee recommends that the resolution BE ADOPTED.

COPE BYLAWS

Washington State Labor Council

1 Scope

These bylaws establish a standing committee of the Washington State Labor Council, afl-cio, and also make rules that are binding on the council with respect to actions to support or oppose candidates for public office and ballot measures.

2 Name

The name of this committee is the Committee on Political Education of the Washington State Labor Council. These bylaws will refer to the committee as the statewide cope.

3 Duties

The duties of the statewide cope are:

- a) to assist the council to meet the need for sound political education on state and national issues
- b) to encourage workers to register and vote
- c) to encourage workers to exercise their full rights and responsibilities of citizenship
- d) to encourage workers to perform their rightful part in the political life of the local, state, and national communities
- e) to encourage the participation of affiliates in the council's political campaigns
- f) to register afl-cio members and their families
- g) to identify, persuade, and encourage members and their families to vote on pro-worker candidates and ballot measures
- h) to encourage qualified candidates to seek public office

- i) to educate members and their families on current political issues and to encourage study and discussion of these issues and the candidates
- j) to support or oppose candidates and statewide ballot measures
- k) to assist with soliciting individual contributions to the political education program of the afl-cio from members within Washington State
- l) to assist county, city, and congressional district copes and provide coordination with these copes within Washington State
- m) to conform to the policies of the afl-cio and the national committee on political education

4 Members

The members of the statewide cope consist of

- a) each member of the council executive board except a vice president representing either a constituency group or an allied retiree organization
- b) one representative from each central, regional, or area labor council affiliated with the council
- c) one member of the council staff, appointed by the council president
- d) one representative from each international union that pays per capita tax on 10,000 or more members
- e) any additional member appointed by the council executive board

5 Officers

Chair. The chair of the statewide cope is the president of the council.

Secretary-treasurer. The secretary-treasurer of the statewide cope is the secretary-treasurer of the council.

Duties of the chair. The chair of the statewide cope will perform the duties described in these bylaws and in the parliamentary authority of the council.

Duties of the secretary-treasurer. The secretary-treasurer will

- a) perform the duties described in these bylaws
- b) perform the duties described in the parliamentary authority of the council for the offices of secretary and treasurer with respect to the statewide cope
- c) give a financial report at each meeting of the statewide cope, including the condition of the treasury
- d) give a financial report to the local unions and copes in Washington State every six months or more frequently
- e) submit the books and financial records to a public accountant for audit and to the council's audit committee annually or when requested to do so

Bond. The secretary-treasurer will give a bond in the name of the council to insure the faithful discharge of the duties of that office. The chair of the statewide cope is trustee of the bond and will hold it.

6 Meetings

Schedule. The statewide cope will meet at least once each year. The statewide cope may determine when it will meet. The statewide cope will also meet at the call of the chair. The chair must call a meeting of the statewide cope at the request of 25% of the members of the statewide cope.

Attendance. When a meeting of the statewide cope is held in conjunction with a convention, an accredited delegate or alternate may attend and observe the meeting of the statewide cope.

Nondisclosure. No decision made by the statewide cope concerning a recommendation to a convention may be disclosed by any attendee until the statewide cope's report has been given during the convention.

7 Subcommittees

7.1 **Political subcommittee.**

7.1.1 A subcommittee named the Political Committee of the Committee on Political Education of the Washington State Labor Council, afl-cio, is formed for the purpose of achieving full participation of trade union members, families, and retirees in the development activities of the statewide cope.

7.1.2 The members of this subcommittee are:

- a) the principal officer of each central or area labor council or their designee
- b) one member from each affiliated local union
- c) other individuals appointed by the president of the council
- d) the chair of the statewide cope
- e) the secretary-treasurer of the statewide cope

7.1.3 An officer of a political club may not be a member of this subcommittee. A candidate of a political party may not be a member of this subcommittee.

7.1.4 The chair of this subcommittee is appointed by the president of the council.

7.1.5 Lists of affiliates or members of affiliates may be provided to this subcommittee and used only in compliance with the Rules Governing afl-cio State Central Bodies and afl-cio policies.

Other subcommittees. The statewide cope may establish other subcommittees.

Subcommittee membership. Except as otherwise stated in these bylaws, the chair of the statewide cope may appoint the chair and members of a subcommittee. The chair and secretary-treasurer of statewide cope are ex-officio members of all subcommittees.

8 Endorsements

Philosophy. The statewide cope is committed to the support of honest, sincere, qualified, progressive candidates for public office, who by their records have demonstrated their support of the objectives to which the afl-cio is dedicated. In making endorsements, the capability, intelligence, unqualified integrity, viability, and past record of the individual will be used as criteria for endorsement.

Endorsement not guaranteed. Membership in an afl-cio union does not assure any candidate of an endorsement.

Jurisdiction. The council and statewide cope may take action to support or oppose only statewide ballot measures and candidates for

- a) state legislature
- b) state constitutional convention
- c) United States House of Representatives
- d) United States Senate
- e) governor
- f) other statewide offices

The action may be taken for a general or special election and the associated primary.

8.1 Authority.

8.1.1 An action to support or oppose may be taken at a regular or special convention of the council.

8.1.2 An action to support or oppose may be made by the statewide cope under these circumstances:

- a) after a primary election when no action to support or oppose a candidate was taken before the primary
- b) after a primary election when a candidate was endorsed before the primary but did not advance to the general or special election
- c) for candidates or ballot measures in a special election and the associated primary

8.2 Possible actions.

8.2.1 An action to support or endorse a candidate or ballot measure may be taken. The council will not act on behalf of any candidate running in opposition to a candidate who has been endorsed by the convention or statewide cope.

8.2.2 An action to oppose a candidate or ballot measure may be taken. If the convention or statewide cope opposes a candidate or ballot measure, the council may issue a public statement.

8.2.3 In the absence of an action to support or oppose a candidate or ballot measure, the council will remain neutral.

Recommendations. The statewide cope will prepare recommendations concerning candidates and statewide ballot measures for consideration by the delegates at a convention.

8.3 **Vote required.**

8.3.1 A two-thirds vote is required to take an action to support or oppose at a convention, whether by a vote of the delegates or by roll-call vote.

8.3.2 A two-thirds vote is required to take an action to support or oppose at a meeting of the statewide cope.

8.4 **Revocation.**

8.4.1 A convention may revoke a prior action to support or oppose a candidate or ballot measure, whether that prior action was taken by a convention or the statewide cope.

8.4.2 The statewide cope may revoke a prior action to support or oppose a candidate or ballot measure, but only if that prior action was taken by the statewide cope.

8.4.3 In either a convention or the statewide cope, a majority vote is required to revoke a prior action to support or oppose.

9 Finances

Member contributions. The statewide cope will ask each afl-cio member in Washington State to voluntarily contribute to the national cope.

Funds from national cope. Any funds allocated by national cope to the statewide cope will be used only in campaigns of candidates for United States President, United States Vice President, United States Senate, and United States House of Representatives. Funds from this source will be kept in an account separate from treasury donations.

Additional fundraising. The statewide cope is authorized to raise additional funds, provided that this fundraising activity does not interfere with the national cope drive for individual contributions.

10 Amendments

These bylaws may be amended using the same provisions for amending the council's constitution.

2024.09 - RESOLUTION SUPPORTING LEGISLATION AMENDING VOTING RIGHTS OF LABOR REPRESENTATIVES ON A PUBLIC TRANSPORTATION BENEFIT AREA GOVERNING BODY

Submitted by ATU Legislative Conference of Washington

WHEREAS, current labor representation on a public transportation benefit area governing body does not enjoy voting privileges; and

WHEREAS, the absence of a voting labor member on a public transportation benefit area governing body leads to a lack of comprehensive understanding of the impact of the policies enacted; and

WHEREAS, labor representatives offer valuable experience and knowledge germane to the decision making of a public transportation benefit area governing body; and

WHEREAS, the WSLC and its affiliates continue to support equitable, safe, and reliable public transportation alternatives that support Washington communities; and

WHEREAS, a labor representative vote represents these WSLC values within a public transportation benefit area governing body; now, therefore, be it

RESOLVED, that the WSLC urges the Washington State Legislature to enact proposed legislation amending Revised Code of Washington Chapter 36.57A to establish the labor representative on the public transportation benefit areas governing body as a voting member; and be it further

RESOLVED, that the WSLC hereby determines that the passage of legislation to enact such an amendment shall be a priority of its 2025 legislative agenda

Referred to Legislative Committee

**2024.10 RESOLUTION SUPPORTING LEGISLATION AMENDING REVISED CODE OF WASHINGTON
9A.36.031 TO BE INCLUSIVE TO ALL TRANSPORTATION PERSONNEL**

Submitted by: ATU Legislative Council of Washington State

WHEREAS, Serious assaults on bus and rail operators have tripled in the past 15 years, causing operators to fear violence on the job, seek transfers, or just quit.

WHEREAS, Assaults on bus operators increased almost 300% between 2009 and 2023.

WHEREAS, Revised Code of Washington 9A.36.031 states that.

(1) A person is guilty of assault in the third degree if he or she, under circumstances not amounting to assault in the first or second degree:

(b) Assaults a person employed as a transit operator or driver, the immediate supervisor of a transit operator or driver, a mechanic, or a security officer, by a public or private transit company or a contracted transit service provider, while that person is performing his or her official duties at the time of the assault; or

(c) Assaults a school bus driver, the immediate supervisor of a driver, a mechanic, or a security officer, employed by a school district transportation service or a private company under contract for transportation services with a school district, while the person is performing his or her official duties at the time of the assault; or

WHEREAS, every person deserves a safe working environment while doing their job and that one job is not considered more important than another.

RESOLVED, that the Washington State Labor Council support changing Revised Code of Washington 9A.36.031 to be inclusive to all transportation personnel while doing their job.

RESOLVED, that the Washington State Labor Council works with local labor unions and legislators to update language to mirror the Federal Transit Agencies definitions of transit personnel assaults and polices.

RESOLVED, that the Washington State Labor Council hereby determines that the passage of legislation to enact such an amendment shall be a priority of its 2025 legislative agenda.

Referred to Legislative Committee

2024.11 RESOLUTION REGARDING THE IMPORTANT INFRASTRUCTURE OF CARE WORK

Submitted by: SEIU 775, IAM 751, IBEW 46, Teamsters 117, SEIU 1199NW

WHEREAS, care work lays the foundation for a thriving society, yet is fundamentally invisible, radically undervalued, and taken as a given by governments and businesses; and

WHEREAS, this undermines the health and well-being of careworkers, primarily women and girls, and limits their economic prosperity by fueling gender gaps in employment and wages, while also leaving them time-poor, unable to meet their basic needs or to participate in social and political activities; and

WHEREAS, working parents need a safe, engaging place for their children to learn, and children need stable, long-term relationships with caregivers, and individual attention with a caregiver helps develop foundational learning and social-emotional skills for lifetime success; and

WHEREAS, historic undervaluing of care work and the lack of foundational public investment means this critical workforce earns poverty wages with few benefits, leading to high turnover and overall instability in the care economy; and

WHEREAS, 63% of Washington residents live in a “child care desert” meaning there is low or no availability for child care, with the state is facing the 6th most severe child care shortage in the country; and

WHEREAS, finding affordable quality care for elders and children is challenging for working people, and even more challenging for those who work long hours, outside of traditional working hours, or who may routinely travel to different worksites; and

WHEREAS, the affiliates of the Washington State Labor Council, AFL-CIO have a shared acknowledgement that the current system of caregiving in this country is rooted in systemic racism and upholds practices that continue to harm BIPOC communities. Today’s system remains stigmatizing, insufficient, narrow, and pays unsustainably low-wages to providers. Therefore, any steps we take together must be in service of realizing our vision, rather than upholding a fundamentally flawed system. We will not get stuck in only what seems “possible” today; now, therefore, be it

RESOLVED, The Washington State Labor Council, AFL-CIO will work hand-in-hand with care workers and their unions to reform and improve these systems to meet the needs of providers and consumers; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO will advocate for robust public, progressive funding to expand access to licensed quality care and help make these good, union jobs for providers. This includes but not limited to advocating for the transition of child care subsidy to the Cost of Quality Care Model to work toward living wages for providers as well as expansion of Working Connection Child Care eligibility to 75% of the State Median Income to support more families with access to subsidized care; and, therefore be it

RESOLVED, The Washington State Labor Council, AFL-CIO will work with affiliates to convene a table to share resources, provide best practices for opening child care facilities that are responsive to our members, provide model language, and create a toolkit for effective bargaining around care; and; therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO will promote the need for care work to be a part of the vital infrastructure in the state of Washington to our next Governor, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies; and be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO forward this resolution to the AFL-CIO, the Washington state congressional delegation, and to the Biden administration before the August congressional recess.

Referred to Legislative Committee

2024.12 - RESOLUTION IN SUPPORT OF RAISING WASHINGTON'S MINIMUM WAGE, ESTABLISHING PAID VACATION, AND ENFORCEMENT MECHANISMS

Submitted by: SEIU 1199NW, SEIU 775, Teamsters 117, UAW 4121

WHEREAS, there is something inherently broken about an economy where workers must work multiple jobs to survive; and

WHEREAS, a renter in Washington would need to earn \$30-\$40 a hour to afford a typical one-bedroom apartment without spending more than 30% of their income on housing, and Washington's minimum wage currently is \$16.28; and

WHEREAS, women represent 7 in 10 of lowest wage positions nationally, with more than 30% supporting children at home; and

WHEREAS, low wage work is disproportionately done by people of color, immigrants and refugees, and undocumented workers, who due to their precarious financial status, limited English skills, or unfamiliarity with wage and hour laws are more likely to be abused by unscrupulous employers; and

WHEREAS, poverty is a social determinant of health, with low wage workers disproportionately experiencing poor nutrition, elevated levels of stress hormones, and other indicators of poor health, leading to shortened lifetimes; and

WHEREAS, low wage workers must access social programs to support themselves and their families, thus making taxpayers subsidize the inadequate compensation choices of employers; and

WHEREAS, a minimum wage that produces these outcomes is, like many others, a policy choice that can be changed and improved; and

WHEREAS, time off for rest, rejuvenation, and activities outside work should not be a privilege of a few but a right for all workers to liberate individual workers to engage more fully in family, community and political life; and

WHEREAS, the United States is a global outlier in not guaranteeing paid time off, and while some certain jobs in the US economy do earn paid vacation time, minimum wage workers do not; and

WHEREAS, wage increases, especially at the bottom of the income spectrum, result in increased community-level economic activity and support for local businesses; and

WHEREAS, minimum wage campaigns starting in SeaTac over a decade ago and most recently in King County have passed overwhelmingly and have measurably improved the lives of low wage workers; and

WHEREAS, laws without enforcement provisions can't adequately support and protect workers, and while our labor movement believes that all workers deserve a union, increasing our ability to enforce minimum wage standards is critical to all Washington workers; now, therefore,

BE IT RESOLVED, that the WSLC will lead a fight for justice and balance between our working selves and our whole selves, and will convene a workgroup to meet to discuss raising the minimum wage and establishing paid vacation statewide; and

BE IT RESOLVED, that WSLC will advocate for comprehensive enforcement mechanisms to ensure compliance with any new minimum wage and paid vacation laws, protecting workers from exploitation and abuse; and

BE IT RESOLVED, that WSLC will collaborate with community organizations and advocacy groups to raise awareness and support for these initiatives, ensuring a broad coalition of support for worker rights; and

BE IT FINALLY RESOLVED, that the Washington State Labor Council, AFL-CIO forward this resolution to the AFL-CIO.

Referred to Legislative Committee

**2024.13 - RESOLUTION SUPPORTING EXPANDING JOB PROTECTION WITHIN WASHINGTON'S
PAID FAMILY AND MEDICAL LEAVE PROGRAM**

Submitted by: Teamsters Local 117 and Washington State Council of Firefighters

WHEREAS, organized Labor has led in the passage and implementation of Washington's best-in-nation paid family and medical leave program since 2017; and

WHEREAS, paid family and medical leave provides up to 18 weeks of wage replacement for workers to care for themselves or family members through a serious medical emergency or welcome a new child into a family; and

WHEREAS, 173,000 Washingtonians were able to take time to care for themselves or their family in 2023 without being forced to choose between their paycheck and the family who depends on it; and

WHEREAS, paid family and medical leave provides compensation for the essential work of caregiving, with the majority of unpaid family caregivers being women and whose work has historically been uncompensated and attended to by public policy; and

WHEREAS, paid family and medical leave paid out \$1.3 billion in worker benefits in 2023 alone, allowing working families to pay for groceries, housing, and transportation while also supporting local businesses; and

WHEREAS, paid family and medical leave is made possible by the payroll premiums paid by employees in Washington State. Employees are required to contribute unless they work for the federal government, but these contributions do not guarantee access to the program; and

WHEREAS, workers taking paid family and medical leave are only guaranteed job restoration and continuation of health care benefits if they work for an employer with at least 50 employees, have worked at that employer for one year, and have worked 1,250 hours in the past year; and

WHEREAS, preliminary data from the University of Washington in a forthcoming study finds that only 5.7% of Washington businesses employ more than 50 employees and are therefore not covered by this job protection standard. The study notes that Washington's current standards for job protection, "likely make job-protected leave less available to women, less-educated workers, and workers of color than other workers"; and

WHEREAS, without access to job protection, workers are less likely to take their leave benefit or take it for the full duration they are entitled to. Lack of job protection also threatens workers' access to health care benefits for themselves and their families at the worst possible moment; and

WHEREAS, WSLC and its affiliates continue to advocate for a robust paid family and medical leave system that is equitably accessible to the working people in Washington whose payroll premiums make possible this life-changing benefit; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO urges the Washington State Legislature to pass legislation in the 2024 legislative session to expand job protection and health care benefits continuation to all leave takers; and, therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO will support introduction of this legislation and prioritize it for the 2024 legislative session.

Referred to Legislative Committee

2024.14 RESOLUTION IN SUPPORT OF LABOR EDUCATION AND RESEARCH IN WASHINGTON STATE

Submitted by: Asian Pacific American Labor Alliance Seattle Chapter, SEIU Healthcare 1199NW, and Unite Auto Workers Local 4121

WHEREAS expanding labor education and research is essential to providing support to workers, particularly in the current moment when interest in organized labor is growing amongst the American workforce;

WHEREAS labor research is an indispensable organizing tool for the labor movement, informing campaign and bargaining strategies, workplace policies, and training programs;

WHEREAS, after decades of anti-union propaganda, labor education affords workers with a deeper understanding of labor struggles and historical contexts around past labor victories;

WHEREAS students in K-12 schools and two- and four-year colleges from working-class, immigrant, and BIPOC backgrounds benefit from education on workplace rights and have little access to it other than through existing labor education programs;

WHEREAS labor education and research are integral to undoing institutional racism and advancing anti-racist practices in Washington's labor movement;

WHEREAS labor education and research can foster the next generation of union organizers and worker leaders to continue the growth of the labor movement

WHEREAS demand among students for labor unions and labor-related programs in higher education has accelerated in Washington state, generating record enrollments in labor classes and internships at the University of Washington, and leading to overwhelming student worker votes to join new union locals at Western Washington University and Washington State University;

WHEREAS the Harry Bridges Center for Labor Studies's Building a Movement Labor Internship Program at the University of Washington, now in its fourth year, has created a pathway for students into the labor movement, placing more than forty students with labor unions and community organizations, many of whom have gone on to professional positions on the staff of Washington state unions;

WHEREAS the labor movement is making great strides in higher education across the country, as in California where the State of California allocated \$13 million in 2023 to labor education and research in the University of California system, expanding labor centers at UCLA and UC Berkeley and establishing new centers at every other UC campus;

WHEREAS the WSLC has an established history of supporting labor education programs in Washington state, raising tens of thousands of dollars in 2009 within the labor community for the Harry Bridges Center and the Labor Archives of Washington at the University of Washington, as well as the Washington State Labor Education and Research Center (LERC) at South Seattle College;

WHEREAS the Harry Bridges Center, the Labor Archives, and the Washington State LERC work closely with the WSLC and its affiliates, including but not limited to the Asian Pacific American Labor Alliance, SEIU Healthcare 1199NW, UAW 4121, and UNITE HERE Local 8;

WHEREAS, thanks to WSLC's lobbying efforts, in 2019 the Washington State Legislature granted a proviso funding to the Bridges Center, Labor Archives, and LERC that allowed these programs to expand their staff and programs;

WHEREAS this funding was renewed by the state legislature in 2021 and 2023, and will require renewal again in the 2025 legislative session;

WHEREAS existing programs require new funding to maintain present services and programs as well to expand and meet the growing needs of the labor movement;

WHEREAS labor education and research is poised to grow in Washington state, but not without the concerted effort and support of the Washington state labor movement;

WHEREAS existing higher education programs (the Harry Bridges Center for Labor Studies, the Labor Archives of Washington at the University of Washington, and the LERC at South Seattle College) support labor education and research taking place within affiliated unions, worker centers, and other pro-worker organizations, with plans for further collaboration;

RESOLVED that the Washington labor community commit to sustaining and expanding labor education and research in both two- and four-year colleges and at new locations such as Western Washington University and Central Washington University;

RESOLVED that the WSLC encourage affiliates to invite staff of the Harry Bridges Center and LERC to address union members and leaders, present current research, offer educational programming, and request support;

RESOLVED that the WSLC encourage affiliates to make ongoing financial contributions to sponsor labor internships, research, and scholarships for events like the Summer Institute for Union Women and the Cascade Regional Labour Leaders Initiative;

RESOLVED, that the WSLC will push for continuing and additional funding for the LERC, Labor Archives, and the Harry Bridges Center for Labor Studies in the 2025 legislative session.

Referred to Resolutions Committee

2024.15 - RESOLUTION SUPPORTING UAW'S CALL TO ALIGN CONTRACT EXPIRATIONS

Submitted by: Thurston-Lewis-Mason Central Labor Council

WHEREAS, big business and their political allies have waged a war on workers; and

WHEREAS, the war on workers has led to deteriorating conditions and spiraling income inequality for working families; and

WHEREAS, union workers are fighting back, taking strike action to secure fair contracts for themselves and their communities; and

WHEREAS, working Americans have turned to unions to fight for economic justice and a voice on the job, with 67% of Americans approving of labor unions; and

WHEREAS, organized labor must find creative ways to maximize our economic power and fight against corporate greed; and

WHEREAS, the United Auto Workers, led by President Shawn Fain, have called for unions to align contract expirations for May 1, or "International Workers' Day," with the aim of a mass strike on May 1, 2028; therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) echoes President Fain's call for aligning contract expirations for May 1, and prepares for potential mass strike action on May 1, 2028; and be it further

RESOLVED, that the WSLC encourages unions to consider aligning contract expirations for May 1, 2028, or other dates as locally determined; and be it further

RESOLVED, that the WSLC commits to unwaveringly supporting affiliates and the broader labor movement in bargaining fair contracts, and in anticipated or active labor disputes.

Referred to Resolutions Committee

2024.16 - RESOLUTION SUPPORTING THE PROTECT OUR LETTER CARRIERS ACT

Submitted by NALC Branch 79, Seattle, WA

WHEREAS, the letter carriers of the United States Postal Service have long been the target of criminals seeking to steal mail, keys or other equipment, and this violent targeting has been increasing in recent years; and

WHEREAS, since 2020, there have been more than 2,000 crimes committed against letter carriers on the job. Many of these attacks involve a gun or another weapon. Letter carrier robberies climbed to 643 last year, an increase of nearly 30 percent, and the number of robberies resulting in injuries doubled, according to the United States Postal Inspection Service (USPIS); and

WHEREAS, bipartisan legislation has been introduced in both houses of congress known as the Protect Our Letter Carriers Act (H.R. 7629/S. 4356), which together would provide \$7 billion in funding for the Postal Service to secure its infrastructure, including the installation of high-security collection boxes and the replacement of items carried by letter carriers with more secure electronic versions, because when key infrastructure is devalued and more secure, letter carriers will be safer on their routes; and

WHEREAS, this legislation would increase prosecution rates for these crimes by requiring the Attorney General to appoint an assistant U.S. attorney in each judicial district to prioritize any case involving an assault or crime against a letter carrier. Their principal responsibility in the district would be to coordinate and supervise the investigation and prosecution of these crimes, and would also strengthen sentencing guidelines for these crimes, ensuring that they are treated in the same manner as assaults on federal law enforcement officers, and is a needed step in the right direction, therefore be it

RESOLVED, the Washington State Labor Council, AFL-CIO (WSLC) supports, endorses, and will advocate for the passage and enactment of both H.R. 7629 and S. 4356 by asking all 10 members of our state's U.S. House delegation and both U.S. senators to cosponsor and vote for them, and be it further

RESOLVED, the Washington State Labor Council, AFL-CIO (WSLC) ask its affiliates to do likewise and to encourage their national/international unions to do the same.

Referred to Legislative Committee

2024.17 - ENVIRONMENTAL PLEDGE FOR SINGLE-USE PLASTIC-FREE WORKSITES

Submitted by SAG-AFTRA Seattle

WHEREAS, the climate crisis will be the defining issue of the next century as fossil fuels and plastics continue to accumulate causing global repercussions; and

WHEREAS, Washington State has recently increased passage of legislation banning plastics and styrofoam across the State that have lead to increased pollution that will stay in our ecosystem for possibly thousands of years¹; and

WHEREAS, Washington State is not addressing climate change at the pace the science demands and decent union jobs are at stake when it comes to saving our planet and our future for generations to come²; and

WHEREAS, the Green Council of SAG-AFTRA National and Motion Picture Association (MPA) have teamed up to eliminate single-use plastic in the entertainment industry³; and

WHEREAS, the union members of the Green Council of SAG-AFTRA include Cate Blanchett, Robert Redford, Meryl Streep, Jason Momoa, Jeff Bridges, Diane Keaton, Kevin Bacon, Kyra Sedgwick, Salma Hayek, Gloria Estefan, Peter Sarsgaard, Rosario Dawson, Billy Porter, Aida Rodriguez, Rachel Bloom, Chris Colfer, David Dastmalchian and Ellen Crawford; and

WHEREAS, the Green Council's top priorities are to address "the reduction of single-use plastics and the normalization of reusable materials and sustainable practices, both within the industry and among audiences;"⁴ and

WHEREAS, the labor movement is nothing without a planet to live on; now, therefore, be it

RESOLVED, that the SAG-AFTRA Seattle Local recommend the Washington State Labor Council complete an audit of all union worksites in Washington State for its usage of single-use plastics and engage with SAG-AFTRA National to provide its findings to the Green Council; and be it finally

RESOLVED, that the SAG-AFTRA Seattle Local recommends the Washington State Labor Council will create an action plan aligned with this mission to eliminate single-use plastics at all labor events and at all workplaces statewide.

1

www.usa.oceana.org/victories/new-law-in-u-s-state-of-washington-reduces-plastic-waste²

www.ilr.cornell.edu/news/research/washington-state-climate-jobs-report-release
d-0 3

www.plasticpollutioncoalition.org/blog/2023/2/28/green-council-sag-aftra-and-mpa-team-up-to-eliminate-single-use-plastic-in-the-entertainment-industry

⁴ www.sagaftra.org/good-planet

Referred to Labels & Lists Committee

2024.18 - DEMAND ARTS WORKERS CONTRACTS ARE UNION FOR ALL GOVERNMENT AGENCIES AND FELLOW UNIONS THAT PRODUCE AUDIO-VISUAL ADVERTISING OR MARKETING CAMPAIGNS

Submitted by SAG-AFTRA Seattle, IATSE Local 488, and AFM Local 76-493

WHEREAS, all labor affiliated and partnering civic groups should be held accountable to using union wages, benefits and working conditions as prevailing standards for their own hiring; and

WHEREAS, the Washington State Labor Council and its affiliates should strive to find and support enforceable and prevailing wage standards for ALL trade sectors; and

WHEREAS, many Government agencies, entities, and municipalities already pledge to engage unionized labor in other sectors, including, but not limited to, construction, plumbing, electrical, transportation, and janitorial services; and

WHEREAS, many Government agencies, entities, and municipalities do advertising or marketing campaigns using arts workers with budgets that would allow for union talent or creative economy workers without knowing how to engage those processes; and

WHEREAS, Washington State is increasingly becoming a booming creative economy and those workers deserve health plans, pension plans, and living wages; now, therefore, be it

RESOLVED, the Washington State Labor Council will work with the entertainment trade sector representatives to establish a pathway to creating such resources if current information is unavailable; and be it finally

RESOLVED, the Washington State Labor Council will add ensuring Government agencies, entities, and municipalities utilize union contracts in any audio-visual advertising, audio-visual, print, or digital marketing campaigns, internal training modules, or other similar outreach efforts to its policy work and legislative agenda.

Referred to Labels & Lists Committee

2024.19 - USING UNION CAST, CREW, AND SERVICES IN POLITICAL ADVERTISING CAMPAIGNS

Submitted by SAG-AFTRA Seattle, IATSE Local 488, and AFM Local 76-493

WHEREAS, all union workers deserve to be paid fairly for the work they perform; and

WHEREAS, all Washington State Labor Council delegates pledge to patron utilize union services whenever and wherever possible; and

WHEREAS, the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA Seattle), the International Alliance of Theatrical Stage Employees (IATSE Local 488), and the American Federation of Musicians (AFM Local 76-493) collectively represent over one thousand workers in the State of Washington engaged in the production of traditional advertising campaigns and materials, including but not limited to radio, television, digital content and commercials, live events and rallies; and

WHEREAS, political campaigns traditionally utilize services similar to those listed above as part of their campaign materials; and

WHEREAS, the 2022 Washington Senate election alone spent over \$40 million in campaign activities¹; and

WHEREAS, the 2022 Washington election cycle saw over two hundred federal, state-wide, state legislature, and initiative elections alone²; and

WHEREAS, the 2022 Washington election cycle saw countless more county, city, and municipality elections; and

WHEREAS, endorsements from the Washington State Labor Council, its union affiliates, and state Central Labor Councils are highly sought after by political candidates, campaigns, and initiatives; and

WHEREAS, the Washington State Labor Council has already made its 2024 political endorsements; and

WHEREAS, the Washington State Labor Council believes that political campaigns which seek labor endorsements should “walk the walk” instead of just “talk the talk;” now therefore be it

RESOLVED, the Washington State Labor Council will condition endorsements in future election

cycles upon a pledge from the interested party that it will utilize union labor and services in the production of its political advertising materials; and be it further
RESOLVED, the Washington State Labor Council will encourage those campaigns which it endorsed as part of the 2024 election cycle to utilize union labor and services in the production of their political advertising materials; and be it further

RESOLVED, the Washington State Labor Council will encourage its union affiliates and the state Central Labor Councils to adopt similar policies as conditions for their future political endorsements; and be it finally

RESOLVED, the Washington State Labor Council will transmit a copy of this resolution to all of its affiliated unions, the state Central Labor Councils, 2024 election cycle endorsements, and all future potential endorsements.

Referred to Labels & Lists Committee

¹<https://www.opensecrets.org/races/summary?cycle=2022&id=WAS2>

²<https://results.vote.wa.gov/results/20221108/export.html>

2024.20 - RESOLUTION IN SUPPORT OF LABOR EDUCATION AND RESEARCH IN WASHINGTON STATE

Submitted by AFT Washington

WHEREAS: Expanding labor education and research is essential to providing support to workers during this recent spike of pro-union sentiment and interest in organized labor amongst the American workforce; and

WHEREAS: Labor research is an indispensable organizing tool for the labor movement, informing campaign and bargaining strategy, policy impacting workers, and training programs; and

WHEREAS: After decades of anti-union propaganda, labor history education arms workers with a deeper understanding of pro-worker culture and essential context around the victories workers have won throughout history; and

WHEREAS: Students in K-12 schools and two- and four-year colleges from working-class, immigrant, and BIPOC backgrounds benefit from education on workplace rights and have little access to it other than through existing labor education programs; and

WHEREAS: Labor education and research are integral to undoing institutional racism and advancing anti-racist practices in Washington's labor movement; and

WHEREAS: Labor education and research can foster the next generation of union organizers and worker leaders to continue the growth of the labor movement; and

WHEREAS: Demand among students for labor unions and labor-related programs in higher education has accelerated in Washington state, generating record enrollments in labor classes and internships at the University of Washington, and leading to overwhelming student worker votes to join new union locals at Western Washington University and Washington State University; and

WHEREAS: The Harry Bridges Center for Labor Studies' Building a Movement Labor Internship at the University of Washington, now in its fourth year, has created a pathway for students into the labor movement, placing more than forty students with labor unions and community organizations, many of whom have gone on to professional positions on the staff of Washington state unions; and

WHEREAS: The labor movement is making great strides in higher education across the country, as in California where the State of California allocated \$13 million in 2023 to labor education

and research in the University of California system, expanding labor centers at UCLA and UC Berkeley and establishing new centers at every other UC campus; and

WHEREAS: The WSLC has an established history of supporting labor education programs in Washington state, raising tens of thousands of dollars in 2009 from the labor community for Harry Bridges Center and the Labor Archives of Washington at the University of Washington, as well as the Washington State Labor Education and Research Center (LERC) at South Seattle College; and

WHEREAS: The Harry Bridges Center, the Labor Archives, and the Washington State LERC work closely with the WSLC and its affiliates, including but not limited to the Asian Pacific American Labor Alliance, SEIU Healthcare 1199NW, UAW 4121, and UNITE HERE Local 8; and

WHEREAS: Thanks to WSLC's lobbying efforts, in 2019 the Washington state legislature granted proviso funding to the Bridges Center, Labor Archives, and LERC that allowed these programs to expand their staff and programs; and

WHEREAS: This funding was renewed by the state legislature in 2021 and 2023, and will require renewal again in the 2025 legislative session; and

WHEREAS: Existing programs require new funding to maintain present services and programs as well as to expand and meet the growing needs of the labor movement; and

WHEREAS: Labor education and research are poised to grow in Washington state, but not without the concerted effort and support of the Washington state labor movement; and

WHEREAS: Existing higher education programs (the Harry Bridges Center for Labor Studies, the Labor Archives of Washington at the University of Washington, and the LERC at South Seattle College) support labor education and research happening within affiliated unions, worker centers, and other pro-worker organizations and plan to grow collaboration through convening and direct support.

RESOLVED: That the Washington labor community commit to sustaining and growing labor education and research in both two- and four-year colleges and at new locations such as Western Washington University and Central Washington University; and, be it further

RESOLVED: That the WSLC encourage affiliates to invite staff of the Harry Bridges Center and LERC to address union members and leaders, present current research, offer educational programming, and request support; and, be it further

RESOLVED: That the WSLC encourage affiliates to make ongoing financial contributions to sponsor labor internships, research, and scholarships for events like the Summer Institute for Union Women and the Cascade Regional Labor Leaders Initiative; and, be it further

RESOLVED: That the WSLC will push for continuing and expanded funding for the LERC, Labor Archives, and the Harry Bridges Center for Labor Studies in the 2025 legislative session.

Referred to Resolutions Committee

**2024.21 - RESOLUTION IN SUPPORT OF ADEQUATE COMPENSATION AND PAY EQUITY FOR THE
CTC WORKFORCE**

Submitted by AFT Washington

WHEREAS: The thirty-four community and technical colleges (CTCs) of Washington serve nearly every family in our state, providing adult basic education, English Language Learner programs, workforce development programs, supplemental instruction for state-certified apprenticeship programs, associate degrees, academic transfer degree programs, Running Start programs, and Bachelor of Applied Science degrees; and

WHEREAS: Over 257,000 students are enrolled in one of the 34 CTCs, with over 50% of these being BIPOC students; and

WHEREAS: For many years the workforce of the community and technical colleges, comprising Classified staff, Professional staff, and Faculty, has been underpaid; even with a recent COLA, salaries for these workers remain lower than their peers in other analogous work sectors and in other states, and they are insufficient to attract and retain new employees; and

WHEREAS: Over 60% of the CTC faculty in the state are contingent workers who lack job security and are paid at woefully lower rates than their full-time peers for teaching the same courses; and

WHEREAS: Most Professional Staff earn salaries that are below the current Labor and Industries overtime threshold – a threshold scheduled to increase precipitously in 2025 and 2026, and exorbitant costs of living, e.g., in Puget Sound communities, make it increasingly difficult for them to remain in their jobs; and

WHEREAS: The solution to this is a significant infusion of funding from the state legislature, as part of their 2025-27 biennial budget, directed toward increasing the wages of CTC staff and faculty; and

WHEREAS: Such funding may well require the passage of legislation calling for progressive revenue increases, i.e., reversing our state's unfortunate status as among the more regressive in our taxation policy, such as the Wealth Tax (SB 5486/HB 1473) proposed by Senator Frame and Rep. Thai in 2023; and

WHEREAS: Washington's elected leaders recognize the importance of an educated workforce in attracting good jobs, building strong communities, and continuing the state's track record of a cutting-edge economy, and has committed to a goal of 70% of adults achieving a post-secondary degree or credential; and

WHEREAS: The Washington State Labor Council, AFL-CIO and its affiliates throughout the state recognize and value the role of the CTC workforce in ensuring working families have access to living wage jobs and a pathway to economic security; and

WHEREAS: The future of Washington's economy, communities, and workforce is directly linked to the health of the CTC system; therefore, be it

RESOLVED: That affiliates of the WSLC raise awareness of the value of the Community and Technical Colleges to working families amongst their membership and with their community allies; and be it further

RESOLVED: That the Washington State Labor Council, AFL-CIO (WSLC) will prioritize legislation establishing progressive sources of new revenue that will help to reverse Washington State's regressive tax code, and provide stable and sufficient sources of revenue to meet the needs of our communities; and be it finally

RESOLVED: That the WSLC prioritize addressing the issues of inadequate compensation and pay inequity for the CTC workforce in its 2025 legislative agenda, urging the governor and state legislature to develop a robust funding allocation for workers in the CTC system.

Referred to Legislative Committee

**2024.22 - RESOLUTION IN SUPPORT OF PROFESSIONAL, RESPECTFUL WAGES FOR PREK-12
CLASSIFIED**

Submitted by AFT Washington

WHEREAS: Washington State's PreK-12 Public Schools are a vital part of our economy and of the families of working people, educating over 1 million students; and

WHEREAS: PreK-12 classified staff, also referred to as School-Related Personnel (SRPs) or Education Support Professionals (ESPs), include workers from a variety of jobs in public schools such as paraeducators, food service workers, office support professionals, custodians, grounds and maintenance crews, technology specialists, bus drivers, behavior support specialists, family involvement coordinators, safety and security staff, budget and payroll staff, and more; and

WHEREAS: PreK-12 classified staff are a racially and ethnically diverse group of PreK-12 workers who are reflective of the communities they serve and who often can be a language connection for students and families; and

WHEREAS: PreK-12 classified staff play vital roles inside and outside the classroom to ensure that students are safe, healthy, and ready to learn; and

WHEREAS: Public schools could not operate without the work of dedicated PreK-12 classified staff, from the bus drivers who bring students to school, the food service professionals who prepare and serve healthy meals, the paraprofessionals who offer individualized and small group instruction for students, the custodial and grounds crews who keep building clean and safe for students, and other behind-the-scenes roles that are often taken for granted; and

WHEREAS: Despite their importance to the operations of PreK-12 public schools, too many PreK-12 classified staff make far less than a living wage, with too many qualifying for federal assistance programs to take care of their families; and

WHEREAS: These low wages can lead to high turnover and vacancy rates, such as the attrition rates for paraeducators which have grown dramatically since the 2008-09 school year rising from 8 percent attrition to 23 percent in the 2021-22 school year; and

WHEREAS: High turnover has an added cost to districts to recruit and train new staff while also impacting students by disrupting the connections they rely upon with caring, qualified professionals in schools; and

WHEREAS: PreK-12 classified staff are represented by a broad cross-section of our labor movement, including Teamster locals within Joint Council 28, SEIU local 925, Public School Employees SEIU local 1948, WEA, and AFT Washington; therefore be it

RESOLVED: That PreK-12 classified staff deserve wages that allow them to work just one job, afford housing in the community in which they work, afford the healthy foods their families need, and enjoy leisure time activities; and be it further

RESOLVED: That the Office of the Superintendent of Public Instruction, the Governor, and the State Legislature should include significant salary increases for PreK-12 classified staff in their 2025-2027 biennial budget; and be it finally

RESOLVED: That the Washington State Labor Council, AFL-CIO will work with relevant labor stakeholders to pursue this fiscal goal with the above-mentioned elected officials.

Referred to Legislative Committee

2024.23 - RESOLUTION IN SUPPORT OF UNEMPLOYMENT INSURANCE BENEFITS FOR STRIKING WORKERS

Submitted by: Teamsters 117, SEIU Healthcare 1199NW

WHEREAS, we are living through a time of historic inequality, where two-thirds of our nation's wealth is owned by just 10% of the population and working people are squeezed by increasing costs; and

WHEREAS, the cost of living in Washington is 17% higher than the national average, with forty-six percent of renter-occupied households in Washington in 2023 are spending more than 30% of their income on housing; and

WHEREAS, large national and international businesses are raking in record profits, including Amazon, which reported \$30 billion in profits, and Starbucks, whose revenue over a 12 month period ending March '24 was \$36 billion, a 7.45% increase year-over-year; and

WHEREAS, in response to wages not keeping up; in response to rampant unshared corporate profits; in response to increased productivity that does not come with increased wages, workers are forming unions; and

WHEREAS, workers from every sector across the state are demanding the respect of a strong union contract, and yet;

WHEREAS, there is a fundamental power imbalance that inherently favors employers over workers and employers use this power to illegally refuse to bargain in good faith; and

WHEREAS, employers regularly use workers' economic instability as a union busting tactic and a strategy to pressure workers to accept concessions that risk workplace and public safety, erode wages, retirement security and health care coverage; and

WHEREAS, going on strike today for fair treatment means workers risk losing housing, healthcare and their ability to put food on the table; and

WHEREAS, allowing workers access to the unemployment safety net will help level this power imbalance and encourage fair bargaining by employers; now, therefore,

BE IT RESOLVED, The Washington State Labor Council, AFL-CIO will lead efforts to allow workers forced to strike to collect unemployment insurance, to better leverage this fundamental equalizing tactic for working people; and

BE IT FURTHER RESOLVED, The Washington State Labor Council, AFL-CIO will work with all affiliates to promote and support solidarity actions and a campaign to pass UI for all striking workers; and

BE IT FURTHER RESOLVED, The Washington State Labor Council, AFL-CIO will meet with the next Washington governor about publicly supporting all striking workers; and

BE IT FINALLY RESOLVED, that the Washington State Labor Council, AFL-CIO forward this resolution to the AFL-CIO.

Referred to Legislative Committee

2024.24 RESOLUTION ON FULL FUNDING AND STAFFING FOR THE SSA

Submitted by Puget Sound Advocates for Retirement Action, Washington State Alliance for Retired Americans (WSARA), Retired Public Employees Council-WA, AFG 3937, APALA, Pride At Work

WHEREAS a record 11,400 Americans reach age 65 every day, and 67 million beneficiaries (up 25% since 2010) receive an earned monthly benefit from the Social Security Administration (SSA), with nearly \$1.5 trillion to be paid this year, timely service has never been more needed, and

WHEREAS Congress does not raise revenue or increase deficits to pay for SSA administration, but instead sets a Limitation on Administrative Expenses (LAE) that may be drawn from the \$2.8 trillion Social Security Trust Funds to run the program, including pay and benefits for the workforce, and

WHEREAS the LAE has dropped from 1.26% of Trust Fund expenditures in 2015 to just 0.94% in 2024; and LAE since 2010 is down 19% with inflation considered and staffing down 11% (nearly 12,000 positions), and

WHEREAS crushing work backlogs and crashing employee morale have changed SSA from one of the best places to work in the Federal government to one of the worst according to the annual Federal Employee Viewpoint Survey, making hiring and retention of employees very difficult, and

WHEREAS, on average, callers to the SSA toll-free number wait 38 minutes on hold to speak to an agent; disability benefit applicants wait 8 months for an initial decision, 7 more months if they request reconsideration, and 12 months if they request a hearing (with 30,000 applicants dying each year before receiving a final decision), and

WHEREAS a crippled SSA reduces public support for the programs it administers, leaving those programs more vulnerable to attack by the enemies of Social Security,

WHEREAS, the President has requested \$15.4 billion LAE for next year, an improvement over this year's \$14.1 billion, it would add just over 1700 workers and would not restore the level of service that workers paid for and deserve,

THEREFORE, BE IT RESOLVED that the Washington State Labor Council supports the April 30, 2024 request to Congressional appropriators by the American Federation of Government Employees for a \$19.2 billion LAE for fiscal year 2025, amounting to 1.2% of Trust Fund expenditures to address the service delivery crisis and

BE IT FURTHER RESOLVED that the WSLC share the approved resolution with the Washington Congressional delegation, and with the AFL-CIO at the national and state levels, requesting their support.

2024.25 RESOLUTION TO PROTECT AND EXPAND SOCIAL SECURITY

Submitted by Puget Sound Advocates for Retirement Action (PSARA), Washington State Alliance for Retired Americans (WSARA), Retired Public Employees Council (RPEC)-WA, AFGE 3937, APALA, Pride At Work

WHEREAS 1.4 million Washington residents received Social Security benefits totaling \$30 billion in 2022 that lifted 287,000 Washington seniors out of poverty; and

WHEREAS 35% of workers over age 50 report that they do not expect to have the resources necessary to be financially secure in retirement; and

WHEREAS women and (people of color) are most at risk of retirement insecurity; and WHEREAS Social security will be unable to meet its full obligations to beneficiaries after 2035 without benefit cuts or additional revenue due to the falling percentage of productivity gains going to wage workers, except those at the very top; and

WHEREAS increasing the Social Security age of full retirement is simply a means of cutting benefits, with the biggest impact on lower wage workers; and

WHEREAS the Republican Study Committee, whose members include 174 Republican House members, proposes raising the Social Security retirement age in its 2025 budget proposal; and

WHEREAS the US Congressional House Budget Committee reported out a proposal for a Fiscal Commission that would meet in secret and develop recommendations for cuts to Social Security and Medicare that would have to be voted on with no amendments; and

WHEREAS everyone should pay the same share of wages into Social Security, but the wealthy currently pay a far lower percentage of income; therefore be it

RESOLVED that the Washington State Labor Council AFL-CIO opposes benefit cuts to Social Security through the establishment of a Fiscal Commission Act or any other means and support measures that require everyone to pay their fair share, including removing the limit of income subject to Social Security taxation (\$168,600 in 2024); and be it finally

RESOLVED that the Washington State Labor Council AFL-CIO will send a copy of this Resolution to the Washington Senate and Congressional delegation as well as to the AFL-CIO International.

Referred to Resolutions committee.

Whereas There are **37.3 million** Americans with Diabetes;

Whereas Approximately **582,006** people in Washington, or **9.7%** of the adult population, have **diagnosed diabetes**;

Whereas An additional **164,000** people in Washington have diabetes but don't know it, greatly increasing their health risk;

Whereas There are **1,938,000** people in Washington, 33.7% of the adult population, who have prediabetes;

Whereas Every year an estimated **53,166** people in Washington are diagnosed with diabetes;

Whereas Diagnosed diabetes costs an estimated **\$6.7 billion in Washington each year**;

Whereas prevalence of diagnosed diabetes was highest among American Indian (13.6%), followed by non-Hispanic Black adults (12.1%), adults of Hispanic origin (11.7%), Asian adults (9.1%) and non-Hispanic White adults (6.9%). These disparities are caused by limited access to healthcare, nutrition, as well as environmental factors;

Whereas the serious complications include heart disease, stroke, coma, amputation, end-stage kidney disease, blindness—and death;

Whereas there are multiple diabetes support groups but no organized table to stakeholder policy;

Whereas diabetes care is one of the top costs to WSLC affiliates healthcare plans and to union rank and file members every year;

Be it resolved that the WSLC will formulate a diabetes stakeholdering roundtable which will include unions, union trusts, diabetes patient advocacy groups, and diabetics;

Be it further resolved that the WSLC diabetes roundtable will propose, assist in drafting and advocate for the agreed upon policies at the state and federal level;

Be it further resolved these policies will be included in the “Working Family’s Agenda” at the state legislature.

Referred to Legislative committee.

2024.27 - SUPPORTING RACIAL EQUITY AND OPPORTUNITY IN ENTREPRENEURSHIP

Submitted by UFCW 367

WHEREAS, Economic inequality in the United States has experienced a sharp increase in recent decades, especially between racial groups, resulting in opportunity gaps that limit the ability to create generational wealth in Black, Latinx, Native American, Asian, Native and Pacific Islander, and other communities of color; and,

WHEREAS, 99.9% of BIPOC-owned businesses are small businesses that employ 8.7 million people collectively; and

WHEREAS, Black and Latinx families in the U.S. are twice as likely to have zero or negative wealth—meaning their debt is higher than the value of their assets—compared to white families. Median white families also have 41 and 22 times more net worth than median Black and Latinx families, respectively; and,

WHEREAS, BIPOC communities face disproportionate barriers to the resources needed to support entrepreneurship with the U.S. Federal Reserve finding that more than half of Black-owned businesses were turned down for bank loans, a rate twice as high as white business owners; and,

WHEREAS, Black-owned businesses received less than 1 percent of venture dollars and Latinx-owned businesses received less than 2 percent in 2022; and,

WHEREAS, discouraging statistics like those mentioned above make it apparent that there is still a long way to go in closing racial economic inequality gaps, and why it's imperative we broaden our support for economic progress within communities of color; and,

WHEREAS, in recent years the WSLC has consistently demonstrated an unwavering commitment to advancing opportunity and equity for Black, Latinx, Native American, Asian, Native and Pacific Islander, and other communities of color; and,

WHEREAS, people of color are more supportive of unions than the general population and comprise the fastest growing population in the labor movement; and

WHEREAS, we seek to encourage the WSLC and its affiliates to utilize our purchasing power to help address racial economic inequity by supporting businesses owned by Black, Latinx, Native American, Asian, Native and Pacific Islander, and other persons of color where and when union companies employing union workers are not accessible or otherwise available; and,

THEREFORE BE IT RESOLVED, that the WSLC will create a list of businesses owned by Black, Latinx, Native American, Asian, Native and Pacific Islander, and other persons of color across the state of Washington and forward such list to all affiliates to consider utilizing where and when union companies employing union workers are not accessible or otherwise available; and,

BE IT FINALLY RESOLVED, the WSLC shall prioritize the utilization of businesses owned by Black, Latinx, Native American, Asian, Native and Pacific Islander, and other persons of color for services where and when union companies employing union workers are not accessible or otherwise available.

Referred to Labels & Lists

2024.28 - RESOLUTION URGING THAT CUBA BE REMOVED FROM U.S. LIST OF STATE SPONSORS OF TERRORISM

Submitted by Asian Pacific American Labor Alliance (APALA), Seattle Chapter

WHEREAS: President Biden has the authority to remove Cuba from the State Sponsors of Terrorism list simply by his signature on an executive order; and

WHEREAS: The consequences of this claim that Cuba is a state sponsor of terrorism continues to inflict daily hardships and deprivations on the Cuban people creating shortages of basic necessities like food and medicine, and severely restricting international financial and trade opportunities. It prevents Cuba from obtaining vital medical equipment and supplies, and even impedes humanitarian aid responses to catastrophic events like Hurricane Ian which devastated both Florida and Cuba, thus harming the Cuban people; and

WHEREAS: Former President Trump arbitrarily reinstated Cuba's designation as a State Sponsors of Terrorism less than a week after the January 6th attempted coup, reversing the Obama-Biden administration's 2015 decision to remove this status after an exhaustive review by the U.S. State Department; and

WHEREAS: Cuba does not satisfy any criteria for inclusion on the list of state sponsors of terrorism; and

WHEREAS: Trump's arbitrary designation has subjected the people of Cuba to further sanctions and international financial restrictions that limit the nation's ability to carry out critical financial transactions, including those needed to advance efforts to combat the COVID pandemic and improve its economy; and

WHEREAS: In 2021, 117 members of the U.S. Congress called for a new policy of engagement with Cuba.

WHEREAS: In 2017, the Washington State Labor Council, AFL-CIO passed a resolution supporting an end to the travel restrictions and the trade and financial embargo against Cuba, and oppose efforts by the Trump administration to tighten the blockade.

Therefore:

Be it RESOLVED that the Washington State Labor Council AFL-CIO strongly urges the International Executive Board of the National AFL-CIO to state their opposition to the inclusion of Cuba as a state sponsor of terrorism; and

Be It Further RESOLVED that the executive board of the National AFL-CIO forward a copy of this resolution to President Joe Biden and inform President Biden of the AFL-CIO's opposition to the inclusion of Cuba on the list of state sponsors of terrorism.

Referred to Resolutions

2024.29 - CORPORATE CONSOLIDATION IN HEALTH CARE

Submitted by the Washington State Nurses Association

WHEREAS, Washington state has experienced continued consolidation within the healthcare industry, with ongoing growth of large healthcare corporations; and

WHEREAS, these corporate systems grow primarily through mergers, acquisitions, or affiliations with local community hospitals; and

WHEREAS, four large systems (CommonSpirit/Catholic Health Initiatives, Providence, PeaceHealth, and MultiCare) are increasingly dominant in Washington; and

WHEREAS, three of these four systems span several states, meaning that decisions are often made in corporate offices that lack understanding of the needs of community members and workers; and

WHEREAS, corporate acquisition of local hospitals has often led to sharp reductions or elimination of access to reproductive health care, end-of-life, and gender-affirming care; and

WHEREAS, healthcare systems have closed down units or entire hospitals, sometimes with little notice, often leading to loss of vital services, to the detriment of marginalized populations and communities as well as workers;

WHEREAS, current Washington law provides weak oversight of healthcare consolidation and virtually no oversight of service or hospital closures; therefore be it

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) supports efforts to provide for more effective state scrutiny and oversight of proposed healthcare consolidation and closure of hospitals, hospital units, and elimination of services; and be it finally

RESOLVED, that review of proposed consolidations and closures should focus on protecting access to care, affordability, quality, health care equity, and the healthcare workforce, providing opportunity for state agency review and public input from communities and labor.

Referred to Legislative

2024.30 - REDUCING HEALTHCARE WORKPLACE VIOLENCE

Submitted by the Washington State Nurses Association

WHEREAS, workplace violence against healthcare workers is an ongoing problem; according to the Bureau of Labor Statistics, in 2018, 73% of all nonfatal workplace violence-related injuries involved healthcare and social service workers, who were 5 times more likely to experience workplace violence than all other workers; and

WHEREAS, Workplace violence is defined by Washington state law as “any physical assault or verbal threat of physical assault against an employee of a health care setting on the property of the health care setting” (RCW 49.19.010(4)); and

WHEREAS; violence is a problem in all settings in which health care is delivered; and

WHEREAS, workplace violence can result in significant injury and even death: home health nurse Doug Brant, a WSNA member, was murdered on a home health visit in December 2022; and

WHEREAS, many employers have been slow to respond to ongoing incidents of workplace violence, often seeking to place blame on the victims of violence; and

WHEREAS, current state law includes important provisions regarding accountability of healthcare employers (including acute care hospitals and home health agencies, among others) for workplace violence prevention planning, monitoring, reporting, and training, and

WHEREAS, these requirements, while important, have proved insufficient in and of themselves to prevent widespread workplace violence; and

WHEREAS, many employers have failed to fully comply with these requirements; and

WHEREAS, many employers have resisted worker demands for more effective prevention measures; and

WHEREAS, continued inadequate staffing is an important contributor to workplace violence; and

WHEREAS, the Department of Labor & Industries has been responsive to many complaints of ongoing workplace violence, but is limited in its investigatory and enforcement powers; therefore, be it

RESOLVED, that the Washington State Labor Council (WSLC) reaffirms its commitment to the right of all workers to a safe workplace and declares that no worker should be expected to face violence or the threat of violence as part of their job; and be it further

RESOLVED, that WSLC supports increased agency authority to hold employers accountable for providing effective violence prevention measures and for responding promptly to incidents of workplace violence; and be it further

RESOLVED, that WSLC support affiliates’ efforts to secure contract language committing employers to institute heightened measures to prevent workplace violence, and be it finally

RESOLVED, that the WSLC affirm its continued support for safe staffing levels in healthcare settings.

Referred to Resolutions

2024.31 - RESOLUTION TO EXTEND PRESUMPTIVE COVERAGE FOR PTSD TO CORRECTIONAL WORKERS

Submitted by Teamsters 117

WHEREAS Correctional workers do physically and mentally demanding work.

WHEREAS Correctional workers experience environmental stress from working in confined spaces without natural light, intense security requirements, poor ergonomics, poor climate control, and volatile noise. These factors lead to serious health issues such as fatigue, hyper vigilance, substance use disorder, burnout, emotional exhaustion, and hypertension.

WHEREAS as a result of chronic understaffing across WA DOC there has been an increase in inmate violence, staff safety concerns, increased sick leave and increased overtime. Workers have reported working up to 16 days in a row.

WHEREAS correctional workers experience traumatic stressors and threats to their safety such as inmate-on-inmate violence, inmate suicide, inmate-on-staff violence, infectious diseases, or serious safety threats towards from inmates towards staff and their families to being attacked by inmates with handmade weapons or contraband.

WHEREAS Corrections workers experience PTSD at higher rates than combat veterans.

THEREFORE BE IT RESOLVED that the Washington State Labor Council shall assist Teamsters Local 117's legislative efforts to extend PTSD Presumptive Coverage for DOC Correctional Workers in the upcoming 2025 Legislative Session.

Referred to Legislative

**2024.32 - RESOLUTION TO MAKE RETIREE MEDICAL COVERAGE FOR STATE EMPLOYEES A MANDATORY
SUBJECT OF BARGAINING**

Submitted by Teamsters Local 117

WHEREAS Correctional workers do physically and mentally demanding work. Workplace stress dramatically shortens the overall lifespan of these workers.

WHEREAS Correctional workers often work until 65+ before they retire in order to maintain their medical insurance.

WHEREAS the cost of health care is often the single greatest expense for workers when they retire.

WHEREAS access to affordable health care would allow correctional employees to retire at an earlier age,

WHEREAS Teamsters Retiree Medical insurance is funded by active workers, and therefore has minimal fiscal impact to the State.

WHEREAS the State refuses to bargain over retiree healthcare because it is a permissive subjective of bargaining under State law

THEREFORE BE IT RESOLVED that the Washington State Labor Council assist Teamsters Local 117 in their legislative efforts to make retiree medical care a mandatory subject of bargaining for state employees.

Referred to Legislative

2024.33 - RESOLUTION ON THE PHILIPPINES

Submitted by APALA Seattle Chapter

Whereas, for the eighth straight year, the Philippines is rated by the International Trade Union Confederation amongst the ten worst countries for workers citing that workers and unions remain to be victims of red-tagging, violence, abductions and arbitrary arrests;

Whereas, in 2023 the International Labour Organization (ILO) sent a High-Level Tripartite Mission (HLTMs) to the Philippines to conduct an investigation into the atrocities targeting union organizers and worker activists;

Whereas, the ILO HLTMs investigation reports that since 2016 there have been an alarming increase in violations that infringed on worker's freedom of association: 69 killings of trade union leaders and organizers, 3 cases of abductions and enforced disappearance involving 5 individuals, 41 cases of arrests and detentions on trumped charges, 111 arrested workers during strikes and protest actions, 90 cases of forced disaffiliation, 58 cases of red-tagging or terrorist-tagging, 127 cases of threats, intimidations and harassment and 19 cases of other types of anti-union activities;

Whereas, the ILO has presented a list of recommendations to the Philippine government including the formation of a Presidential Commission to adequately investigate these incidents and to bring to justice those responsible and that the government must address issues and policies that impact workers' freedom of association and to collective bargain;

Whereas, there has been a long history of Washington state's labor movement building international solidarity with Philippine workers stemming back from the Filipino workers in the Alaska canneries and agricultural industry in the 1940s-1950s, to ILWU, Local 37 under the leadership of slain labor leaders, Silme Domingo and Gene Viernes;

Whereas, Asian Pacific American Labor Alliance (APALA) AFL-CIO will be sending a labor delegation in 2025 to continue building international solidarity relations between our labor movements; therefore,

Be it Resolved that the Washington State Labor Council condemn the continued violations of human rights against workers in the Philippines and demand that the Philippine government led by Ferdinand Marcos, Jr. address the systemic violations of workers' freedom of association and to collective bargain;

Be it resolved that the Washington State Labor Council pursue efforts to pressure the Philippine government to implement the ILO HLTMs recommendations;

Be it further resolved that the Washington State Labor Council support the 2025 APALA delegation to the Philippines by financially supporting a delegate from Washington State to participate in the delegation and utilize its network to disseminate the APALA delegation report.

**2024.34 - SUPPORTING AND PROMOTING A UNION VETERANS COUNCIL WITHIN THE WSLC
AND AFFILIATED LABOR COUNCILS AND UNIONS**

Submitted by IBEW Local 46

WHEREAS, the men and women who served our country in the military service deserve the best that our nation can provide; and

WHEREAS, some 2.1 million union members, or 14 percent of all union members, and countless thousands of retired trade unionists are veterans of military service; and

WHEREAS, the Union Veterans Council (UVC), a project of the AFL-CIO, was established by the AFL-CIO pursuant to the resolution adopted by the AFL-CIO Executive Council in March 2009; and

WHEREAS, the purpose of the Union Veterans Council is to bring together union leaders and union members who are veterans to speak out on veterans' issues and influence public policy to improve the quality of life for U.S. veterans and their families. The two primary areas of focus for veterans are access to good jobs and access to quality health care; and

WHEREAS, the UVC will work to protect veterans' preference and re-employment rights as well as expanding recruitment efforts such as helmets to hardhats.

WHEREAS, the UVC will work to ensure that the DVA health care program is fully funded and more support is provided for the treatment of more recent veterans with unique levels of injuries and service-related medical conditions. The UVC will work to pass advance appropriations for DVA budgets and to increase DVA facilities in underserved areas; and

WHEREAS, the Union Veterans Council will hold government officials, candidates and elected officials accountable to the needs of military veterans and their families; and

WHEREAS, the UVC will make our positions on veterans' issues known to candidates for public office and support the appointment of labor- friendly veterans to government agencies at all levels; and

WHEREAS, the UVC will also encourage union veterans to take leadership roles in other veterans' organizations and will strive to form coalitions and alliances with other veteran groups around union veterans' issues;

THEREFORE, BE IT RESOLVED, that the WSLC and its affiliate unions support the establishment of the Union Veterans Council as an WSLC constituency group organization and will fully support and assist the activities of the Union Veterans Council.

2024.35 - RESOLUTION ON A HIGH-ROAD VISION FOR THE DEPLOYMENT OF AI TECHNOLOGY

Submitted by MLK Labor, Teamsters 117, ATU 587

WHEREAS, Technology companies headquartered in Washington State are on the forefront of developing artificial intelligence (AI) which will create both benefits and risks to workers. Washington State's elected officials should take this opportunity to demonstrate a living "high-road" vision for how this technology can be deployed in ways that are consistent with the values of our State which include workers rights, social equity, and environmental sustainability. The benefits of the AI revolution should be broadly shared by everyday people and the harms should be intentionally avoided and mitigated.

WHEREAS, History has shown that the free market alone will not deliver these outcomes and government intervention is necessary.

WHEREAS, Successful regulation of AI will require a mix of targeted protections for specific groups of vulnerable workers, new broad-based benefits that can be enjoyed by all workers, equitable taxation, and a high-road build-out of physical AI infrastructure.

WHEREAS, If done right, the highly-profitable but inherently-unequal high tech sector can be an economic engine that provides long term, sustainable prosperity to everyday working people. If we get it wrong, it is easy to imagine a range of dystopian outcomes ranging from populist backlashes, to environmental ruin, to trillionaires with flying cars and ordinary workers being locked out of opulent private compounds guarded by higher and higher walls.

WHEREAS, Transportation workers are one group of workers who are vulnerable to job losses due to autonomous vehicle technology, increased surveillance, oppressive micromanagement, and other harms due to AI. They must be protected in several specific ways:

WHEREAS, Workers who create intellectual property are another group of workers who face a high risk of harm by AI through the uncompensated and unauthorized taking of their works and then having AI gain the capacity to take their jobs. They must be protected in several specific ways:

WHEREAS, Workers in creative fields are another group of workers who face risks from AI through the uncompensated and unauthorized taking of their voice, name, image, and likeness, and then having AI gain the capacity to take their jobs. These workers must retain their rights to consent and compensation and be protected in the following specific ways:

WHEREAS, Workers who do administrative, data management, bookkeeping, coding, paralegal, accounting and secretarial labor in every industry are especially threatened by the wholesale automation of their jobs as a result of generative AI. Much of this work is performed by women, and is the entry to career pathways for women to promote and earn higher wages. These workers must be protected and supported.

WHEREAS, It is impossible to foresee all of the ways that AI technology will harm workers by eliminating jobs, reducing bargaining power, and by worsening working conditions.

WHEREAS, There should be broad-based benefits provided to the masses of workers such as a four-day workweek, expansion of subsidized higher education, and improvements to unemployment insurance benefits.

WHEREAS, Taxing the wealth generated by the AI revolution to fund public services and pay for harm mitigation is another way to promote a just transition.

WHEREAS, The AI revolution will ultimately consume electricity and fresh water that is on the scale of multiple cities. With careful planning, these changes could be a major lever to build out renewable energy. Without sufficient regulation, they could cause environmental devastation.

THEREFORE, BE IT RESOLVED THAT

1. The Washington State Labor Council will lobby legislation in Olympia for broad benefits for all workers so that the prosperity generated by the efficiency advancements of AI are shared with workers, like the four day work week with no loss in pay.
2. The Washington State Labor Council will oppose legislation that aims to allow fully autonomous vehicles on our roads and lobby for human safety operators to be required.
3. The Washington State Labor Council will continue to convene affiliates to learn about the threats and opportunities created by AI, and lobby in Olympia for legislation to mitigate the harms to specific industries hardest hit.
4. The Washington State Labor Council will use its position on the State AI Taskforce to:
 - a. Recommend protections for specific categories of workers most likely to be impacted by AI. These include transportation workers, creators of intellectual property, workers in creative fields and administrative workers.
 - b. Recommend broad benefits for all workers to mitigate against less easy to predict harms from AI.
 - c. Make recommendations about how to fairly tax the wealth generated by the AI revolution to support public services.
 - d. Develop and adopt an equity and anti-racism framework to ensure the advancement of this technology does not disproportionately impact BIPOC workers and communities negatively.
 - e. Add a subgroup to the Taskforce that is specifically focused on physical infrastructure and the climate and environmental justice impacts of AI. The Washington State Labor Council will advocate for the accountable development of AI data centers with the following attributes:
 - f. Because they are such heavy users of electricity— expected to account for 7.5% of all US electricity consumption by 2030, AI data centers should be built out concurrently with co-located new renewable energy generation, rather than merely displacing existing customers from existing power grids.

- g. AI data centers should be contributing to the cost of new grid transmission, distribution, and resilience capacities rather than passing along costs to other existing customers. This can be accomplished with the use of Corporate Power Purchase Agreements for clean energy, and through a thorough process for Integrated Resource Planning at the utility level.
- h. AI data centers and their accompanying renewable energy generation and grid modernization infrastructure projects should be done in ways that ensure the creation of good jobs including prevailing wages, apprenticeship utilization standards, targeted local hire provisions. These projects should be built with community benefits agreements to ensure broad benefits and harm mitigation for local communities.
- i. Renewable energy projects that provide electricity to AI data centers should be built in the USA. Big tech companies should never be able to claim that they are offsetting their carbon pollution in America through the funding of renewable energy projects in low-wage countries with poor labor and human rights records.
- j. AI data centers should only be built in areas with adequate water resources.
- k. AI data centers should ensure that the incredible heat that they generate is directed to beneficial uses such as waste heat recovery systems, rather than contributing to hotter local temperatures.
- l. AI data centers must take climate resilience into account. We must never face a situation where everyday people lose their life-saving air conditioning during a heat dome while non-essential AI data center operations are allowed to continue.

Referred to Legislative

Submitted by OPEIU Local 8

Whereas, the bombing of Gaza has resulted in over 37,000 Palestinian deaths (including at least 14,000 children) and over 75,000 injuries (1); and

Whereas, the Palestinian General Federation of Trade Unions has called upon the U.S. labor movement to stand in solidarity with the tens of thousands of Palestinian workers facing starvation (2) and loss of livelihood (3) within Gaza;

Therefore, be it resolved, that the Washington State Labor Council, AFL-CIO calls for:

- An immediate end to the bombing and blockade of Gaza
- End U.S. military aid to Israel; fund humanitarian aid to Palestinians
- No harassment of pro-Palestinian voices on the job, in schools, or by the FBI

Therefore, be it resolved that the Washington State Labor Council, AFL-CIO, shall communicate this resolution to its members and actively seek to inform and educate them about these issues so there can be more effective mobilization of them for support and hold elected officials Accountable.

Therefore, be it further resolved that this resolution be forwarded to the AFL-CIO to encourage our national union to take similar actions.

Referred to Resolutions

**2024.37 - RESOLUTION ON DEFENDING PUBLIC SERVICES AND THE WORKERS WHO PROVIDE
THEM**

Submitted by the WSLC Executive Board

WHEREAS, attempts to weaken public sector unions is an attempt to weaken services our communities rely on; and

WHEREAS, public services and the workers who provide them are under attack by employers, corporate funded extremist groups, and the politicians who do their bidding; and

WHEREAS, wealthy corporate interests have redoubled their attacks against public services and the workers who provide them; and

WHEREAS, as Labor we are uniquely positioned to hold corporations and lawmakers accountable to workers and our communities; and

WHEREAS, as labor leaders it is more important than ever that we illustrate the union difference and the standards we have won, particularly in a climate of attack; and

WHEREAS, we need to fight back and hold outside organizations who seek to weaken workers' voices accountable; and now, therefore, be it

RESOLVED, that the WSLC shall convene the principal officers from affiliates with public sector members to discuss a sustainable, strategic plan for internal organizing in public sector unions, including proactive legislation, effective messaging, and best practices.

Referred to Resolutions

**2024.38 - RESOLUTION IN SUPPORT OF WNBA MEMBERS ON THE SEATTLE STORM IN THEIR
CONTRACT FIGHT**

Submitted by the Women's Committee with Concurrence from the WSLC Executive Board

Whereas, the Women's National Basketball Players Association (WNBPA) is the first professional sports union for women and has promoted the interests, aspirations, and long-term visions of WNBA players since 1998;

Whereas, the members of the WNBPA are professional athletes who are employed across twelve teams in twelve cities within the United States, including the Seattle Storm in Seattle, Washington, and two additional teams in the coming years, in Oakland, California and in Toronto, Canada;

Whereas, the members of the WNBPA on the Seattle Storm will soon be engaged in their sixth contract fight for fair wages, benefits, and working conditions that reflect their contributions and sacrifices for the growth and prosperity of women's athletics and prioritize their health, safety, compensation, and the right to self-determination;

Whereas, the WNBPA, and by extension the WNBA, comprises mostly Black women, members of the LGBTQ+ community and their allies;

Whereas, economic justice is inherently tied to racial and gender justice, and ensuring employers provide fair compensation and working conditions for the players is a step toward dismantling systemic and gendered racism and the continued devaluation of women's contributions within professional sports and beyond;

Whereas, the Washington State Labor Council, AFL-CIO (WSLC) is committed to creating an anti-racist labor movement that supports workers' rights and promotes economic justice for all, especially marginalized communities;

Whereas, the WSLC is committed to creating a labor movement that champions women workers for their contributions to the growth and success of their industries and supports their contract fights to attain what is deserved but has been traditionally denied;

Whereas, the WSLC recognizes that the struggle for fair labor practices within the WNBA is a critical part of the broader fight for fair labor practices elsewhere in this state;

Therefore be it resolved, that the WSLC stands in full support of the WNBPA members on the Seattle Storm in their contract negotiations and calls on the WNBA to address the players' demands for fair wages, improved working conditions, and greater investment in their health, safety, and well-being;

Be it resolved, that the WSLC urges all affiliated unions and allies to support the Seattle Storm players by raising awareness, participating in solidarity actions, and advocating for policies that advance racial, gender, and economic justice within the sports industry;

Be it resolved, that the WSLC reaffirms its commitment to building an anti-racist labor movement that fights for the rights and dignity of all workers, particularly those who have been historically marginalized, oppressed, and traditionally excluded from organized labor.

Be it finally resolved, that the WSLC will forward this resolution to the AFL-CIO, urging all federated bodies in cities and states with WNBA teams to join in supporting the WNBPA members, thereby ensuring solidarity in the fight for fair wages, benefits, and working conditions, in alignment with our shared values of justice, equity, and dignity for all workers.

Referred to Resolutions

2024.39 - RESOLUTION IN FAVOR OF A PEACEFUL SETTLEMENT TO THE WAR IN GAZA

Submitted by the Executive Board

WHEREAS, there is currently a war in the Gaza strip between Hamas and the State of Israel, the latest in a many decades long conflict between two peoples with indigenous roots in the land; and,

WHEREAS, Washington's Labor movement recognizes the historical complexities that have driven this conflict, which cannot be reduced to blunt narratives. Fundamentally, however, we believe that Palestinians and Israelis have rights to self-determination, security, and economic opportunity in their ancestral homelands; and,

WHEREAS, war is almost always felt most deeply by those with the least power to affect it; workers, their families, and children. Every resource expended in the pursuit of war is a resource not otherwise spent on health, education, housing, infrastructure, and the kind of economic development that improves lives and promotes a stable, peaceful, and healthful future for the working class all over the world; and,

WHEREAS, far too many Palestinians and Israelis have been killed, and far too many Palestinians and Israelis have had their lives and livelihoods destroyed. As a working class movement, we are sick over the toll this war has taken on thousands of innocent people, particularly innocent children; and,

WHEREAS, the attack of Israeli civilians perpetrated by Hamason Oct. 7, and the horrific and historic loss of life since, was the largest mass killing of Jews since the Holocaust. To this day, Israeli civilians taken as hostages on Oct. 7 are still in captivity in Gaza; and,

WHEREAS, further shedding of blood in Gaza, the continued destruction of homes, schools, and workplaces, and the infliction of more pain and anguish will not bring peace and security to either Palestinians or Israelis. Perpetuation of violence and retaliation in Israel and the Palestinian territories will not be broken with more of the same. Moreover, there is real danger of the expansion of the current war in Gaza to other nations in the Middle East and beyond; and,

WHEREAS, union members in Washington State whose families live in Israel and Palestine, and others who live as members of these diaspora, are unable to rest and be at peace, while their loved ones' lives are in peril; and,

WHEREAS, a wave of hate and incitement to violence in the United States has been unleashed, with appalling demonstrations of antisemitism, Islamophobia, and anti-Arab discrimination and harassment;

THEREFORE, BE IT RESOLVED, that the Washington State Labor Council, AFL-CIO, rejects acts of bigotry perpetuated upon Jewish, Arab, and Muslim families, students, workers, synagogues, and mosques which have been inflamed by this war; and, be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO, supports efforts that promote a lasting, negotiated, bilateral ceasefire, including the release of all hostages, and the provision of necessary supplies, including shelter, food, medical equipment, and other humanitarian assistance to Gazans displaced and disrupted by this war; and, be it finally

RESOLVED, that the Washington State Labor Council, AFL-CIO, believes all Palestinians, Israelis, Muslims, and Jews in the region and beyond are deserving of peace, stability, and self-determination.

Referred to Resolutions

2024.40 - Resolution in Support of Inclusive and Equitable Governance

Submitted by the Racial Justice Committee with concurrence from the Executive Board

Whereas, achieving a diverse and representative government is essential for ensuring that all communities and sectors across Washington are fairly represented;

Whereas, it is crucial for the next Governor to appoint a transition team and cabinet that reflects the state's rich diversity, with Black, Indigenous, South Asian, Native Asian American, Native Hawaiian, and/or Latino/a/è Washingtonians making up at least 50% of each cabinet, and including individuals from the state's poorest and most racially diverse zip codes;

Whereas, the Governor should explicitly recruit cabinet members from historically marginalized communities, such as people with disabilities, the LGBTQIA community, women and gender non-conforming people, young people, veterans, and low-wage workers;

Whereas, fostering inclusive and equitable governance is a critical step toward building a government that truly represents and serves all Washingtonians;

Whereas, the Washington State Labor Council, AFL-CIO (WSLC) has a long history of advocating for diversity, equity, and inclusion as demonstrated by previous resolutions including, but not limited to; Resolution on WSLC Strategic Plan: Connecting Racial and Gender Justice (2023), Resolution on Race and the Labor Movement 4.0 (2022), Resolution Regarding Racial Justice, Diversity, Equity and Inclusion in Washington State (2021) Resolution on Condemning Asian Pacific Islander Racism and Xenophobia during the COVID-19 Pandemic and Beyond (2020), Resolution on Race and the Labor Movement 3.0 (2019), Resolution on Race and the Labor Movement 2.0 (2017), Resolution on Race and the Labor Movement (2015);

Therefore be it resolved, that the Washington State Labor Council, AFL-CIO (WSLC) stands in full support of efforts to create a diverse and representative government in Washington State;

Be it further resolved, that the WSLC urges all affiliated unions and allies to endorse and support initiatives aimed at promoting inclusive and equitable governance by adding their names and/or organizations to the list of voices advocating for this cause;

Be it finally resolved, that the WSLC reaffirms its commitment to promoting diversity, equity, and inclusion in all aspects of governance and leadership, working towards a future where all voices are heard and represented in the decision-making processes that shape our state.

Referred to resolutions

2024.41 - SUPPORTING RACIAL EQUITY AND OPPORTUNITY IN ENTREPRENEURSHIP

Submitted by Racial Justice Committee with Concurrence from the WSLC Executive Board

WHEREAS, Economic inequality in the United States has experienced a sharp increase in recent decades, especially between racial groups, resulting in opportunity gaps that limit the ability to create generational wealth in Black, Latinx, Native American, Asian, Native and Pacific Islander, and other communities of color; and,

WHEREAS, 99.9% of BIPOC-owned businesses are small businesses that employ 8.7 million people collectively; and

WHEREAS, Black and Latinx families in the U.S. are twice as likely to have zero or negative wealth—meaning their debt is higher than the value of their assets—compared to white families. Median white families also have 41 and 22 times more net worth than median Black and Latinx families, respectively; and,

WHEREAS, BIPOC communities face disproportionate barriers to the resources needed to support entrepreneurship with the U.S. Federal Reserve finding that more than half of Black-owned businesses were turned down for bank loans, a rate twice as high as white business owners; and,

WHEREAS, Black-owned businesses received less than 1 percent of venture dollars and Latinx-owned businesses received less than 2 percent in 2022; and,

WHEREAS, discouraging statistics like those mentioned above make it apparent that there is still a long way to go in closing racial economic inequality gaps, and why it's imperative we broaden our support for economic progress within communities of color; and,

WHEREAS, in recent years the WSLC has consistently demonstrated an unwavering commitment to advancing opportunity and equity for Black, Latinx, Native American, Asian, Native and Pacific Islander, and other communities of color; and,

WHEREAS, people of color are more supportive of unions than the general population and comprise the fastest growing population in the labor movement; and

WHEREAS, we seek to encourage the WSLC and its affiliates to utilize our purchasing power to help address racial economic inequity by supporting businesses owned by Black, Latinx, Native American, Asian, Native and Pacific Islander, and other persons of color where and when union companies employing union workers are not accessible or otherwise available; and,

THEREFORE BE IT RESOLVED, that the WSLC will create a list of businesses owned by Black, Latinx, Native American, Asian, Native and Pacific Islander, and other persons of color across the state of Washington

and forward such list to all affiliates to consider utilizing where and when union companies employing union workers are not accessible or otherwise available; and,

BE IT FINALLY RESOLVED, the WSLC shall prioritize the utilization of businesses owned by Black, Latinx, Native American, Asian, Native and Pacific Islander, and other persons of color for services where and when union companies employing union workers are not accessible or otherwise available.

Referred to Labels & Lists