



**Resolution Supporting Legislation Amending Voting Rights of Labor
Representatives on a Public Transportation Benefit Area Governing Body**

Resolution #2025.01

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, labor representatives shall not have a vote regarding collective bargaining agreements between the governing body and labor unions, employment decisions of labor union positions; 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 2026 legislative agenda.

**Resolution to Close the Keep Washington Working DOC Loophole and Support
Tuan Pham**

Resolution #2025.02

WHEREAS, on May 20th, 2025, ICE secretly and illegally flew 8 people in its custody to South Sudan, attempting a so-called “third country” deportation. Included on the flight was Tuan Phan, a Washingtonian and Vietnamese refugee of the US wars in Southeast Asia; and,

WHEREAS, Tuan is a Vietnamese refugee who has completed a 25-year prison sentence he received when he was 18. He has been remorseful and repented for his actions, and is a devout Muslim and a beloved husband; and,

WHEREAS, when Tuan completed his sentence, rather than being released to his wife and family, he was handed over to ICE by the Department of Corrections. His deportation was paused by a federal injunction, and Tuan and the other 7 men are subsequently stranded in Djibouti; and,

WHEREAS, the 2019 Keep Washington Working legislation prohibited collaboration between Washington State agencies, but left a carveout for the Department of Corrections, thus leaving a hole for a prison to deportation pipeline; and,

WHEREAS, other states, such as Oregon and Illinois, have prohibited their DOCs from collaborating with ICE, while Governor Ferguson has refused to do so. Instead, Gov. Ferguson has been vetoing pardon requests that have come across his desk for refugees and immigrants who have served their sentence and received pardon recommendations from the Clemency and Pardon Board; now therefore, be it,

RESOLVED, that the Washington State Labor Council advocate for the closure of the “Keep Washington Working” legal carveout for the Department of Corrections that allows the DOC to facilitate transfers to Immigration and Customs Enforcement; and be it finally,

RESOLVED, that the Washington State Labor Council to advocate for measures, such as pardons by the governor, that will make it less likely for immigrants and refugees who have completed their sentence to be deportable.



Resolution Supporting the Legislative Proposals Derived From the Joint Legislative Task Force on Washington's Underground Economy in the Construction Industry

Resolution #2025.03

WHEREAS, the underground economy includes construction companies that do not register or do not report a significant part of their business activities with authorities as required by law; and,

WHEREAS, when unlicensed and unregistered contractors fail to pay their fair share of unemployment insurance contributions, taxes, and workers' compensation premiums, they gain an unfair advantage over competitors; and,

WHEREAS, the underground economy in the construction industry leaves workers without protection in the event of injury, illness or lost wages; and,

WHEREAS, the misclassification of employees as independent contractors has been a method of skirting standard worker protections in the construction industry; and,

WHEREAS, consumers are unprotected in the underground economy in the construction industry and have little recourse when work is poorly or unsafely done; and,

WHEREAS, the Department of Revenue, the Employment Security Department and the Department of Labor and Industries have recently assessed over \$57.4 million in taxes and penalties due from unregistered contractors, it is believed that there is much more going uncollected in the underground economy in the construction industry; and,

WHEREAS, Washington's joint legislative task force on the underground economy in the construction industry was reestablished in 2024 to address the ongoing issues, by bringing forward enforcement strategies and recommended legislation to address areas of mutual concern, and that their efforts be continued; and,

WHEREAS, the underground economy is costly to Washington state in lost revenue and unfair to law-abiding businesses and workers; now, therefore, be it,

RESOLVED, that the Washington State Labor Council will work with its affiliates, stakeholders and the Washington State Building and Construction Trades Council to support legislation that aligns with WSLC and affiliate values involving recommendations of the Joint Legislative

Taskforce on the Underground Economy in the Construction Industry for the 2026 Legislative Session.



A Resolution in Support of Social Housing

Resolution #2025.04

WHEREAS, lack of affordable workforce housing is one of the biggest problems for workers across Washington State; and,

WHEREAS, having the government develop housing for workers is a solution that has been used successfully throughout the world; and,

WHEREAS, voters in the City of Seattle approved the creation of a Social Housing Developer and an excess compensation tax to provide revenue to the Developer; now therefore, be it,

RESOLVED, that the Washington State Labor Council shall advocate for support for social housing to the Washington State Legislature, to the Governor, and to State agencies.

Resolution Regarding Urban Data Centers and Waste Heat

Resolution #2025.05

WHEREAS, many data centers have been built in urban areas in Washington State to support artificial intelligence and other data processing needs; and,

WHEREAS, urban data centers tend to use very large quantities of electricity and sometimes water to prevent chips from overheating; and,

WHEREAS, currently, most energy associated with cooling is wasted but this does not have to be the case. The Washington State Labor Council has supported many policies to make it easier to generate and transmit more electricity. But these projects are still very hard to develop so we must use our existing resources wisely; and,

WHEREAS, some data centers have already been built in urban areas that provide free or low-cost heat and hot water to many kinds of buildings. These include: data centers that occupy a single floor of a highrise office tower, data centers that are physically connected to new highrise housing, and data centers that are built near master-planned residential housing developments that have neighborhood heating networks; and,

WHEREAS, data centers could potentially reduce the cost of housing construction if infrastructure costs are shared; and,

WHEREAS, in the face of the climate crisis and the challenges of expanding electrical capacity, reducing energy waste in data centers is a critical step toward the future. By taking the lead now, Washington State can position itself for long-term prosperity; now therefore, be it,

RESOLVED, the Washington State Labor Council calls on the Washington State Legislature and State agencies to study how data centers could provide community benefits such as free or low cost heat, hot water, lower-cost housing and agricultural applications.



A Resolution Opposing Loopholes to the Washington State Clean Buildings Act

Resolution #2025.06

WHEREAS, the 2019 Washington State Clean Building Act requires large non-residential building owners to waste less energy. This helps to address the climate crisis, keep electricity affordable, and free up electricity to grow jobs in other sectors; and,

WHEREAS, investments in energy efficiency create good union jobs; and,

WHEREAS, the Washington State Clean Building Act allows building owners to comply with the law by only making investments that pay for themselves via long-term utility cost savings; and,

WHEREAS, there has been a lot of misinformation about the Washington State Clean Building Act and similar policies in other states and cities. Incorrect information has been used to weaken or nullify these laws; now therefore, be it,

RESOLVED, the Washington State Labor Council supports the goals of the Washington State Clean Buildings Act and opposes the addition of further exemptions and closes loopholes or delays to the law.

A Resolution in Support of Battery Energy Storage Systems

Resolution #2025.07

WHEREAS, in order to address the climate crisis, we need more renewable energy. Sources like wind and solar provide intermittent energy which must be stored in batteries to provide power when there is no sun or wind; and,

WHEREAS, misinformation has led to local governments banning the development of battery energy storage systems. But we cannot meet our renewable energy goals and respond to climate change without battery storage systems; and,

WHEREAS, the November 2024 “bomb cyclone” knocked out power for a week. During the 2021 heat dome, over 400 Washingtonians died. Disaster planning experts dread scenarios where extreme heat is combined with power outages. Backup power, which is already required in some critical facilities, is likely to become essential public safety infrastructure as climate change worsens; and,

WHEREAS, battery Energy Storage systems could be physically connected via underground cabling to critical sites such as schools, community centers, or residential neighborhoods; and,

WHEREAS, the development of battery energy storage systems creates good union jobs. The development of battery energy storage systems should be accompanied by appropriate support for firefighters and other safety professionals who are responsible for these systems; now therefore, be it,

RESOLVED, the Washington State Labor Council calls on the Washington State Legislature and State agencies to support the development of battery energy storage systems through means such as community education, resources to workers, and incentives.



A Resolution in Support of Tenant and Community Opportunities to Purchase Legislation

Resolution #2025.08

WHEREAS, the lack of affordable housing is one of the biggest problems faced by working people in Washington State; and,

WHEREAS, creating opportunities for tenants and community organizations to purchase housing from the property owner when it goes up for sale can reduce housing costs, prevent displacement, and provide long term economic stability for working families; and,

WHEREAS, legislation in places like Washington D.C., San Francisco, Minneapolis, Barcelona, Germany and others that gives tenants and communities the first right of refusal if a property goes up for sale has successfully kept communities in place, created a path to homeownership for tenants and provided long term stability for working families who otherwise face insecurity in increasingly speculative housing markets; and,

WHEREAS, these first right of refusal policies, widely known as Tenant Opportunity to Purchase Act (TOPA) and Community Opportunity to Purchase Act (COPA), have the potential to create greater housing stability and affordability for workers; now therefore, be it,

RESOLVED, that the Washington State Labor Council shall advocate for support for TOPA and COPA legislation to the Washington State Legislature, to the Governor, and to State agencies.



Resolution Regarding Child Care

Resolution #2025.09

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 care workers, 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 “childcare desert” meaning there is low or no availability for childcare, with the state is facing the 6th most severe childcare shortage in the country; and,

WHEREAS, finding affordable and quality childcare for 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 is not limited to advocating for robust worker representation through collective bargaining or standards boards; subsidy rates that reflect the costs to deliver quality care; and expansion of subsidy eligibility for more working families; and be it further,

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

RESOLVED, that the Washington State Labor Council, AFL-CIO will promote the need for care work to our 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.



Resolution Regarding Public Defense

Resolution #2025.10

WHEREAS, the promise of equal protection under the law requires that all criminal defendants have access to competent representation; and,

WHEREAS, most people, especially working people and those who are low income, folks of color, or otherwise marginalized, cannot afford to privately hire an attorney, and thus rely on public defenders; and,

WHEREAS, unlike other states, Washington state covers less than 3% of the costs of public defense on average, leaving cities and counties to pay the majority; and,

WHEREAS, due to the differences of county economies, this decentralized public defense system creates a patchwork of access to justice; and,

WHEREAS, this patchwork system has resulted in lawsuits brought against individual counties and the state government, resulting in further delays and costs; and,

WHEREAS, a 1% property tax cap exists and hamstring the ability of local governments to pay for needed services; and,

WHEREAS, public defenders are consequently forced to shoulder caseloads of 150 felony cases or 400 misdemeanors a year; and,

WHEREAS, a national study found that a felony defense may require as much as 286 attorney hours to handle, with a misdemeanor requiring between 13 to 19 hours; and,

WHEREAS, in Washington state, current caseloads allow for only 14 hours of attorney time per felony case or 5 hours per misdemeanor case; and,

WHEREAS, these caseloads lead to high turnover, strained health and family relationships, and justice either delayed or denied for both accusers and accused; and,

WHEREAS, the Washington State Bar Association led a robust workgroup to examine the impacts on workers and participants in the criminal legal system, and recommended a reduction in caseloads of nearly two-thirds; and,

WHEREAS, in 2025, Washington’s Supreme Court agreed with these recommendations, and directed counties to reduce caseloads; now therefore, be it

RESOLVED, that The Washington State Labor Council will advocate for a more equitable tax code at the state and local level to decrease caseloads for public defenders; and be it further,

RESOLVED, that the Washington State Labor Council will lobby for increased state funding to public defense across the state, in line with other states and to ensure equal protection under the law.



Resolution on the Deployment of AI Technology in Washington State

Resolution #2025.11

WHEREAS, the rapid deployment of AI across industries and sectors in Washington offers challenges and opportunities to public and private workers; and,

WHEREAS, history has shown that absent strong unions, workers are left out of conversations that impact their work and life; and,

WHEREAS, AI implementation and data collection has already threatened jobs in transportation via autonomous vehicle technology; jobs in the creative fields via uncompensated taking and replication of that work; and jobs in administrative support through wholesale automation; and,

WHEREAS, the continued presence of highly skilled bus operators is indispensable to the safety and security of passengers, other motorists, cyclists, pedestrians, and property, as their human judgment and immediate responsiveness are critical in unforeseen circumstances and emergencies; and,

WHEREAS, data centers are major users of electricity, making the expansion of AI not just a worker rights issue as well as a climate justice concern; and,

WHEREAS, public employers should be held to a higher standard of collaboration due to their use of tax dollars; and,

WHEREAS, it is a core principal of the labor movement that workers are able to bargain over changes in their working conditions; now therefore, be it,

RESOLVED, that 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 and optimize the opportunities in relevant specific industries; and be it further,

RESOLVED, that the Washington State Labor Council will lobby for the ability of public employees to bargain over the deployment of AI, thus creating parity with private sector bargaining; and be it further,

RESOLVED, that the Washington State Labor Council will lobby for safety operators to be present during the transport of passengers and the delivery of goods on our streets and highways; and be it further,

RESOLVED, that the Washington State Labor Council, highlighting the invaluable contributions of bus operators who daily ensure the safety and well-being of passengers and our entire communities, urges the immediate passage of legislation to mandate that public transit agencies do not use autonomous vehicles to transport the public; and be it finally,

RESOLVED, that the Washington State Labor Council will partner with relevant experts to identify future workforce impacts to public and private sector workers, identify best practices for education and retraining of these workers, and advocate on behalf of those workers that may suffer job loss as a result of AI implementation and data collection.



Defend Working People and Replace Washington's Regressive Tax System

Resolution #2025.12

WHEREAS, the Trump administration's "One Big Beautiful Bill," enacted on July 4, 2025, slashes billions in federal funding for Medicaid, SNAP, Affordable Care Act subsidies, and other essential programs, threatening the health coverage of hundreds of thousands of Washingtonians and endangering rural hospitals; and,

WHEREAS, these federal cuts are part of a broader dismantling of the New Deal-era shared federal-state responsibility for public services and represent massive tax breaks for billionaires and large corporations, many of whom reside or are headquartered in Washington State; and,

WHEREAS, these policies exacerbate inequality in Washington, which already has one of the most regressive tax systems in the nation; and,

WHEREAS, credible research and real-world models show Washington can generate more sustainable, equitable revenue by adopting a graduated income tax and modern corporate net income tax, replacing regressive revenue streams; and,

WHEREAS, these reforms could potentially double the state's annual revenue, funding bold investments in housing, healthcare, education, infrastructure, and climate resilience, while reducing the tax burden on the bottom 60% of households; and,

WHEREAS, the 1933 Washington Supreme Court decision in *Culliton v. Chase* wrongly classified income as "property," blocking progressive taxation, and is increasingly viewed as outdated and ripe for reversal; and,

WHEREAS, respected constitutional scholars argue that *Culliton* misinterprets legal precedent and conflicts with the Legislature's taxing authority, opening a path for a fair, modern income tax framework; and,

WHEREAS, fears of "tax flight" are overstated and Washington's economic strengths continue to attract high-income earners and major businesses; now therefore, be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO, calls on Governor Bob Ferguson at the first legislative opportunity and for the Legislature to enact a bold and comprehensive tax

reform plan that replaces Washington's regressive tax system with a progressive income and corporate tax structure; and be it further,

RESOLVED, that the WSLC urges this plan to reduce or eliminate regressive taxes that disproportionately impact working people while protecting funding for vital services and dedicated revenue streams; and be it further,

RESOLVED, that the WSLC calls for the new tax structure to include strong top marginal rates on the wealthy and profitable corporations, protect low- and moderate-income households, and be designed to withstand legal challenges; and be it finally,

RESOLVED, that the WSLC will advocate for this vision with the Governor, Legislature, affiliates, central labor councils, community partners, and the public to ensure working people benefit from a fair tax system that works for all Washingtonians.



A Resolution on Increasing Penalties for Wage Theft

Resolution #2025.13

WHEREAS, wage theft, or the failure to pay the owed wages or monetary compensation for work continues to be a widespread and growing problem for labor in Washington State; and,

WHEREAS, the failure to pay minimum wages, provide adequate and legally required paid breaks, overtime pay, or final payment of checks continues to be a strong barrier for creating economic growth and success for the working class; and,

WHEREAS, as the cost of living continues to increase in the State of Washington the access to owed wages stands as the barrier to continuing to live and work in dignity; and,

WHEREAS, the Washington State Department of Labor and Industry receives thousands of wage-theft claims annually, most from low wage workers or immigrant communities; and,

WHEREAS, immigrant communities are facing attacks from the federal level and are losing protections nationally, Washington state has the opportunity to serve as a line of defence, offering immigrants the protections of owed wages; and,

WHEREAS, wage theft harms the economic community as a whole, not just the individual that is the victim and the employer. The effects of stolen wages reverberates to local economies and public revenues; and,

WHEREAS, current wage theft enforcement and penalties are often insufficient to deter the action, and employers may view the penalties as a cost of doing business; and,

WHEREAS, corporations continue to grow at record profits making the current penalties and fines insufficient; and,

WHEREAS, strong enforcement, penalties, and criminal consequences are essential for wage theft cases are essential to ensuring justice and access to a fair economy; now therefore, be it,

RESOLVED, the Washington State Labor Council will pursue a strategy of lobbying in Olympia for more protections against wage theft, such as increasing the financial compensation for those affected, and removal of business licenses for businesses; and be it further

RESOLVED, the Washington State Labor Council will advocate for legislation which will elevate wage theft to felony status with the penalty of increased back pay, license suspension, and possible jail time for repeat offences; and be it further,

RESOLVED, the Washington State Labor Council will advocate for legislation which will increase the minimum punishment of wage theft to \$5,000 per offense, with repeat offenders facing time in prison or full suspension of business licensing and governmental assistance; and be it further,

RESOLVED, the Washington State Labor Council will pursue a strategy of pushing legislation that will provide financial remedies for those who pursue wage theft cases at their own costs; and be it further,

RESOLVED, the Washington State Labor Council will support efforts to expand the enforcement ability of the Department of Labor and Industries, empowering local governments to take investigative roles in wage theft claims, and to provide the victims with legal remedies and protections against retaliations; and be it finally,

RESOLVED, the Washington State Labor Council will work with unions, workers, and communities to build a coalition to raise awareness of wage theft and build a powerful alliance to hold the employers accountable.



Labor for Single Payer Resolution: Continuing the Fight for Healthcare Justice and Supporting the Work of the Labor Campaign for Single Payer Healthcare

Resolution #2025.14

WHEREAS, healthcare in the United States remains a national disgrace with the highest costs in the world, ranking 28th in infant mortality and 24th in life expectancy with nearly 30 million Americans having no coverage at all and millions more having such meager coverage that a single major medical event will push them into bankruptcy; and,

WHEREAS, the COVID pandemic has demonstrated the inefficiency, inequality, racial disparity and inequity at the core of our for-profit healthcare system; and,

WHEREAS, these high costs have helped to sustain a climate of concessionary bargaining, pushing down wages, causing bitter strikes and lockouts, triggering attacks on public sector workers and retirees and shifting more and more of the costs onto the backs of workers; and,

WHEREAS, all other industrialized countries provide comprehensive coverage to all citizens as a fundamental human right, putting U.S. manufacturing employers and workers at a global competitive disadvantage; and,

WHEREAS, the Affordable Care Act (ACA) has been supported as a preliminary step because it has improved access to healthcare for millions of Americans and these advances, together with Medicare, Medicaid and other public health programs, must be defended against those who seek to undermine and dismantle the entire social safety net that working class families rely on to provide a modicum of security; and,

WHEREAS, nonetheless, under the ACA millions remain uninsured and underinsured, profit continues to drive healthcare policy and the ACA poses significant challenges to our unions' ability to negotiate decent coverage for their members and families by increasing "race to the bottom" pressures through tiered benefits and the undermining of union sponsored health and welfare funds; and,

WHEREAS, a single payer, Medicare for All healthcare program would be a powerful alternative to the austerity policies being foisted on America's workers because economists have determined that the entire federal budget deficit could be nearly eliminated if the U.S. spent per capita on healthcare what any other industrialized nation that treats healthcare as a human right spends; and,

WHEREAS, the AFL-CIO, at its 2009 Convention and again in 2022 ([AFL-CIO 2022 Resolution 10](#)), called for a Social Insurance Model for Health Care Reform that treats healthcare as a fundamental human right and stated that the most cost effective and equitable way to provide quality healthcare is through a single payer system; and,

WHEREAS, WSLC delegates have shown support for a Medicare for All model of healthcare administration repeatedly since 2017 with Resolutions [2023.01](#), [2022.27](#), [2022.02](#), [2021.01](#), [2020.2](#), [2019.24](#), [2017.26](#); and,

WHEREAS, retirees are at constant risk of changing healthcare administration. WSLC Resolutions [2024.32](#) Resolution to Make Retiree Medical Coverage for State Employees a Mandatory Subject of Bargaining and [2022.27](#) Sustain the UMP Classic Medicare Plan and Explore Expanding a Self-Insured Medicare Benefit Plan for Medicare Eligible Public Service Retirees in Washington show the ongoing fight we are engaged in to support our union siblings at every stage of their lives; and,

WHEREAS, in recognition that states may have to lead the way before we can achieve a universal national health plan, a number of states are working to establish universal public healthcare plans and Washington State has created a [Universal Health Care Commission](#) to help design a universal health plan for all Washingtonians; and,

WHEREAS, in 2025 the Washington State Legislature passed [Senate Joint Memorial 8004](#), asking the federal government (1) to create a universal healthcare program to ensure all residents of our state and country have access to timely and affordable healthcare services, OR (2) to partner with our state to implement a universal health system by passing legislation similar to the State Based Universal Health Care Act, OR (3) to grant our state the waivers to remove restrictions on the state's ability to create a universal health care system; and,

WHEREAS, a universal state healthcare plan, to succeed, must be developed with Labor at the table and must win broad Labor support; and,

WHEREAS, the [Labor Campaign for Single Payer](#) launched in 2009 to advocate within the labor movement for comprehensive, single-payer national healthcare reform, is calling for the labor movement to lead the fight for healthcare justice and is supported by 15 national and international unions, 8 AFL-CIO state federations, 5 Central Labor Councils, and 8 state and local unions; and,

WHEREAS, while we must mobilize and act to defend Medicaid, Medicare, the Affordable Care Act, Veterans Administration, Indian Health Service and other federal healthcare programs against the immediate threats from the current administration and Congress, we must also continue to work toward the goal of fundamental change to the health care system; now therefore, be it,

RESOLVED, that the Washington State Labor Council Executive Board consider joining with our sisters, brothers and siblings around the country in the Labor Campaign for Single Payer to advocate, educate and organize for healthcare justice and for a single-payer system that will make healthcare a birthright for everyone in America, through a publicly financed healthcare system that provides comprehensive benefits and a single standard of care in a system where healthcare decisions are made by patients and their caregivers not by corporate and government bureaucrats and where scarce healthcare resources are not squandered by profiteers, marketing and excessive administrative costs; and be it further,

RESOLVED, that the Washington State Labor Council Executive Board will consider joining the Labor Campaign for Single Payer and consider encouraging all of its affiliates as well as other Central Labor Councils and state labor federations to also join, and that the Washington State Labor Council will embark on a systematic program to educate its members about the nature of the healthcare crisis, the importance of the single-payer solution, its role in relieving the liability for retiree healthcare costs and in reducing the cost of coverage for all workers and their families; and be it finally,

RESOLVED, that the Washington State Labor Council urges our federal and state legislators to enact legislation that embodies the principles of a universal single payer healthcare system and that we call on our union and community allies to make such legislation a priority in all state and federal electoral efforts.



Our Labor and Our Money is Our Power

Resolution #2025.15

WHEREAS, the Trump Administration is attacking workers, including the dedicated federal workforce that provides essential public services such as national park and forest work, safe air travel, tax processing, and investments and guidance for public education; and,

WHEREAS, the Trump administration seeks to eliminate efforts to address systemic oppression and to eliminate inclusive, equitable learning environments where students of all backgrounds feel welcome, are free from bigotry and hatred, and are able to thrive within our educational institutions; and,

WHEREAS, the Trump Administration has taken action to undermine the health, wellbeing, and visibility of the LGBTQ+ community by denying the existence of sexual and gender diversity, issuing executive orders that affect everything from healthcare for transgender children and adults to military service for transgender servicemembers to the use of chosen names and pronouns, encouraging the states to enact legislation codifying such bigotry; and,

WHEREAS, President Trump has repeatedly prioritized personal wealth and dominance over the interests of ordinary, working people in the United States and around the globe, by giving wealthy individuals explicit, disproportionate influence in government, and making decisions that benefit the wealthy and powerful while harming the public; and,

WHEREAS, the extreme influence of corporate money in politics has enabled far-right agendas to gain traction and undermine democratic institutions making it harder for working people to secure economic justice and public accountability; and,

WHEREAS, the Trump Administration claimed that food, gas and other prices would go down when he took office, but his executive orders and other actions are creating greater economic insecurity, especially for people who were already struggling financially and the hundreds of thousands of federal workers who have been fired; and,

WHEREAS, throughout the United States, many people live in food and pharmaceutical deserts, leaving them with limited or no choices in where to shop or what products to buy; and,

WHEREAS, from the Pullman and steel strikes to the Montgomery bus strikes to Delano grapes, from the anti-Apartheid movement to organizing at Starbucks and the Tesla Takedown, working people have a long, proud history of using the power of our work and our money to demand and win change; and,

WHEREAS, Pastor Jamal Bryant of New Birth Missionary Baptist Church, civil rights activists in Minnesota, the #Latinofreeze movement, “Theonecalledjai” and others have initiated economic resistance actions and boycotts in 2025, demonstrating a growing grassroots call for economic accountability; and,

WHEREAS, many unions, including State Federations, national unions and local affiliates, are aligning the expiration of collective bargaining agreements in 2028, laying the necessary groundwork for a coordinated general strike; and,

WHEREAS, given the accelerating threats to democracy and justice posed by the federal government we cannot afford to delay action; now therefore, be it

RESOLVED, that the Washington State Labor Council (WSLC) and its affiliated unions and community organizations to develop a coordinated strategy for an economic resistance against corporations and individual business owners who have:

1. Demonstrated support for Project 2025 and/or the Trump Administration’s attacks on democracy;
2. Contributed to President Trump;
3. Reduced, reversed, or never started efforts to increase workforce diversity and inclusion or to create welcoming and equitable environments for employees, customers, and others with whom they do business; and be it further,

RESOLVED, that the Washington State Labor Council will:

1. Publish a list of targeted corporations, in consultation with affiliates and allied organizations;
2. Publicize unionized businesses and socially responsible businesses in areas, or for products and services, lacking unionized workplaces;
3. Publicize local and national actions, and encourage members to redirect spending toward union-made, local and community supportive businesses; and be it further,

RESOLVED, that the Washington State Labor Council will work to build an antiracist, anti-imperialist, anti-colonial, anti-ableist, multi-racial, multi-ethnic, multi-generational, multi-gender, and LGBTQIA+ alliance rooted in human rights, democracy, and the freedom to thrive; and be it further,

RESOLVED, that the Washington State Labor Council will publicize actions organized by labor and community organizations to demonstrate against the agenda of Project 2025, and for the better world we know is possible; and be it finally,

RESOLVED, that the Washington State Labor Council AFL-CIO will circulate this resolution among its affiliates and will encourage its affiliates to adopt escalating strategies, to act to prevent the erosion of public goods, democracy, and workers' rights.



Opposing Cuts to Medicaid, Medicare, and Social Security

Resolution #2025.16

WHEREAS, the Trump Administration and Republicans in Congress are attacking Medicaid, Social Security, and Medicare through severe cuts in funding, the firing of critical staff, attacks on the administration of these programs, and their privatization; and,

WHEREAS, these three programs are foundational to the lives of not only union members, but all working people, children, and seniors; and,

WHEREAS, these attacks are designed to fund tax breaks for wealthy individuals and corporations in our country, to increase corporate profits and to undermine the functioning of these federal programs; and,

WHEREAS, the Center for Medicare and Medicaid Services in planning to expand the use of prior authorization in the Original Medicare program by contracting with private companies to administer prior authorization and compensating these companies based on how many medical procedures or services are denied; now therefore, be it,

RESOLVED, that the Labor Movement in Washington will participate in the fight to stop the cuts to Medicaid, Medicare, and Social Security and the additional attacks on the these two programs; and be it further,

RESOLVED, that the Labor Movement in Washington will participate in the fight to halt the privatization of Medicare by supporting leveling the playing field between Traditional Medicare and Medicare Advantage; and be it further,

RESOLVED, that the Washington State Labor Council will send a letter to the state's Congressional delegation urging them to oppose all cuts in Medicaid, Medicare, and Social Security, the firing of workers and attacks on the administration of the Social Security the proposed expansion of prior authorization and private profiteering in the Medicare program, and the proposed expansion of private insurance in the Medicare program; and be it finally,

RESOLVED, that the Washington State Labor Council and its affiliates will help educate their members about the dangers of these attacks to the lives of all working people, children, and seniors and what they can do with their unions and allies to resist these attacks.



**In Support of Council FIRE and Solidarity with Native American, Native Indian,
Alaskan Native and Native Hawaiian Workers**

Resolution #2025.17

WHEREAS, the Washington State Labor Council, AFL-CIO seeks to fulfill the hopes and aspirations of the working people of all of America, through the democratic process within the framework of our constitutional government and consistent with our institutions and traditions. At the collective bargaining table, in the community, in the exercise of the rights and responsibilities of citizenship, we shall responsibly serve the interests of all American people; and,

WHEREAS, the Washington State Labor Council and the AFL-CIO strive to always win the full respect for the dignity of the human individual whom our unions serve; and,

WHEREAS, the Washington State Labor Council affirms to be in solidarity with Indigenous peoples, communities, and their economic best interest; recognizing, Tribal Nations and Indigenous communities across our state in their struggle to assert their treaty rights, to achieve the recognition for their sovereign governments deserve to develop their communities' cultural and economic resources consistent with their needs and traditions; and,

WHEREAS, the Labor Movement in the United States has long known the importance of constituent engagement through the recognition of organized constituency groups whose missions include supporting workforce development, worker and member retention, retiree participation, worker mentorship, apprenticeships, internships and leadership within organizations reflective of their racial, gender, and sexual orientation identities, and to provide a voice at the table when decisions are made that impact their economic lives and worksites; and,

WHEREAS, acknowledgment of Indigenous workers is critical to building solidarity, mutual respect, and connection across social and class barriers; and,

WHEREAS, the WSLC has a practice of beginning events, in person and virtual, with a Tribal land acknowledgment and code of conduct review; inviting the WSLC organization and the labor community to inquire about and learn about fellow workers with Indigenous roots; building

solidarity; advancing progress for Indigenous workers and the communities in which work is being conducted; and,

WHEREAS, Council FIRE (First Inhabitants' Rights and Equality) is a body of Indigenous union members seeking recognition as a formal AFL-CIO constituency group, and would establish a space for Indigenous union members within WSLC affiliates to work collaboratively with their own and other Indigenous communities, and would provide a seat at the table for these worker-leaders, and,

WHEREAS, organized Labor, through research and educational initiatives, is integral within efforts to restore communities harmed by the systemic colonialism which underpinned the founding of the United States of America; and,

WHEREAS, in 2017 WSLC passed Resolution 9 "In Support of Council FIRE and Solidarity With Native American Workers" and remains committed to investing in deeper, authentic partnerships with Indigenous communities through shared legislative, political, and community organizing efforts; now therefore, be it,

RESOLVED, that the WSLC will review and, if appropriate, adjust its strategies to educate the public and other constituency groups to better understand our region's history with respect to Indigenous people's ways and cultures, and to ensure the preservation of Native Indian, Native American, Native Alaskan, Native Hawaiian, and other Indigenous people's cultures and ways of life; and be it further,

RESOLVED, that the WSLC supports the National AFL-CIO's formal recognition of Council FIRE, and its importance to our broader movement due to its promotion of good wages, quality benefits, healthy work cultures, and the well-being of Indigenous people, and be it further,

RESOLVED, that the WSLC will forward this resolution to the AFL-CIO for consideration; and be it finally,

RESOLVED, that the leadership of the WSLC will report back to this body at the 2026 Convention with an update on the progress made toward the aims of this resolution.



Establishing the Protecting Workers' Rights Committee

Resolution #2025.18

WHEREAS, from the beginning of the labor movement workers have created and joined unions to fight for and protect their hard-won labor rights; and

WHEREAS, monied interests perpetually fight to eliminate or degrade workers' rights under the law; and,

WHEREAS, our collective labor rights are under attack as never before, especially at the federal level; and,

WHEREAS, state level intervention on workers' behalf can strengthen workers' degraded rights; now therefore, be it,

RESOLVED, that the Washington State Labor Council (WSLC), AFL-CIO, will within one year establish a committee to explore state level policy options to strengthen workers' ability to come together and form unions, to improve the conditions, compensation, and social wages of work, and to defend our rights against the monied interests committed to our subjugation and the destruction of our power; and be it further,

RESOLVED, that the WSLC will support and advocate for legislation if produced by the committee; and be it finally,

RESOLVED, that the WSLC will inform and encourage support from all affiliated unions to support the committee's work and recommendations.

Resolution on the Targeting of Media Workers in the Israel-Gaza War

Resolution #2025.19

WHEREAS, Israel’s campaigns in Gaza, the West Bank, and Lebanon have killed at least 185 journalists and media workers since October 2023, according to the Committee to Protect Journalists (CPJ), making it the deadliest period for media workers since the organization began collecting data in 1992; and,

WHEREAS, nowhere is safe for journalists in the 45-square kilometer Gaza Strip, according to Reporters Without Borders (RSF), whether they are in press tents near hospitals, out in the open, or sheltering with family members; and,

WHEREAS, at least 42 of the journalists killed in the Gaza Strip were clearly killed while covering events there, according to RSF; and,

WHEREAS, this year, the RSF states that the Israeli military has stepped up attacks on the press in the West Bank as it increased its operations in the occupied Palestinian territory; and,

WHEREAS, outside of Palestine, the Israeli military targeted journalists covering their war against Hezbollah in Lebanon. On October 13, 2023, the Israeli army struck an area where seven clearly-identified journalists were covering an exchange of fire between the army and Hezbollah, leaving one dead and injuring several others. On October 25, 2024, an Israeli jet bombed a guest house hosting 18 media workers, killing three and injuring three more; and,

WHEREAS, as Israel’s wars against its neighbors expanded, the Israeli air force bombed the headquarters of Iranian state TV during a live broadcast on June 16, 2025, killing one journalist and one media worker, according to CPJ; and,

WHEREAS, article 79 of the Geneva Conventions states that “journalists engaged in dangerous professional missions in areas of armed conflict shall be considered as civilians” and “shall be protected as such under the Conventions”; and,

WHEREAS, news media, even when used for propaganda purposes, cannot be considered “legitimate targets” under the standards of international law; and,

WHEREAS, the Israeli government has disregarded obligations to protect journalists and gone as far as explicitly threatening the safety of working journalists; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO, urges the National AFL-CIO Executive Board to adopt the following position:

We stand in solidarity with journalists and media workers in Gaza, Israel, and across the Middle East and condemn attacks on them and their families;

Hamas and Israel must adhere to standards of international law and Geneva Convention rules of warfare and cease threats to media members who work to inform the public about the devastating conflict at great risk to themselves and their families;

We call upon the Trump administration to affirm protections for press freedoms and take steps to protect media members in the region; and be it further,

RESOLVED, that the Washington State Labor Council, AFL-CIO, shall communicate this resolution to its affiliates, the AFL-CIO Executive Council, and the National AFL-CIO, and actively seek to inform and educate them about the humanitarian impact of the conflict, the importance of respecting international law, and the need for a peaceful and just resolution to the Israeli-Palestinian conflict.



A Resolution Against U.S. War with Iran

Resolution #2025.20

WHEREAS, the AFL-CIO has a long history of opposing US involvement in wars in the Middle East; and,

WHEREAS, the recent illegal bombing of Iran threatens to, once again, pull the U.S. into a senseless prolonged war in the region where our children will be sent to another country to fight and die in someone else's war; and,

WHEREAS, the Washington State Labor Council believes that we have more in common with working people around the world than we do with the billionaires and politicians who profit from these wars and that our tax dollars should be used to improve lives at home rather than destroy lives abroad; now therefore be it,

RESOLVED, the Washington State Labor Council will send a letter to the national AFL-CIO urging them to take a strong position against war with Iran.



Organizing a Permanent Labor Defense Force for Free Speech, Immigrant Solidarity, and the Rights of All Working People in Washington

Resolution #2025.21

WHEREAS, the First Amendment of the U.S. Constitution is essential to democracy, allowing individuals to express their beliefs, advocate for justice, and hold those in power accountable; and,

WHEREAS, the suppression of dissenting voices, particularly those advocating for labor and marginalized communities, weakens democracy and emboldens fascist and authoritarian tendencies; and,

WHEREAS, history has shown that attacks on free speech disproportionately harm unionists, activists, workers, immigrants, and communities fighting for justice; and,

WHEREAS, we've seen major assaults on protected free speech, exemplified by the arrest and attempted deportation of Mahmoud Khalil, a Columbia University student who is a legal resident with a green card, over his advocacy in support of the Palestinian people—without a warrant or due process; and,

WHEREAS, the Trump administration has launched a shock and awe fear campaign against immigrant workers that has threatened and targeted families at worksites, churches, schools, hospitals and courts; and,

WHEREAS, Washington's labor movement has been under direct attack, with the kidnapping and detention of unionists, including but not limited to: Lewelyn Dixon, a member of SEIU 925; Alfredo "Lelo" Juarez, organizer with Familias Unidas por la Justicia and Community to Community; and Maximo Londonio, a member of IAM Local Lodge 695; and,

WHEREAS, the Trump administration deployed the National Guard to California and authorized the deployment of the regular Armed Forces to repress protests opposing federal immigration raids on workplaces, protests where David Huerta, the president of the Service Employees International Union of California, was just one of many assaulted, injured, and arrested while he exercised his First Amendment rights; and,

WHEREAS, President Trump has refused, on multiple occasions, to denounce the activities of white supremacist and fascist militias and organizations that have stated desires to overthrow American democracy and instead has conveyed support for their actions, including federal pardons for known members and leaders; and,

WHEREAS, the Trump administration has shown no indication of ending attacks on the labor movement, after having already gutted the National Labor Relations Board (NLRB), passed executive orders to dismantle collective bargaining rights for more than three quarters of all federal workers, and undermined public worker unions and the services they provide; and,

WHEREAS, working people refusing to work across the nation is a greater power than the political machinations of any aspiring despots, and the most powerful tool of the Labor Movement in our history has been the power of the General Strike; now therefore, be it,

RESOLVED, WSLC stands in unwavering support of the First Amendment and condemns any efforts—legislative, executive, or otherwise—that seek to suppress free speech, protest, and political expression; and be it further,

RESOLVED, WSLC will actively organize to defend the free speech rights of our affiliates, and our allies to speak out, and protest, in opposition to anti-worker edicts imposed by this administration and their cabinet of un-elected billionaires; and be it further,

RESOLVED, WSLC will call on elected officials to pledge to protect protesters and commit to not using police action or curfews to curtail these activities; and be it further,

RESOLVED, WSLC commits to organizing united fronts for mutual defense with other unions and communities that are under attack, including immigrant workers, refugees, communities of color, public worker unions, women, and transgender people; and be it further,

RESOLVED, that WSLC will affirm its position as a sanctuary Labor Council, and will call on all affiliates to individually affirm their sanctuary union status; and be it further,

RESOLVED, WSLC, in collaboration with other labor and progressive forces, will prepare for and take whatever actions are necessary to protect free speech, all workers' rights, our democracy and the Constitution, and be it finally,

RESOLVED, WSLC will update its affiliates about this resolution's passage and the importance of free speech, advocating for the rights of the oppressed, and resisting fascist and authoritarian overreach in all its forms.



Resolution to Support Immigrants and Call for the Closure of the Northwest Detention Center

Resolution #2025.22

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC) has a proud history of standing with all workers, regardless of immigration status, in the fight for dignity, justice, and human rights; and,

WHEREAS, immigrant workers are integral to Washington's economy, contributing labor, culture, and community strength across industries including agriculture, construction, healthcare, service, logistics, and more; and,

WHEREAS, the immigrant community continues to face inhumane treatment, family separation, and criminalization due to unjust federal immigration policies and enforcement; and,

WHEREAS, the Northwest Detention Center (NWDC) in Tacoma has been the subject of repeated reports of human rights abuses, medical neglect, retaliation against hunger strikers, wage theft and denial of due process; and,

WHEREAS, the NWDC is a for-profit detention center ran by The GEO Group, and has a history of exploiting detainees' labor by paying them \$1 a day; and,

WHEREAS, the NWDC continues to violate immigrants' human rights, those who are vulnerable and can't speak up for themselves are needing solidarity; and,

WHEREAS, the continued operation of the NWDC represents a moral stain on our state, perpetuating a system that detains and dehumanizes people whose only alleged offense is seeking a better life; and,

WHEREAS, Charles Leo Daniel experienced the second longest detention in solitary confinement by ICE since 2018 for 1244 days, regardless of suffering from mental illness; and,

WHEREAS, The Washington State Legislature enacted RCW 70.395 calling for the prohibition of private incarceration and establishing standards for sanitation, hygiene and safety in 2021

WHEREAS, the labor movement is rooted in the belief that an injury to one is an injury to all, and that the rights of immigrants are workers' rights and human rights; and,

WHEREAS, HB 1232 was recently passed granting the WA State Health Department the ability to conduct unannounced inspections at the detention center, the WSLC should be committed to raising awareness and applying pressure to elected officials; now therefore, be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO, reaffirms its commitment to defending the rights and dignity of all immigrant workers and their families; and be it further,

RESOLVED, that this Council unequivocally opposes the criminalization and detention of immigrants, and calls for a humane, just, and efficient immigration system that adequately manages the flow of human beings leaving crisis to find a better life; and be it further,

RESOLVED, that the WSLC will work in solidarity with immigrant rights groups such as La Resistencia, the Washington Immigration Solidarity Network, Northwest Immigrant Rights Project, One America and others to achieve the elimination of for profit detention centers nationally including the Northwest Detention Center in Tacoma congruent with RCW 70.395; and be it further,

RESOLVED, that the WSLC will support and hold accountable elected officials at all levels of government to end immigrant detention; and be it finally,

RESOLVED, that the WSLC will urge the AFL-CIO to develop a national campaign to prioritize federal legislation that assures the humane treatment and dignity of those involved in any and all immigration proceedings.



Resolution in Solidarity with Immigrant Communities and Workers

Resolution #2025.23

WHEREAS, migration is a human right and a civil right, rooted in the fundamental freedom to move, to seek safety, and to pursue opportunity and dignity; and,

WHEREAS, BIPOC communities have historically borne the brunt of U.S. militarism, economic displacement, and carceral state policies—including unjust deportations, family separation, raids, detentions, surveillance, and labor exploitation; and,

WHEREAS, the return of Donald Trump to political prominence, and his open embrace of fascist ideology, has reignited and escalated violent anti-immigrant rhetoric, policy, and state violence; and,

WHEREAS, under this regime, our communities face the very real threats of enhanced ICE raids, expanded deportation infrastructure, and renewed bans on immigration based on race, religion, and national origin, including promises to bring back mass workplace raids and internment-style camps; and,

WHEREAS, union members, immigrant workers, and student protestors are being increasingly targeted by federal, state, and local law enforcement agencies acting in collusion with private corporate interests, weaponizing the immigration system to destabilize movements for justice and labor rights; and,

WHEREAS, immigrant labor is foundational to every sector of our economy—from agriculture and construction to health care and service work—and one in four U.S. workers is foreign-born; and,

WHEREAS, many immigrants are union members, organizers, and community leaders who deserve not just protection but celebration; and,

WHEREAS, the labor movement has a moral and strategic obligation to stand in solidarity with immigrant workers, not only by speaking out, but by taking action to ensure their rights, safety, and dignity; and,

WHEREAS, immigrant detention centers—many of which are privatized and profit-driven—are sites of racialized violence, labor exploitation, and constitutional violations, including forced labor in violation of the 13th Amendment; and,

WHEREAS, as a labor movement, we must recognize that these attacks are part of a broader authoritarian agenda that seeks to silence dissent, dismantle worker power, and criminalize people of color, especially those who organize for justice; and,

WHEREAS, LCLAA members, along with our siblings in APALA, CBTU, Pride at Work, and other constituency groups, believe in a global and intersectional labor movement rooted in liberation, anti-racism, and the defense of all working people regardless of status; now therefore be it,

RESOLVED, that the WSLC, declares its unequivocal solidarity with all immigrant communities under threat, and condemns fascist, white supremacist, and xenophobic policies targeting immigrants and refugees; and be it further,

RESOLVED, that the WSLC will call on all affiliated unions and Central Labor Councils to participate in or host *Rapid Response Trainings* to prepare labor leaders and members to respond to ICE activity, workplace raids, and community threats, in coordination with immigrant rights groups and sanctuary networks; and be it further,

RESOLVED, that WSLC will engage its leadership and staff in ongoing immigrant solidarity training, including “Know Your Rights” and workplace protection education, and will make these resources widely available to its affiliates; and be it further,

RESOLVED, that WSLC will, support legislation that protects immigrant workers from retaliation, and oppose all funding and policy efforts that expand the carceral immigration system; and be it further,

RESOLVED, that WSLC urges all labor bodies to oppose any immigration policies that criminalize organizing, protest, or student activism—including retaliation against international students, Palestinian solidarity activists, or any group targeted for First Amendment-protected activity; and be it finally,

RESOLVED, that WSLC will continue to build deep, cross-racial and cross-sector solidarity with immigrant-led labor struggles, and ensure that the labor movement remains a shield, a voice, and a home for all workers—documented or not—in the face of fascism, xenophobia, and hate.