

2026 WSLC CONVENTION PROPOSED RESOLUTIONS

Resolutions 01-26 are on time resolutions. Resolutions numbered 27 and higher are late resolutions, and will be put to the Convention body for acceptance on the first day of the 2026 Constitutional Convention.

RESOLUTION IN SUPPORT OF AMERICAN MANUFACTURING

Submitted By:
United Steel Workers Local 338

Affirming the commitment of the Washington State Labor Council to the importance of American manufacturing, recognizing its important role to U.S. economy, and committing to support the use of public procurement funds to buy materials, goods and services for projects from companies that are produced within the United States, thus employing the very workers that pay the taxes that support our economy.

WHEREAS, the American people desperately need our economy to create millions of new, family sustaining jobs, if our nation is to fulfill its promise of economic opportunity and social justice for all; and

WHEREAS, manufacturing is the backbone of the real wealth generating sector of our economy, spurring job creation and innovation; and

WHEREAS, manufacturing industrial sectors are at risk of sliding back into recession due to an alarming surge of unfairly priced imports from China and other nations; and

WHEREAS, the United States trade deficit with China in 2024 was \$295.4 billion; and

WHEREAS, according to the Bureau of Economic Analysis the United States goods and services trade deficit reached \$918.4 billion in 2024; and

WHEREAS, manufacturing lost 87,000 jobs nationwide in 2024; and

WHEREAS, the recirculating of tax dollars back into our economy through domestic procurement, creates and sustains domestic jobs and strengthens our economy; and

WHEREAS, domestic procurement preferences, like those in current federal law, are consistent with our international trade obligations and the major trading partners of the United States maintain strong domestic procurement laws for their own manufacturing sectors and to spur economic growth and job creation, especially in difficult economic times; and

WHEREAS, domestic procurement laws have not been enacted in every state and vary greatly in their levels of effectiveness; and

WHEREAS, our taxpayer dollars should be spent to maximize the creation of American jobs and restoring the economic vitality of our communities; and

WHEREAS, any domestically produced products that are purchased with economic recovery plan monies will immediately help struggling American families and will help stabilize our greater economy.

THEREFORE,

BE IT RESOLVED THAT, the Washington State Labor Council will work to maximize the creation of American jobs and restoring economic growth and opportunity by supporting the spending of taxpayer funds on products and services that both create jobs and help keep Americans employed; AND

BE IT FURTHER RESOLVED THAT, the Washington State Labor Council seeks to have our public officials commit to purchasing only products and services that are made or performed in the United States of America whenever and wherever possible with any funds provided by the American taxpayers; AND

BE IT FURTHER RESOLVED THAT, as the Washington State Labor Council, we seek to have our public officials commit to publish any requests to waive these procurement priorities so as to give American workers and producers the opportunity to identify and provide the American products and services that will maximize the success of our nation's economy.

Resolution forwarded to the Labels and Lists Committee

**RESOLUTION TO ENSHRINE WORKERS' RIGHTS TO
ORGANIZE AND COLLECTIVELY BARGAIN IN THE
WASHINGTON STATE CONSTITUTION**

Submitted By:

Washington Federation of State Employees (WFSE) Local 443

WHEREAS, Pro-union policy can make a real difference to Washington households by raising their incomes, shortening their hours of work, improving their work environments, and boosting their job satisfaction, and in doing so, unions can help to make Washington state's economy more equitable and robust; and

WHEREAS, Unions were legalized in Washington on March 19, 1919, in the wake of the Seattle General Strike the month prior; and

WHEREAS, In 2025, Democrats in the Washington State Legislature introduced legislation to take away the collective bargaining rights of state employees, but the state employee unions successfully rallied, marched, and protested against this attack; and

WHEREAS, In 2026, Democrats in the Washington State Legislature killed the bill that would have granted farmworkers the right to collectively bargain; and

WHEREAS, The right of public-sector workers in Washington to organize and collectively bargain can be taken away by a simple majority vote of the legislature and the stroke of a pen of the governor; and

WHEREAS, The rights of private-sector workers in Washington state to organize and collectively bargain can be taken away by a simple majority of Congress and the U.S. Supreme Court; and

WHEREAS, Attacks on workers' rights to organize and collectively bargain are not only occurring in Washington but all over the United States; and

WHEREAS, On Labor Day in 1960, John F. Kennedy said, "Those who would destroy or further limit the rights of organized labor — those who would cripple collective bargaining or prevent organization of the unorganized — do a disservice to the cause of democracy;" and

WHEREAS, U.S. Supreme Court Justice William J. Brennan Jr. noted in 1977, "State constitutions ... are a font of individual liberties, their protections often extending beyond those required by the Supreme Court's interpretation of federal law;" and

WHEREAS, An amendment to the Washington State Constitution that enshrines workers' rights to organize and collectively bargain would create a legal backstop against two persistent lines of state legislative attack on U.S. workers' basic rights to unionize: 1) threats to repeal or erode public-sector workers' collective bargaining rights, and 2) threats to constrain private-sector workers' collective bargaining rights with so-called "right-to-work" restrictions that prohibit unions and employers from negotiating union security agreements into union contracts; and

WHEREAS, It is the purpose of the Washington State Labor Council, AFL-CIO to propose, support, and promote legislation favorable to the interest of workers and organized labor; and

WHEREAS: Farmworker collective bargaining rights remains one of top priorities of the Washington State Labor Council, AFL-CIO; and

WHEREAS, Labor unions are as popular as ever with the public, and organizing and collective bargaining are core tenets of unionism.

THEREFORE BE IT RESOLVED, That to ensure workers' rights to organize and collectively bargain are less vulnerable to the political whims of the Washington State Legislature, the Washington State Labor Council will make it a priority of its lobbying and political action efforts to secure an amendment to Article I of the Washington State Constitution that reads as follows, or uses similar language:

Employees shall have the fundamental right to organize and to bargain collectively through representatives of their own choosing for the purpose of negotiating wages, hours, and working conditions, and to protect their economic welfare and safety at work. No law shall be passed that interferes with, negates, or diminishes the right of employees to organize and bargain collectively over their wages, hours, and other terms and conditions of employment and workplace safety, including any law or ordinance that prohibits the execution or application of agreements between employers and labor organizations that represent employees requiring membership in an organization as a condition of employment.

; and

BE IT FINALLY RESOLVED, That the Washington State Labor Council will engage its allies in the legislature, its affiliates, and other labor organizations to assist and work alongside it in this endeavor to enshrine in the Washington State Constitution workers' rights to organize and collectively bargain.

Resolution forwarded to the Legislative Committee

PERMANENT COST OF LIVING ADJUSTMENT FOR PERS AND TRS PLAN 1 RETIREES

Submitted By:

Retired Public Employees Council of WA (RPEC), American Federation of State, County and Municipal Employees (AFSCME) Retirees Chapter 10

WHEREAS, the state of Washington has one of the best-funded public pension systems in the country, ranking second at 103% funded in 2025. The Public Employees Retirement System (PERS) plan covers state, county, city, and local public entity employees. The Teachers Retirement System (TRS) plan covers teachers in our public schools.

WHEREAS, accumulated pension funds are under the control of the Washington State Investment Board, which has had excellent return on its investments: 9.3% over the last 10 years, and 8.4% over the last 20 years. Seventy-five percent of funds paid to retirees are from those returns.

WHEREAS, retirees who participated in PERS and TRS Plan 1 annually received a cost-of-living adjustment (COLA) upon a vote of the Washington State Legislature. That annual COLA was eliminated in 2011 due to the economic downturn. Retirees in Plans 2 and 3 receive an annual COLA of up to 3% depending on the inflation index each year.

WHEREAS, the lack of a regular, consistent COLA for Plan 1 member retirees has resulted in a loss of more than 40% of their purchasing power in the past 15 years.

WHEREAS, there are approximately only 65,000 PERS and TRS Plan 1 surviving retirees, and about 5,000 are lost every biennium to attrition.

WHEREAS, the Retired Public Employees Council of Washington and other retiree groups are asking the Legislature to restore an annual COLA to Plan 1 retirees structured similar to the Plan 2 annual COLA.

WHEREAS, the Washington State Legislature has only provided six one-time COLA's since 2011 for Plan 1 retirees.

WHEREAS, many of the retirees were unionized workers who have taught our children, repaired our roads, and provided essential services on behalf of our state and local government entities. They should have the dignity and respect of the retirement system they paid for and were promised.

THEREFORE BE IT RESOLVED, that the Washington State Labor Council support the permanent restoration of an annual COLA for PERS and TRS Plan 1 retirees and support any necessary one-time COLA's for PERS and TRS Plan 1 retirees until a permanent annual COLA is implemented.

BE IT FURTHER RESOLVED, that support for the permanent annual Plan 1 COLA becomes adopted as a legislative priority by the Washington State Labor Council.

BE IT FINALLY RESOLVED, that support for the permanent annual Plan 1 COLA be communicated to the Select Committee on Pension Policy.

Resolution forwarded to the Legislative Committee

2026.04

SUPPORTING THE WASHINGTON BUILDING TRADES JOBS PACKAGE

Submitted By:

Washington State Building and Construction Trades Council

WHEREAS, Washington's skilled union construction workforce is facing a significant shortage of available work due to stalled projects, delayed investments, and regulatory barriers that prevent needed infrastructure from moving forward; and

WHEREAS, this lack of job opportunities threatens the stability of apprenticeship programs, the retention of skilled journey workers, and the economic well-being of communities across the state; and

WHEREAS, major opportunities exist in energy production, grid modernization, transportation, water systems, public facilities, and other infrastructure sectors — but these opportunities cannot be realized without timely project delivery and strong labor standards; and

WHEREAS, outdated or inconsistent state statutes, siting and permitting processes, and fragmented regulatory frameworks often delay or prevent projects that would otherwise create thousands of family-wage union jobs; and

WHEREAS, Washington's registered apprenticeship, prevailing wage, and responsible-bidder laws are proven tools for ensuring high-quality training, safe worksites, and equitable access to construction careers; and

WHEREAS, the Washington State Building and Construction Trades Council (WSBCTC) is advancing a comprehensive building trades jobs package organized around five pillars: Public Works & Capital Investment, Skilled Workforce & Apprenticeship Pathways, Energy Production & Infrastructure Development, Labor Standards, Enforcement & Accountability, and Siting, Permitting & Regulatory Alignment; and

WHEREAS, the Washington State Labor Council (WSLC), AFL-CIO, has a responsibility to advance policies that expand job opportunities, strengthen labor standards, and ensure that public and private investments support Washington workers; now, therefore, be it

RESOLVED, that the WSLC shall formally endorse, support, and lobby for the building trades jobs package; and be it

FURTHER RESOLVED, that the WSLC shall include the building trades jobs package in its legislative priorities and coordinate with the WSBCTC on the development of advocacy materials, messaging and legislative strategy; and be it

FINALLY RESOLVED, monitoring any legislation, budget proposals, or policy discussions that relate to or impact the five pillars of the building trades jobs package, to ensure coordinated labor movement engagement.

Resolution forwarded to the Legislative Committee

2026.05

PROTECTING THE RULE OF LAW AND DUE PROCESS

Submitted By:
OPEIU 8

WHEREAS, the Washington State Labor Council is committed to advancing economic justice for all working people no matter their occupation;

WHEREAS, the Washington State Labor Council acknowledges economic justice cannot be achieved without social and racial justice underwritten by the rule of law;

WHEREAS, the key elements of the rule of law of upholding the Constitution, judicial independence and respect for court orders are fundamental;

WHEREAS, these rights and laws foundational to creating rule of law were won by workers through resistance, organizing, and action;

WHEREAS, our siblings in Minneapolis and elsewhere have been engaged in a struggle for justice against ICE and to restore the rule of law;

WHEREAS, unions and the rule of law are intertwined through legislation like the National Labor Relations Act, which protects workers' rights to organize, imposes duties on unions, and ensures fair representation;

WHEREAS, the rule of law provides the framework for preventing coercion, defining boundaries for employer/union conduct, and balancing union power;

WHEREAS, the Trump Administration has eliminated or defunded Federal agencies and institutions created to serve and protect the people;

WHEREAS, the threats from Law enforcement, ICE, and any other relevant rogue agents abusing their power are real and dangerous for workers, their families, and their communities;

WHEREAS, the use of deadly force and the weaponization of the law by Federal, State, Local, and rogue agents, against the people demands accountability;

WHEREAS, power unchecked does not correct itself; it requires resistance; and

WHEREAS, the Washington State Labor Council rejects all efforts to deny individuals their rights and due process;

NOW THEREFORE, BE IT RESOLVED, that, the Washington State Labor Council calls for the abolishment of ICE; and

BE IT FURTHER RESOLVED, the Washington State Labor Council will stand in solidarity with organizations, institutions, community groups, union siblings and unapologetic leaders who defend the rights of all members;

BE IT FURTHER RESOLVED, that; the Washington State Labor Council will support National Labor Relations Board trigger legislation addressing collective bargaining for employees not covered by the National Labor Relations Act; and

BE IT FURTHER RESOLVED, that the Washington State Labor Council calls on Washington State Governor Robert Ferguson to expel all active ICE agents from Washington State;

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

Resolution forwarded to the Resolutions Committee

2026.06

**FOR A WORKER RETRAINING PROGRAM FOR THOSE
DISPLACED BY ARTIFICIAL INTELLIGENCE**

Submitted By:

Washington Federation of State Employees (WFSE) Local 1181

WHEREAS, Artificial Intelligence will change the workforce and the demand for job skills in Washington state;

BE IT RESOLVED, that Washington state should have a worker retraining program for residents who lose their jobs based on these changes;

BE IT RESOLVED, that Washington State Labor Council should work with other state elected and national elected officials to reallocate funds within the trade act program to include job loss due to AI.

AND BE IT FURTHER RESOLVED, that the program be funded by a tax on all contracts and subscriptions that include AI and robotics that use AI.

Resolution forwarded to the Resolutions Committee

2026.07

RIGHT TO STRIKE FOR STATE EMPLOYEES

Submitted By:

Washington Federation of State Employees (WFSE) Council 28

WHEREAS, state law does not grant state employee unions the right to strike;

WHEREAS, the state of Washington, specifically OFM and other state employers, have used this omission as a cudgel against state employee unions during the collective bargaining process;

WHEREAS, OFM and other state employers know they don't have to bargain fairly or actually listen to employee concerns; and

WHEREAS, this massive imbalance of power at the bargaining table has caused state employee unions to lose confidence in our ability to negotiate fair contracts with OFM and other state employers.

NOW, THEREFORE BE IT RESOLVED, the WA St Labor Council affirms all workers should have the right to strike, whether employed in the private sector, or by the state; and

BE IT FURTHER RESOLVED, the WA St Labor Council will convene the leaders of state employee unions to develop a strategy by which state employees would gain the same right to strike as all other workers and thus balance the power between management and workers as we negotiate our collective bargaining agreements.

Resolution forwarded to the Labels and Lists Committee

2026.08

RESOLUTION IN SUPPORT OF A UNIVERSAL PUBLIC POSTAL SERVICE

Submitted By:

Northwest Washington Central Labor Council

WHEREAS, the United States Postal Service provides universal service to every community in America and remains one of the nation's largest civilian employers; and

WHEREAS, postal workers provide an essential public service relied upon by working families, seniors, veterans, rural communities, small businesses, and millions of Americans every day; and

WHEREAS, recent USPS financial challenges, including the suspension of employer contributions to the Federal Employees Retirement System (FERS), demonstrate the urgent need for long-term solutions that strengthen the Postal Service rather than impose continued austerity measures; and

WHEREAS, the Postal Service cannot cut its way to sustainability and must be allowed to pursue revenue generating opportunities while preserving universal service and good union jobs; and

WHEREAS, USPS remains restricted from competing in markets available to private carriers such as UPS and FedEx, including the shipment of alcoholic beverages; and

WHEREAS, efforts to privatize the Postal Service threaten universal service, collective bargaining rights, affordable delivery, and family-supporting union jobs; and

WHEREAS, postal employees deserve safe workplaces, fair retirement benefits, and timely access to workers' compensation and medical care when injured on the job; now, therefore, be it

RESOLVED, that the Northwest Washington Central Labor Council supports the following federal legislation and resolutions affecting postal employees and the United States Postal Service: the Protect Our Letter Carriers Act (H.R. 1065/S. 463), H.Res. 70 and S.Res. 147 opposing postal privatization, the Federal Retirement Fairness Act (H.R. 1522), the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 3170), the Equal COLA Act (H.R. 491/S. 624), and the USPS Shipping Equity Act (H.R. 3011); and be it further

RESOLVED, that the Northwest Washington Central Labor Council recognizes that these measures promote worker safety, retirement security, fair access to workers'

compensation benefits, preservation of universal postal service, and the long-term financial stability of the United States Postal Service; and be it further

RESOLVED, that the Northwest Washington Central Labor Council opposes any effort to privatize, weaken, or diminish the Postal Service and instead supports policies that strengthen universal service, expand revenue opportunities, protect postal employees, and preserve the Postal Service as a public institution accountable to the American people; and be it further

RESOLVED, that the Northwest Washington Central Labor Council urges the Washington State Labor Council, AFL-CIO, to advocate for the enactment of these measures and to communicate the labor movement's support for them to Washington State's Congressional Delegation; and be it further

RESOLVED, that upon adoption, this resolution be submitted to the Washington State Labor Council for consideration at its 2026 Constitutional Convention.

Resolution forwarded to the Labels and Lists Committee

2026.09

RESOLUTION OPPOSING FEDERAL USPS RULES THAT THREATEN MAIL VOTING AND DEMOCRACY

Submitted By:

Northwest Washington Central Labor Council

WHEREAS, the United States Postal Service has historically served as a neutral and trusted public institution responsible for the secure and timely delivery of election mail; and

WHEREAS, recently proposed federal rules would require states to provide voter and ballot request data to the Postal Service and could authorize the Postal Service to withhold or reject election mail that does not comply with federally imposed requirements; and

WHEREAS, election administration has traditionally been conducted by state and local election officials under state law, with the Postal Service serving as a carrier rather than an election regulator; and

WHEREAS, these proposed changes have generated significant concern among election officials, voting-rights advocates, labor organizations, and state governments because they could create new barriers to voting by mail, increase the risk of voter disenfranchisement, and impose substantial administrative burdens on election authorities; and

WHEREAS, Washington State has successfully conducted elections by mail for many years, providing secure, accessible, and widely utilized voting opportunities for working people, rural communities, military families, seniors, and voters with disabilities; and

WHEREAS, any effort to condition the delivery of ballots on the transfer of voter data or compliance with federally imposed election-administration requirements represents a dangerous concentration of authority that threatens democratic self-government and the ability of working people to participate fully in the electoral process; and

WHEREAS, organized labor has a long history of defending voting rights, democratic participation, and equal access to the ballot box for all workers;

THEREFORE, BE IT RESOLVED, that the delegates of the Northwest Washington Central Labor Council oppose any federal rule, regulation, executive action, or administrative policy that transforms the United States Postal Service from a neutral carrier of election mail into an election regulating authority; and be it further

RESOLVED, that the Northwest Washington Central Labor Council condemns these proposed changes as a reckless assault on democratic participation that would weaponize governmental authority to erect barriers between voters and the ballot box; and be it further

RESOLVED, that the Northwest Washington Central Labor Council will send a letter to Washington State's Congressional delegation urging them to oppose any federal action, rule, or legislation that undermines vote-by-mail systems, interferes with state election administration, or restricts the timely delivery of election mail; and be it further

RESOLVED, that the Northwest Washington Central Labor Council urges the Washington State Labor Council, AFL-CIO, to adopt a similar position and advocate for the protection of vote-by mail systems, voting rights, and democratic self-government; and be it finally

RESOLVED, that upon adoption, this resolution shall be submitted to the Washington State Labor Council for consideration at its 2026 Constitutional Convention.

Resolution forwarded to the Resolutions Committee

**IN SUPPORT OF THE U.S. MERCHANT MARINE AND U.S.
SHIPYARDS**

Submitted By:
Sailors' Union of the Pacific

WHEREAS, The Washington State Labor Council, AFL-CIO, reiterates its support for statutes that ensure that vessels engaged in the coastwise and international trades are built and crewed by American workers; and

WHEREAS, the Jones Act, the Maritime Security Act, the Passenger Vessel Services Act, and U.S. cargo preference laws are key to maintaining the U.S. Merchant Marine; and

WHEREAS, the maritime laws of the United States should be an aid and not a hindrance to the development of the Merchant Marine and the country's ship and boat building capabilities to build and sail competitively in the global economy; now, therefore, be it

RESOLVED, that the Washington State Labor Council calls on Congress to review existing tax policies and develop a tax program that will enable the American Merchant Marine to build and sail competitively in the global economy; and, be it further,

RESOLVED, that the 2026 Washington State Labor Council Convention condemns the rotten "flag of convenience" system in which avaricious ship owners around the world register their vessels in phony flag states (Panama, Liberia, Marshall Islands, etc.), to evade labor, safety, environmental and tax laws which has resulted in the global exploitation of sea-going maritime labor; and, be it finally

RESOLVED, that this resolution be sent to all members of the Washington State Legislature and the Washington State Congressional Delegation.

Resolution forwarded to the Resolutions Committee

A RESOLUTION SUPPORTING WASHINGTON SECURITY OFFICERS

Submitted By:

Service Employees International Union Local 6

WHEREAS, security officers were deemed essential workers during the COVID-19 pandemic to ensure safety in our workplaces including office buildings, hospitals, transportation hubs and public spaces; and

WHEREAS, security officers are often called upon to be first responders, responsible for de-escalating conflicts, managing crises, providing first aid and enforcing safety protocols, and

WHEREAS, the growing use of private security contractors in an industry that is highly unregulated is pushing occupational standards even lower, and

WHEREAS, the unarmed security services have national revenues topping over \$22 billion while security officers' wages have remained stagnant over the last 20 years, and

WHEREAS, over 45 percent of contracted security officers do not have access to employer sponsored healthcare plans, and

WHEREAS, the turnover rate for security officers in Washington was 99 percent in 2024 and continues to be high, diminishing workers' ability to develop the skills needed to make them effective at protecting businesses, workers and the public; and

WHEREAS, only 15 percent of Washington's 34,000 licensed security officers currently have access to union representation; and

WHEREAS, the establishment of industry standards boards have been shown standardize compensation and job training, help close racial and gender pay gaps, reduce turnover rates and promote; and

WHEREAS, security officers must pay annually to maintain their security license, without ownership or portability; and

WHEREAS, security officers have called for the creation of a security industry standards board and a more equitable licensing system, now, therefore,

BE IT RESOLVED, the Washington State Labor Council, AFL-CIO will work with security officers and their unions to establish industry standards that provide livable wages and benefits; and,

BE IT FURTHER RESOLVED, the Washington State Labor Council, AFL-CIO will promote the establishment of a security industry standards board and an equitable licensing fee system with the Office of the Governor and the Washington State Legislature

Resolution forwarded to the Legislative Committee

**RESOLUTION IN SUPPORT OF LEGISLATION TO PROHIBIT
COMMERCIAL CHEATING-FACILITATION SERVICES IN
WASHINGTON STATE**

Submitted By:

American Federation of Teachers (AFT) Local 1873

WHEREAS, educational institutions, apprenticeship programs, licensing authorities, employers, and other credentialing bodies depend upon the integrity of assessment processes to ensure that students, workers, and professionals possess the knowledge, skills, training, and qualifications necessary to perform their work safely, competently, and ethically; and

WHEREAS, there has been a recent, rapid growth in unscrupulous businesses that develop and market products specifically designed to thwart anti-cheating efforts and to facilitate deception, misrepresentation, impersonation, plagiarism and the circumvention of legitimate evaluation processes; and

WHEREAS, many such businesses openly market their products by promising to complete academic assignments, evade plagiarism or AI-detection systems, "humanize" AI-generated work, provide concealed real-time assistance during interviews or examinations, or otherwise help users obtain educational, professional, or employment advantages through deception; and

WHEREAS, Washington has long recognized that certain businesses may properly be prohibited or regulated when their business model depends upon facilitating fraud, deception, or other conduct contrary to the public interest; and

WHEREAS, commercial cheating businesses privatize profits while shifting the costs of detection, investigation, assessment redesign, credential verification, enforcement, and remediation onto educators, employers, licensing authorities, public institutions, and taxpayers; and

WHEREAS, educators and institutional staff increasingly bear substantial additional workload responding to cheating, diverting time and resources away from teaching, mentoring, counseling, and student support; and

WHEREAS, workers who honestly earn degrees, licenses, certifications, apprenticeships, and employment opportunities are unfairly harmed when others obtain the same opportunities through commercial deception, thereby devaluing legitimate credentials and undermining fair competition in the labor market; and

WHEREAS, fraudulent credentialing undermines confidence in educational, licensing, apprenticeship, and workforce development systems and, in many occupations, creates direct risks to public safety by weakening the integrity of the qualifications upon which employers and the public rely; and

WHEREAS, workers, employers, unions, educational institutions, and the public all benefit when educational achievement, professional credentials, hiring, promotion, and licensing decisions are based upon genuine knowledge, demonstrated competency, and honest effort; now, therefore, be it

RESOLVED, that the Washington State Labor Council, AFL-CIO, supports legislation prohibiting the commercial development, marketing, sale, or promotion of products and services that are designed, marketed, or primarily intended to facilitate cheating, deceptive misrepresentation, concealed authorship, impersonation, or other forms of fraud during educational, professional, licensing, apprenticeship, hiring, certification, or other legitimate evaluation processes; and be it further

RESOLVED, that the WSLC supports legislation treating such commercial cheating-facilitation services as unlawful or unfair commercial practices, subject to meaningful enforcement, including civil penalties, injunctive relief, disgorgement of profits, and other remedies sufficient to eliminate the financial incentives that sustain such businesses; and be it further

RESOLVED, that the WSLC supports directing revenues recovered through enforcement toward protecting the integrity of educational and workforce credentialing systems, including secure testing environments, identity and authorship verification, educator support, assessment security, licensing protections, and related measures that strengthen public confidence in legitimate qualifications; and be it further

RESOLVED, that this resolution concerns only businesses whose products or services are designed, marketed, or primarily intended to facilitate cheating, fraud, or deceptive misrepresentation during legitimate evaluation processes, and is not intended to restrict the broader development or lawful use of general-purpose AI technologies; and be it further

RESOLVED, that the WSLC recognizes that the costs of commercial cheating are borne not only by educational institutions but also by honest workers whose credentials are devalued, by educators whose workloads are increased, by employers seeking qualified employees, and by the public that depends upon competent and properly credentialed professionals; and be it finally

RESOLVED, that the WSLC will advocate for legislation protecting the integrity of educational and workforce credentials, defending honest workers from unfair competition enabled by commercial cheating businesses, and ensuring that businesses

cannot profit by undermining the systems upon which workers, employers, educational institutions, and the public depend.

Resolution forwarded to the Legislative Committee

**RESOLUTION IN SUPPORT OF THE 32 HOUR WORKWEEK
WITH NO LOSS IN PAY OR BENEFITS**

Submitted By:

The Society of Professional Engineering Employees in Aerospace (SPEEA),
International Federation of Professional and Technical Engineers (IFPTE) Local 2001

WHEREAS, American workers have helped employers secure significant productivity gains over recent decades while wages have largely stagnated and working hours remain high, contributing to growing economic inequality; and

WHEREAS, advances in automation and artificial intelligence are increasing productivity and corporate profits while often resulting in job displacement, wage pressure, or unchanged working hours for workers; and

WHEREAS, studies and pilot programs in the United Kingdom, Iceland, Japan, and in Washington's San Juan County demonstrate that a reduced workweek can improve worker satisfaction, increase retention, and maintain or improve productivity; and

WHEREAS, labor unions have historically led efforts to reduce working hours, including the establishment of the eight-hour day and the weekend, and continue to play a central role in shaping fair standards for work time; and

WHEREAS, a 32-hour workweek with no loss of pay or benefits would improve quality of life for workers, support job creation, and advance gender equity by better accommodating caregiving responsibilities;

THEREFORE BE IT RESOLVED, that the Washington State Labor Council supports state legislation for a 32-hour workweek with no loss of pay or benefits;

THEREFORE IT FURTHER RESOLVED, that the Washington State Labor Council supports the broader movement's fight for a 32-hour standard workweek for all workers.

Resolution forwarded to the Legislative Committee

RESOLUTION IN SUPPORT OF SPEEA MEMBERS IN CONTRACT NEGOTIATIONS WITH THE BOEING COMPANY

Submitted By:

The Society of Professional Engineering Employees in Aerospace (SPEEA),
International Federation of Professional and Technical Engineers (IFPTE) Local 2001

WHEREAS, the Society of Professional Engineering Employees in Aerospace (SPEEA), IFPTE Local 2001, represents Washington's aerospace engineers, scientists, technical workers, pilots, and other professionals employed by The Boeing Company; and

WHEREAS, SPEEA's Professional Unit and Technical Unit contracts covering approximately 17,000 engineers and technical workers in Washington, Oregon, California, and Utah expire on October 6, 2026; and

WHEREAS, SPEEA-represented employees are responsible for the design, certification, testing, analysis, safety, sustainment, and technical support of the aircraft and aerospace systems that have made Washington the global center of aerospace innovation; and

WHEREAS, Boeing's long-term success depends on attracting, retaining, and respecting a highly skilled professional and technical workforce capable of developing the next generation of commercial and defense aerospace products; and

WHEREAS, Boeing faces significant challenges in restoring public confidence, improving product quality, strengthening safety culture, and rebuilding its manufacturing and engineering capabilities; and

WHEREAS, the expertise, experience, and dedication of SPEEA members are essential to achieving those objectives and ensuring the long-term competitiveness of the company; and

WHEREAS, workers throughout Boeing have demonstrated the importance of collective bargaining and worker voice in advancing wages, benefits, job security, safety, retirement security, and professional respect; and

WHEREAS, the Washington State Labor Council, AFL-CIO recognizes that strong collective bargaining agreements help preserve family-wage jobs, strengthen local communities, and support a thriving middle class throughout Washington State; and

WHEREAS, solidarity among unions is essential to protecting workers' rights and ensuring that employers negotiate fairly and in good faith;

THEREFORE BE IT RESOLVED, that the Washington State Labor Council, AFL-CIO stands in full solidarity with SPEEA members as they engage in collective bargaining with The Boeing Company; and

BE IT FURTHER RESOLVED, that the Washington State Labor Council calls upon Boeing to bargain in good faith and reach an agreement that recognizes the value of SPEEA-represented employees and addresses issues important to the professional and technical workforce; and

BE IT FURTHER RESOLVED, that the Washington State Labor Council supports SPEEA's efforts to secure a contract that promotes fair compensation, retirement security, work-life balance, workplace dignity, and the retention of aerospace jobs in Washington State; and

BE IT FURTHER RESOLVED, that the Washington State Labor Council encourages its affiliated unions and central labor councils to educate their members regarding the importance of these negotiations and to participate in solidarity actions as requested by SPEEA; and

BE IT FURTHER RESOLVED, that, should a labor dispute occur, the Washington State Labor Council will work with SPEEA and its affiliates to coordinate solidarity efforts in support of SPEEA members and their families; and

BE IT FINALLY RESOLVED, that copies of this resolution be transmitted to Washington's Central Labor Councils (CLCs) and The Boeing Company.

Resolution forwarded to the Resolutions Committee

RESTORING UNIONS' STANDING TO REPRESENT THEIR MEMBERS IN COURT

Submitted By:

Washington State Nurses Association

WHEREAS, all workers must have the fundamental right to be represented by a union; and

WHEREAS, in order to advocate effectively for their members, unions must have access to a full range of forums, including the courts, to advance and defend their members' rights; and

WHEREAS, in a major victory for home health and hospice nurses, Yakima County Superior Court awarded damages of \$2.985 million to home care nurses at Yakima Regional Medical and Cardiac Center for work done off the clock and missed meal breaks; and

WHEREAS the Court awarded twice the amount of back pay that the nurses were denied because the employer acted "knowingly, willfully, and with the intent to deprive" nurses of pay for their hours worked and their missed meal breaks; and

WHEREAS, on appeal, the Washington Supreme Court, in Washington State Nurses Association v. Yakima HMA, LLC, 469 P.3d 300 (Wash. 2020), dramatically limited unions' associational standing to sue on behalf of members in wage theft cases where the employer falsified or failed to maintain accurate payroll records (which is most wage theft cases); and

WHEREAS, in that case, the Court ruled by a 5-4 majority that the union lacked associational standing to sue for damages owed for unpaid working hours, unpaid overtime hours, and missed meal periods, reversing prior trial court rulings in favor of the union and its members and overturning the \$2.985 million judgment WSNA secured for the nurses; and

WHEREAS, the precedent set by this ruling adversely impacts the ability of all Washington unions to advocate for their members; therefore, be it:

RESOLVED, that our Washington State Labor Council calls for legislative action to reverse this infringement on workers' rights; and be it further

RESOLVED, that our Washington State Labor Council determines that enactment of legislation to ensure unions' associational standing to advocate for their members in court shall be a priority of its 2027 legislative agenda.

Resolution forwarded to the Legislative Committee

RESOLUTION TO SUPPORT A MORE RESPONSIBLE WASHINGTON STATE INVESTMENT BOARD

Submitted By:

American Federation of Teachers Local 1789

WHEREAS, The Washington State Investment Board (WSIB) manages pension funds, the state's Graduated Education Tuition Fund, Long Term Care Tax, workers' compensation and educational trusts, such that this body's investment choices impact all Washington workers, including members of unions represented by the Washington State Labor Council; and

WHEREAS, WSIB's fiduciary duty to "maximize profits at a prudent level of risk" can, and should, go hand in hand with applying a framework for responsible investing. Companies that are engaging in major environmental harm, human rights abuses or actions that contradict our state's policy priorities have an inherent risk. Our money is invested toward a thirty year horizon: we know that continuing these practices will not turn a consistent profit over the long-term; and

WHEREAS, under the direction of the WSIB, these funds are invested in hundreds of companies that are contributing to and profiting from severe human rights violations, ecosystem destruction, and reckless business models that harm workers, including companies that consistently, knowingly, and directly enable genocide, apartheid and other war crimes and crimes against humanity; companies that support inhumane and illegal immigration enforcement such as through surveillance, immigration detention and private prison infrastructure; companies that are responsible for unacceptable amounts of greenhouse emissions and environmental degradation; and

WHEREAS, while WSIB's fiduciary duty is to Washington state workers and residents the WSIB hasn't fully considered or communicated the risks of investing in companies profiting from gross human rights abuses, accelerating climate disaster, conducting surveillance, detention and deportation of immigrants, or committing serious financial crimes; and

WHEREAS, these issues are not exclusively international or national in nature, but directly relevant to state policy, as the pension board alongside the Washington State legislature governs the fiduciary duties associated with pension investments; and

WHEREAS, a number of labor affiliates, including WEA, WFSE, AFT Washington, MLK Labor, UAW 4122, PROTEC17, and WPEA/UFCW 365 have adopted resolutions and prominent convention items calling for the WSIB to employ more socially responsible investment practices, and several leaders of these unions testified in a legislative hearing about this issue in January of this year; and

WHEREAS, the Fund Our Futures Coalition comprises over fifty community, advocacy and labor organizations working to bring long overdue socially responsible reform to the WSIB, including the Washington Responsible Investment Act, legislation which would require the WSIB to publish a clear Responsible Investment Framework, outlining exclusion criteria (e.g., severe human rights violations, gross environmental degradation, gross corruption) and corporate governance engagement strategies as outlined in [2025-2026 SB 6304](#), cosponsored by 11 Senators, and [HB 2662](#), cosponsored by 33 House Representatives:

THEREFORE, BE IT RESOLVED, that WSLC shall sign on to the support letter for the Responsible Investment Act being organized by the Fund our Futures Coalition and available at www.futures-wa.org, and

RESOLVED, that WSLC shall consider joining the Fund Our Futures Coalition campaign in its effort to encourage the Washington State Investment Board to follow responsible investment practices, practices that align with the values of Washingtonians, the laws of the United States, and international laws, and be it finally

RESOLVED, that the Washington State Labor Council shall publicly support the WA Responsible Investment Act in the State Legislature, including:

1. Include responsible investing as a priority in lobby days;
2. Instruct the Government Relations Team to communicate support to legislators before the legislative session begins; and
3. Communicate to members via email during the legislative session about this legislative priority and recruit members to engage in the legislative advocacy work.

Resolution forwarded to the Legislative Committee

**RESOLUTION OPPOSING U.S. UNILATERAL COERCIVE
MEASURES AGAINST CUBA AND NORMALIZING RELATIONS
BASED ON MUTUALLY RECOGNIZED SOVEREIGNTY AND
RESPECT**

Submitted By:

APALA Seattle, and Puget Sound Advocates for Retirement Action (PSARA)

WHEREAS, Both the United States (U.S.) and Cuba are sovereign countries and members of the United Nations (U.N.); and

WHEREAS, The U.N. Charter is a treaty which was ratified by the U.S., is therefore the “supreme law of the land” under the U.S. Constitution, Article VI, and is binding on the U.S. government including the President and the administration; and

WHEREAS, Article 2(4) of the U.N. Charter states, “All members shall refrain in their international relations from the threat or use of force against the territorial integrity or political independence of any state, or in any manner inconsistent with the Purposes of the United Nations”; and

WHEREAS, U.S. government policy since at least April 1960 adopted in secret a course of action designed “to bring about hunger, desperation and overthrow of government” in Cuba, which has resulted in hundreds of U.S. unilateral coercive measures (UCMs) against Cuba; and

WHEREAS, on January 29, 2026, President Donald Trump issued Executive Order 14380 “Addressing Threats to the United States by the Government of Cuba” and threatened to impose high tariffs on any country selling or supplying oil to Cuba that have limited dramatically the flow of oil to the island creating an unprecedented humanitarian crisis affecting the country’s electricity grid, food supply, transportation, and medical services; and

WHEREAS, the U.S. is now enforcing a strict oil blockade against Cuba, through tariff threats, naval interdiction of tankers, and financial sanctions against oil suppliers; and

WHEREAS, these actions have imposed 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; and

WHEREAS, Cuba poses no economic or military threat to the U.S. nor to any other country; and

WHEREAS, after over 30 years of overwhelming annual condemnations by the U.N. General Assembly against the U.S. unilateral coercive measures, U.N. leadership has also expressed extreme concern for the humanitarian impacts of this Executive Order, warned of humanitarian collapse, and urged all parties to pursue dialogue and respect for international law; and

WHEREAS, Washington State Labor Council passed a resolution at its 2017 state convention calling for an end to trade and financial embargo against Cuba and opposing efforts by the Trump administration to tighten the US blockade; and

WHEREAS, Washington State Labor Council passed a resolution in its 2024 state convention urging 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

THEREFORE, BE IT RESOLVED, that the Washington State Labor Council will send a copy of this resolution to the AFL-CIO and strongly urges President Trump to immediately rescind Executive Order 14380 and enter into meaningful good faith negotiations with the Cuban government on the basis of recognition of its sovereignty and mutual respect, with the goal of ending the U.S. oil blockade and all other unilateral coercive measures, including to remove Cuba from the U.S. list of State Sponsors of Terrorism (SSOT) and to oppose all legislation that seeks to prevent the removal of Cuba from such list; and

BE IT FURTHER RESOLVED, that the Washington State Labor Council will send a copy to the Washington State Congressional Delegation and will urge them to pass legislation to eliminate the embargo; remove all sanctions against Cuba by the United States and allow the peoples of the United States and Cuba to travel and trade freely between the countries.

Resolution forwarded to the Resolutions Committee

2026.18

INVESTIGATE AND PROSECUTE ELON MUSK AND DOGE FOR THEFT OF OUR SOCIAL SECURITY DATA

Submitted By:

Puget Sound Advocates for Retirement Action (PSARA)

WHEREAS, in a January 16, 2026 court filing in AFSCME v. Social Security Administration, (D.Md.,No1:25-cv-00596), the U.S Department of Justice admitted that employees of the Department of Government Efficiency aka DOGE, while embedded at the Social Security Agency (SSA) transferred agency data to an unauthorized third party server outside all SSA protocols; and,

WHEREAS, the filing further revealed that a DOGE employee signed a “Voter Data Agreement” with a political advocacy group seeking to match SSA records against state voter rolls to overturn election results in certain states; and,

WHEREAS, the personal information of millions of Washington residents is contained in SSA records; and

WHEREAS, the above actions may constitute violations of Washington’s identity theft statute (RCW 9.35.020) and the Washington Cybercrime Act (RCW 9A.90); and

WHEREAS, The Attorney General’s office has confirmed that it requires a referral from a county prosecutor or the governor in order for them to investigate and prosecute these criminal matters; now therefore, be it,

RESOLVED, that the Labor Movement in Washington strongly supports the investigation and prosecution of the illegal theft of our personal data, and be it finally

RESOLVED, that the Washington State Labor Council will make a formal request to Governor Ferguson that he ask Attorney General Nick Brown to investigate, so that Attorney General Brown can determine whether Washington residents were victims of state crimes and proceed accordingly.

Resolution forwarded to the Resolutions Committee

OPPOSING DEFAULT ENROLLMENT IN MEDICARE ADVANTAGE PLANS

Submitted By:

Puget Sound Advocates for Retirement Action (PSARA)

WHEREAS, Medicare-eligible beneficiaries are currently automatically enrolled in Traditional Medicare unless they choose a private Medicare Advantage insurance plan; and

WHEREAS, private Medicare Advantage insurance plans are profit-based and will overcharge the Medicare Trust Fund by \$76 billion in 2026; and

WHEREAS, private Medicare Advantage insurance plans subject beneficiaries to restrictions in provider networks and benefits; prior authorization requirements for care; and after 12 months, may trap beneficiaries who have developed health conditions that disqualify them from moving back to Traditional Medicare because they are no longer eligible for a Supplemental Plan to cover uncovered costs in Traditional Medicare; and

WHEREAS, Project 2025 calls for all Medicare-eligible beneficiaries to be automatically enrolled in private Medicare Advantage insurance plans, rather than in Traditional Medicare; and

WHEREAS, the Trump-appointed Administrator of the Center for Medicare and Medicaid Services, Mehmet Oz, and Chris Klomp, the Director of Medicare, have stated their support for default enrollment into private Medicare Advantage plans; and

WHEREAS, in Resolution 15: Protecting and Expanding Medicare Benefits (2013) the AFL-CIO stated, “For more than 45 years, Medicare has delivered stable, reliable health care to seniors and people with disabilities and has done so in a more cost-effective manner than private health plans;” and

WHEREAS, in Resolution 2022.02 the WSLC stated “that the Washington State Labor Council, AFL-CIO [goes] on record against the privatization of our Medicare system,” now therefore, be it

RESOLVED, that the WSLC will oppose default enrollment of Medicare beneficiaries into private Medicare Advantage plans; and be it further

RESOLVED, that the WSLC will send a letter to the state’s Congressional delegation urging them to oppose Administration plans to auto-enroll Medicare beneficiaries in private Medicare Advantage plans; and be it finally

RESOLVED, that the Washington State Labor Council and its affiliates will help educate their members about the Trump Administration's plans to auto-enroll beneficiaries in private Medicare Advantage insurance, and encourage them to consider the disadvantages of enrolling in privately insured Medicare Advantage plans.

Resolution forwarded to the Resolutions Committee

2026.20

RESOLUTION IN SUPPORT OF PUBLIC LIBRARIES AND THE FRONTLINE STAFF OF THE TIMBERLAND REGIONAL LIBRARY SYSTEM

Submitted By:

Thurston Lewis Mason Central Labor Council

Expressing support for the staff of public, school, academic, and special libraries in the United States and the essential services those libraries provide to communities, recognizing the need for funding commensurate with the broad scope of social service and community supports provided by libraries, preserving the right of all citizens of the United States to freely access information and resources in their communities, supporting a strong union voice for library workers, and defending the civil rights of library staff.

WHEREAS, library staff are cornerstones of their communities in the United States, providing visitors with access to books and media, delivering high-quality programming to visitors of all ages, ensuring equitable internet access for all, and linking people to crucial information about accessing social services;

WHEREAS, libraries are an economic powerhouse in their communities, providing resources to small business owners, job seekers, and individuals learning new skills;

WHEREAS, in recent years, library staff have been called on to address the fallout from difficult public crises in the United States, taking on roles that exceed the traditional role of providing a space for, and access to, educational and cultural enrichment;

WHEREAS, the health and survival of democracy in the United States requires that everyone be able to exercise rights to information and services, and it is especially important for young people to have the opportunity to learn, encounter, and debate all manner of ideas, including controversial ones;

WHEREAS, students have been shown to spend more time reading and exhibit higher reading scores when given access to diverse titles, and library staff play a crucial role in curating diverse book offerings for young readers;

WHEREAS, a fundamental responsibility of the job of library staff is making decisions about the books and media in their collections and assisting visitors in accessing those materials without fear of censorship or reprisal for fulfilling the role of providing information and resources to the public;

WHEREAS, public libraries are essential community institutions that provide free and equal access to information, technology, educational programming, and civic gathering

space; and

WHEREAS, public libraries often serve as the only location where residents can access reliable internet or use a computer to apply for employment or complete government forms; and

WHEREAS, the Timberland Regional Library (TRL) system serves residents across Grays Harbor, Lewis, Mason, Pacific, and Thurston Counties through 29 branch libraries, and has done so for nearly sixty years as one of Washington State's original intercounty library districts; and

WHEREAS, the frontline staff of TRL, who greet patrons, answer questions, run programs, and keep our branches open, are vital community connection points between TRL and its patrons; and

WHEREAS, public library systems across Washington State face serious structural funding challenges, underscoring the need for sound financial stewardship, transparent governance, and proper oversight of public funds at every level; and

WHEREAS, the strength of a public library system is measured not by the size or salary of its administration but by the quality of services delivered to the public by the workers who staff our branches every day;

NOW, THEREFORE, BE IT RESOLVED, that WSLC hereby affirms its support for public libraries as essential community institutions and recognizes the vital role the Timberland Regional Library system plays in the civic, educational, and economic life of our region.

BE IT FURTHER RESOLVED, that WSLC recognizes and honors the frontline staff of the Timberland Regional Library and all public library systems for their dedicated service to our communities, and affirms that the preservation of frontline library positions and public-facing services must be of high priority in any budgetary decision.

BE IT FURTHER RESOLVED, that WSLC calls upon the TRL Board of Trustees and all other public library district oversight bodies to ensure that public funds entrusted to the library system are managed with full transparency, proper oversight, and a clear commitment to prioritizing the services and workers that the public depends on.

BE IT FURTHER RESOLVED, that a copy of this resolution shall be transmitted to the Washington State Library, AFSCME International, the America Library Association and all Washington State elected leaders.

Resolution forwarded to the Labels and Lists Committee

2026.21

Constitutional Amendment - Correct Deadline for Subordinate Sections

Submitted By:

Constitution and Bylaws Committee

Whereas, Convention delegates are best served when resolutions are submitted sufficiently in advance to allow for thoughtful review and discussion; and

Whereas, A consistent process for the submission of resolutions promotes fairness, transparency, and informed deliberation by convention delegates; and

Whereas, Subordinate section resolutions should be subject to the same submission expectations as resolutions from affiliates to ensure consistency in the convention process;

Resolved, That constitution section 4, Convention, section 4.33, Resolutions from subordinate sections, is amended by striking out “up to noon of the first day of” and inserting “no later than 30 days before.”

Effect

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
4.33 Resolutions from subordinate sections. Subordinate sections may submit resolutions approved by those bodies up to noon of the first day of the convention.	4.33 Resolutions from subordinate sections. Subordinate sections may submit resolutions approved by those bodies up to noon of the first day of <u>no later than 30 days before</u> the convention.	4.33 Resolutions from subordinate sections. Subordinate sections may submit resolutions approved by those bodies no later than 30 days before the convention.

Pursuant to the deadlines established in the WSLC Constitution, all Constitution & Bylaws Committee work was completed prior to Convention. Accordingly, no committee meeting will be held.

Constitutional Amendment - Late Resolutions

Submitted By:

Constitution and Bylaws Committee

Whereas, Constitution section **4.32** requires affiliates to submit resolutions at least 30 days before the opening of the convention; and

Whereas, Advance submission of resolutions allows delegates and affiliates adequate time to review proposals, discuss their merits, and prepare for informed deliberation at the convention; and

Whereas, Resolutions submitted after the regular deadline may deprive delegates and affiliates of sufficient notice and opportunity for consideration; and

Whereas, Circumstances may arise that require action on matters that could not reasonably have been anticipated before the regular submission deadline;

Resolved, That constitution section **4**, Convention, section **4.32**, Resolutions from affiliates, is amended by substituting the following and renumbering the subsequent sections accordingly:

- 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.
- 4.33 Late resolutions from affiliates.** A resolution from an affiliate that is submitted after the deadline stated in **4.32** is a late resolution. If approved by previous action of an affiliate, the affiliate may submit a late resolution to the secretary-treasurer no later than 9:00 a.m. on the day prior to the opening of the convention. The executive board has exclusive authority to determine whether a late resolution will be sent to the convention for its consideration, and this decision is made at the board meeting the day before the convention. If the late resolution is sent to the convention, a 90% vote is required to adopt it. If the late resolution is not sent to the convention, the executive board will consider it no later than its next regular meeting. A resolution submitted by an affiliate after 9:00 a.m. on the day prior to the convention cannot be considered at that convention. A resolution from an affiliate that proposes to amend the constitution

cannot be considered at the convention if it was submitted after the deadline stated in **17.3**.

Resolved, That constitution section **8**, Executive board, section **8.3**, Regular meetings, is amended by substituting the following:

8.3 Regular meetings. Regular meetings of the executive board will be held in February, May, July, and November. The regular meeting in July will be held the day before the opening of the regular convention. The executive board may change the date of the February, May, or November regular meeting by majority vote.

Effect

Current wording	Proposed amendment	If adopted, will read
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 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	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. <u>4.33 Late resolutions from affiliates.</u> A resolution from an affiliate that is submitted after the deadline stated in 4.32 is a late resolution. If approved by previous action of an affiliate, the affiliate may submit a late resolution that is not timely to the	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. 4.33 Late resolutions from affiliates. A resolution from an affiliate that is submitted after the deadline stated in 4.32 is a late resolution. If approved by previous action of an affiliate, the affiliate may submit a late resolution to the secretary-treasurer no

Current wording	Proposed amendment	If adopted, will read
resolution that proposes to amend the constitution must satisfy the requirements of 17.3 and cannot be considered as a late resolution.	secretary-treasurer no later than 9:00 a.m. on the first day of prior to the opening of the convention; <u>a two-thirds vote is required to allow consideration of the late resolution.</u> <u>The executive board has exclusive authority to determine whether a late resolution will be sent to the convention for its consideration, and this decision is made at the board meeting the day before the convention. If the late resolution is sent to the convention, a 90% vote is required to adopt it. If the late resolution is not sent to the convention, the executive board will consider it no later than its next regular meeting. A resolution submitted by an affiliate after 9:00 a.m. on the day prior to the convention cannot be considered at that convention. A resolution from an affiliate that proposes to amend the constitution must satisfy the requirements of 17.3 and cannot be considered as a late resolution at the convention if it was submitted after the deadline stated in 17.3.</u>	later than 9:00 a.m. on the day prior to the opening of the convention. The executive board has exclusive authority to determine whether a late resolution will be sent to the convention for its consideration, and this decision is made at the board meeting the day before the convention. If the late resolution is sent to the convention, a 90% vote is required to adopt it. If the late resolution is not sent to the convention, the executive board will consider it no later than its next regular meeting. A resolution submitted by an affiliate after 9:00 a.m. on the day prior to the convention cannot be considered at that convention. A resolution from an affiliate that proposes to amend the constitution cannot be considered at the convention if it was submitted after the deadline stated in 17.3.
8.3 Regular meetings. Regular meetings of the executive board will be held in February, May, July, and November. The	8.3 Regular meetings. Regular meetings of the executive board will be held in February, May, July, and November. The	8.3 Regular meetings. Regular meetings of the executive board will be held in February, May, July, and November. The

Current wording	Proposed amendment	If adopted, will read
regular meeting in July will be held in conjunction with the regular convention. The executive board may change the date of any regular meeting by majority vote.	regular meeting in July will be held in conjunction with <u>the day before the opening of</u> the regular convention. The executive board may change the date of any <u>the February, May, or November</u> regular meeting by majority vote.	regular meeting in July will be held the day before the opening of the regular convention. The executive board may change the date of the February, May, or November regular meeting by majority vote.

Pursuant to the deadlines established in the WSLC Constitution, all Constitution & Bylaws Committee work was completed prior to Convention. Accordingly, no committee meeting will be held.

Constitutional Amendment - Faxes

Submitted By:
Constitution and Bylaws Committee

Whereas, Washington State Labor Council does not have a fax machine;

Resolved, That constitution section 7, Convention, section **7.25**, Method of returning ballots, is amended by striking out “(c) facsimile” and renumbering the subsequent clause.

Effect

Current wording	Proposed amendment	If adopted, will read
7.25 Method of returning ballots. The ballot may be returned by one of the following methods: (a) first-class mail via the United States Postal Service (b) delivering personally (c) facsimile (d) scanning and emailing	7.25 Method of returning ballots. The ballot may be returned by one of the following methods: (a) first-class mail via the United States Postal Service (b) delivering personally (c) facsimile (d) <u>(c)</u> scanning and emailing	7.25 Method of returning ballots. The ballot may be returned by one of the following methods: (a) first-class mail via the United States Postal Service (b) delivering personally (c) scanning and emailing

Pursuant to the deadlines established in the WSLC Constitution, all Constitution & Bylaws Committee work was completed prior to Convention. Accordingly, no committee meeting will be held.

Constitutional Amendment - Caucuses

Submitted By:
Constitution and Bylaws Committee

Whereas, The Washington State Labor Council, AFL-CIO (WSLC) exists to strengthen relationships among affiliated organizations, encourage cooperation and solidarity, assist affiliates in addressing common challenges, and build collective power for working people across Washington State; and

Whereas, Washington's labor movement has grown increasingly diverse and interconnected, with affiliates representing workers across a wide range of industries, occupations, sectors, and workplaces; and

Whereas, Workers increasingly face common challenges and opportunities related to organizing, collective bargaining, workforce development, technological change, economic inequality, public policy, and worker power that often extend beyond traditional industry boundaries; and

Whereas, The future strength of organized labor depends upon our ability to build relationships, strengthen solidarity, share information, and foster collaboration across unions, industries, sectors, regions, and generations of workers; and

Whereas, Creating flexible opportunities for affiliates to connect, learn from one another, exchange information, and collaborate around shared interests strengthens the labor movement and better positions affiliates to meet the challenges of a changing economy and workforce; and

Whereas, The WSLC seeks to ensure that its structures for affiliate engagement remain responsive, inclusive, adaptable, and reflective of the needs of today's workforce and tomorrow's labor movement; therefore, be it

Resolved, That constitution section **9**, Subordinate sections and financial aid, is amended by substituting the following:

9 Industry and sector caucuses

9.1 Purpose. A caucus may be established as a forum for affiliated organizations to communicate, share information, build relationships, strengthen solidarity, and foster collaboration across industries and sectors.

9.2 Authority. A caucus has no independent authority and does not exercise any governance, representational, financial, legislative,

political, organizing, bargaining, or policy-making functions of the council or its affiliates.

- 9.3 **Participation.** Participation in a caucus is voluntary and does not create any authority, obligations, duties, or responsibilities for affiliates.
- 9.4 **Creation.** The council president may establish one or more caucuses, combine caucuses, modify the list of caucuses, rename a caucus, suspend a caucus, or dissolve a caucus as necessary to reflect changes in industries, occupations, workforce trends, affiliate participation, and the needs of the council and its affiliates.
- 9.5 **Membership.** An affiliate may participate in one or more caucuses based upon the affiliate's industry, sector, jurisdiction, workforce, or interests. To become a member of a caucus, an affiliate will send a written notice to the council secretary-treasurer, stating a desire to become a member of the caucus. The affiliate's membership in the caucus will continue until the affiliate sends written notice to the council secretary-treasurer, stating that the affiliate withdraws from the caucus. The council secretary-treasurer will send the current list of member affiliates to the caucus chair and secretary whenever the chair or secretary request it and whenever there is a change in the list.
- 9.6 **Leadership duties.** The officers of each caucus are a chair and a secretary. These officers will convene meetings, facilitate discussion, support communication among participating affiliates, perform the duties described in the constitution, and carry out the instructions from the caucus. The chair and the secretary will also perform the duties described in the parliamentary authority for a presiding officer and a secretary, respectively. The chair and secretary have no authority to act on behalf of the council or any affiliate; they may act on behalf of the caucus only when instructed by the caucus or to carry out its decisions.
- 9.7 **Leadership appointment.** The chair and secretary are appointed by the council president for a term of two years or until their successors are appointed, and their term of office begins at the close of the regular convention in even-numbered years. When making appointments, the president seeks to promote broad participation

and representation across affiliates, industries, geographic regions, and the diversity of Washington's labor movement. The chair and secretary of a caucus should be members of different affiliates whenever possible.

- 9.8 **Leadership removal.** A caucus chair or secretary may be removed by the council president with or without cause.
- 9.9 **Meetings at convention.** A caucus meeting may be held during the regular convention at the request of at least two of the caucus's member affiliates. The request for a caucus meeting must be sent in writing to the caucus secretary at least 30 days prior to the opening of the regular convention. The caucus secretary will immediately send notice of the caucus meeting to the council secretary-treasurer. The council secretary-treasurer will send notice of a caucus meeting to each of the caucus's member affiliates at least 14 days prior to the convention.
- 9.10 **Other meetings.** Additional caucus meetings may be held at any time during the year at the request of at least two of the caucus's member affiliates. The request for a caucus meeting must be sent in writing to the caucus secretary. The caucus chair will schedule the meeting, which must be no later than 30 days after the secretary receives the requests. The caucus secretary will send notice to each of the caucus's member affiliates at least 10 days prior to the caucus meeting. A caucus meeting may be conducted in person or electronically.
- 9.11 **Quorum.** At least one individual member, not counting the caucus chair or secretary, from each of two or more member affiliates constitutes a quorum.
- 9.12 **Council assistance.** The council may provide support in scheduling and facilitating caucus meetings.

Resolved, That constitution section 4, Convention, section 4.31, Resolutions, is amended by striking out "affiliate, the executive board, or a subordinate section" and inserting "affiliate or the executive board";

Resolved, That constitution section 4, Convention, is amended by striking out section 4.33, Resolutions from subordinate sections, and renumbering the subsequent sections accordingly;

Resolved, That constitution section **8**, Executive board, is amended by striking out section **8.8**, Authority over section funds, and renumbering the subsequent sections accordingly;

Resolved, That constitution section **11**, Per capita taxes and fees, section **11.7**, Revenue credited to general fund, is amended by striking out “the organization and defense fund as described in **11.8** and”;

Resolved, That constitution section **11**, Per capita taxes and fees, is amended by striking out section **11.8**, Revenue credited to organization and defense fund, and renumbering the subsequent sections accordingly; and

Resolved, That constitution section **17**, Amendments, section **17.2**, Proposals, is amended by striking out “a subordinate section”;

Provided, That the council president will create the list of caucuses and appoint the chair and secretary of each caucus within 30 days after the AFL-CIO president approves this amendment to the constitution.

EFFECT

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
[Existing 9 , Subordinate sections and financial aid]	[Replace all of existing 9 (Subordinate sections and financial aid) with the proposed 9 (Industry and sector caucuses)]	[Proposed 9 , Industry and sector caucuses (shown above)]
4.31 Resolutions. A resolution may be considered at a convention if it is submitted by an affiliate, the executive board, or a subordinate section.	4.31 Resolutions. A resolution may be considered at a convention if it is submitted by an affiliate; <u>or</u> the executive board; or a subordinate section.	4.31 Resolutions. A resolution may be considered at a convention if it is submitted by an affiliate or the executive board.
4.33 Resolutions from subordinate sections. Subordinate sections may submit resolutions approved by those bodies up to noon of the first day of the convention.	4.33 Resolutions from subordinate sections. Subordinate sections may submit resolutions approved by those bodies up to noon of the first day of the convention.	[Deleted]

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
8.8 Authority over section funds. The executive board has final authority to act on requests for organization and defense purposes from the appropriate section funds.	8.8 Authority over section funds. The executive board has final authority to act on requests for organization and defense purposes from the appropriate section funds.	[Deleted]
11.7 Revenue credited to general fund. All revenue from per capita tax and affiliation fees will be credited to the general fund except revenue credited to the organization and defense fund as described in 11.8 and the label promotion and education fund as described in 11.9 .	11.7 Revenue credited to general fund. All revenue from per capita tax and affiliation fees will be credited to the general fund except revenue credited to the organization and defense fund as described in 11.8 and the label promotion and education fund as described in 11.9 .	11.7 Revenue credited to general fund. All revenue from per capita tax and affiliation fees will be credited to the general fund except revenue credited to the label promotion and education fund as described in 11.9 .
11.8 Revenue credited to organization and defense fund. The council will maintain an organization and defense fund for the purposes of organizing and defense and for the operating expenses of the sections. If the balance in the organization and defense fund is less than \$100,000, 3% of the revenue from per capita tax will be credited to the fund until the balance reaches \$100,000. The organization and defense fund will be allocated to each section according to the ratio of the membership of each section's affiliates to the total membership of all local unions affiliated with	11.8 Revenue credited to organization and defense fund. The council will maintain an organization and defense fund for the purposes of organizing and defense and for the operating expenses of the sections. If the balance in the organization and defense fund is less than \$100,000, 3% of the revenue from per capita tax will be credited to the fund until the balance reaches \$100,000. The organization and defense fund will be allocated to each section according to the ratio of the membership of each section's affiliates to the total membership of all local unions affiliated with	[Deleted]

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
the council. If a section depletes the amount allocated to it, the executive board may replenish the section's allocation. Twenty-five percent of the funds allocated to the various sections will be set aside to defray the costs of operating the sections. The organization and defense fund may be distributed only in compliance with 9.8 or to pay for a section's operating costs. An annual report of the disbursements for a section's operating costs will be submitted to the secretary-treasurer within 60 days after the end of each fiscal year for inclusion in the secretary-treasurer's report to the convention.	the council. If a section depletes the amount allocated to it, the executive board may replenish the section's allocation. Twenty-five percent of the funds allocated to the various sections will be set aside to defray the costs of operating the sections. The organization and defense fund may be distributed only in compliance with 9.8 or to pay for a section's operating costs. An annual report of the disbursements for a section's operating costs will be submitted to the secretary-treasurer within 60 days after the end of each fiscal year for inclusion in the secretary-treasurer's report to the convention.	
17.2 Proposals. Amendments to this constitution may be proposed by an affiliate, the executive board, a subordinate section, or the constitution and bylaws committee and must be in resolution form.	17.2 Proposals. Amendments to this constitution may be proposed by an affiliate, the executive board, a subordinate section , or the constitution and bylaws committee and must be in resolution form.	17.2 Proposals. Amendments to this constitution may be proposed by an affiliate, the executive board, or the constitution and bylaws committee and must be in resolution form.

NOTE:

In consultation with the executive board, the president will consider caucuses including, but not limited to

1. Aircraft Trades
2. Automotive Trades

3. Building Trades
4. Childcare and Early Learning
5. Entertainment Trades
6. Food and Allied Trades
7. Health Care
8. Higher Education
9. K-12
10. Manufacturing and Industrial Trades
11. Maritime
12. Metal Trades
13. Retail
14. Transportation
15. Utilities, Energy, and Telecommunications

Pursuant to the deadlines established in the WSLC Constitution, all Constitution & Bylaws Committee work was completed prior to Convention. Accordingly, no committee meeting will be held.

Constitutional Amendment - Language Clean Up

Submitted By:
Constitution and Bylaws Committee

Whereas, Amendments to the Washington State Labor Council Constitution are subject to review and approval by the AFL-CIO; and

Whereas, The AFL-CIO approved several amendments to the Constitution that can be further refined to improve clarity, consistency, and organization without changing their meaning or intent;

Resolved, That constitution section **4**, Convention, section **4.26**, Proxies prohibited, is amended by striking out “No delegate shall be allowed to represent more than one organization”;

Resolved, That constitution section **4**, Convention, is amended by inserting the following immediately before section **4.22**, Quorum, and renumbering the subsequent sections accordingly;

4.22 Each delegate represents one affiliate. No delegate is allowed to represent more than one organization.

Resolved, That constitution section **4**, Convention, section **4.12**, Convention body, is amended by striking out “4.21” and inserting “4.22”;

Resolved, That constitution section **6**, Officers, section **6.12**, Ethical practices code, is amended by striking out “this state labor” and inserting “the”;

Resolved, That constitution section **11**, Per capita taxes and fees, section **11.6**, Reinstatement, is amended by striking out “A union that has been suspended for nonpayment of per capita tax shall pay only the amounts in arrears due at the time of the suspension, but cannot retroactively pay for additional months to increase voting strength” and insert “A local union that has been suspended for nonpayment of per capita tax must pay only the full amount that was due at the time of the suspension and cannot retroactively pay for additional months”;

Resolved, That constitution section **12**, Financial practices and audits, section **12.3**, Audit, is amended by striking out “agreed upon”;

Resolved, That constitution section **13**, Committees, is amended by striking out section **13.9**, Ethical Practices Committee;

Resolved, That constitution section **13**, Committees, is amended by inserting the following immediately before section **13.3**, Convention committees, and renumbering the subsequent sections accordingly;

13.3 Ethical practices committee. The ethical practices committee is a standing committee composed of five members who are appointed promptly after the beginning of each term of office. The ethical practices committee will perform the duties specified in the AFL-CIO Ethical Practices Code for AFL-CIO Officers and Representatives, as it applies to the council's officers and managerial employees.

Resolved, That constitution section **6**, Officers, section **6.13**, Duties of the president, clause f, is amended by substituting

f) approve all disbursements of the council's funds while complying with **12.2**;

Resolved, That constitution section **12**, Financial practices and audits, section **12.2**, Receipts and disbursements, is amended by adding "Before signing a check or otherwise authorizing a disbursement of funds, the president and the secretary-treasurer will ensure that the disbursement is appropriate, necessary, and properly documented";

Resolved, That the constitution is amended by striking out section **6**, Officers, section **6.13**, Duties of the president, clause b, and adding a new section to the end of section **6**, Officers, as follows:

6.15 President can interpret constitution. The president has the authority to interpret the council's constitution when neither the convention nor the executive board are in session. The president's interpretation cannot be incompatible with an interpretation made by the convention or the executive board that is still in effect. An interpretation made by the president is the official interpretation of the council until it is reversed or changed by the convention, the executive board, or the president.

Resolved, That the constitution section **3**, Affiliates, section **3.1**, Eligibility, clause c, is amended by striking out "including local unions with Solidarity Charters authorized by the Executive Council of the AFL-CIO, for so long as it remains in effect" and inserting "including a local union with a solidarity charter approved by the AFL-CIO executive council while the solidarity charter and the AFL-CIO solidarity charter program are in effect" and removing the period at the end of the clause;

Resolved, That the constitution is amended by striking out section **19**, Strategic Planning, inserting the following immediately before section **15**, Boycotts and unfair lists, and renumbering the subsequent sections accordingly;

15 Strategic planning

- 15.1 Coordination within the state.** This council and the area and local central bodies in Washington State will ensure that their work is coordinated and integrated with each other and with the programs and priorities of the AFL-CIO and affiliated national and international unions.
- 15.2 Work plan and budget.** The council will coordinate with the area and local central bodies within Washington State to develop a unified work plan and budget at least every two years. This plan will establish the roles, responsibilities, budget, and activities of each organization. The work plans and budget will be submitted to the AFL-CIO president or the president's designated representative when requested. The AFL-CIO president may modify, approve, or reject any work plan or budget.
- 15.3 Failure to participate or follow plan.** The council or any of its officers are subject to disciplinary action if they fail to
- a) participate in the unified planning and budgeting process,
 - b) conform their activities to the unified work plan and budget, or
 - c) meet performance standards and benchmarks as established by the AFL-CIO executive council.

Resolved, That the constitution is amended by striking out section **18**, Chapters, inserting the following immediately before section **10**, Charges and hearings, and renumbering the subsequent sections accordingly;

10 Chapters

- 10.1 Creation and purpose.** This council may create a chapter if the council determines that an organizational presence is needed in a specific geographic area within Washington State that is not already represented by an existing area labor council or central labor council.
- 10.2 Authority.** A chapter has no right to representation or involvement in the affairs of this council. A chapter may not assess a per capita or membership fee. This council may authorize a chapter

- a) to enact bylaws consistent with this council's constitution;
- b) to elect a chapter president and secretary-treasurer;
- c) to hold meetings of delegates from local unions within the chapter's geographic jurisdiction; and
- d) to make recommendations to the council for its consideration.

10.3 Political education activities. In accordance with the endorsement procedure of this council, the chapter may endorse candidates running for local public office within the chapter's geographic jurisdiction and may screen, interview, and recommend candidates for state and federal legislative office to the council and the council's committee on political education, but these recommendations are not binding.

Effect

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
4.26 Proxies prohibited. Except for local union delegation voting during a roll-call vote as described in 4.25 , proxy voting is prohibited. No delegate shall be allowed to represent more than one organization.	4.26 Proxies prohibited. Except for local union delegation voting during a roll-call vote as described in 4.25 , proxy voting is prohibited. No delegate shall be allowed to represent more than one organization.	4.26 Proxies prohibited. Except for local union delegation voting during a roll-call vote as described in 4.25 , proxy voting is prohibited.
(New section)	<u>4.22 Each delegate represents one affiliate.</u> No delegate is <u>allowed to represent more than one organization.</u>	4.22 Each delegate represents one affiliate. No delegate is allowed to represent more than one organization.
4.12 Convention body. The convention of the council is composed of duly credentialed delegates from affiliates, current officers, and past officers, as described in 4.13 through 4.21.	4.12 Convention body. The convention of the council is composed of duly credentialed delegates from affiliates, current officers, and past officers, as described in 4.13 through 4.21 4.22 .	4.12 Convention body. The convention of the council is composed of duly credentialed delegates from affiliates, current officers, and past officers, as described in 4.13 through 4.22.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
6.12 Ethical practices code. Each officer must review and comply with all of the provisions of the AFL-CIO Ethical Practices Code and the anti-harassment and anti-discrimination policy and code of conduct of this state labor council.	6.12 Ethical practices code. Each officer must review and comply with all of the provisions of the AFL-CIO Ethical Practices Code and the anti-harassment and anti-discrimination policy and code of conduct of this state labor <u>the</u> council.	6.12 Ethical practices code. Each officer must review and comply with all of the provisions of the AFL-CIO Ethical Practices Code and the anti-harassment and anti-discrimination policy and code of conduct of the council.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
11.6 Reinstatement. An affiliate that is suspended for nonpayment of full per capita tax or the affiliation fee may be reinstated under conditions determined by the executive board. A union that has been suspended for nonpayment of per capita tax shall pay only the amounts in arrears due at the time of the suspension, but cannot retroactively pay for additional months to increase voting strength.	11.6 Reinstatement. An affiliate that is suspended for nonpayment of full per capita tax or the affiliation fee may be reinstated under conditions determined by the executive board. A <u>local</u> union that has been suspended for nonpayment of per capita tax shall <u>must</u> pay only the amounts <u>full amount in arrears that was</u> due at the time of the suspension, but <u>and</u> cannot retroactively pay for additional months to increase voting strength.	11.6 Reinstatement. An affiliate that is suspended for nonpayment of full per capita tax or the affiliation fee may be reinstated under conditions determined by the executive board. A local union that has been suspended for nonpayment of per capita tax must pay only the full amount that was due at the time of the suspension and cannot retroactively pay for additional months.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
12.3 Audit. The executive board will appoint an independent certified public accountant to audit the books of the council at least annually, in accordance with AFL-CIO agreed upon procedures, and perform other duties assigned by the executive board. The independent certified public accountant will report to the executive board. An audit of the books is required whenever there is a change or vacancy in the office of president or secretary-treasurer.	12.3 Audit. The executive board will appoint an independent certified public accountant to audit the books of the council at least annually, in accordance with AFL-CIO agreed upon procedures, and perform other duties assigned by the executive board. The independent certified public accountant will report to the executive board. An audit of the books is required whenever there is a change or vacancy in the office of president or secretary-treasurer.	12.3 Audit. The executive board will appoint an independent certified public accountant to audit the books of the council at least annually, in accordance with AFL-CIO procedures, and perform other duties assigned by the executive board. The independent certified public accountant will report to the executive board. An audit of the books is required whenever there is a change or vacancy in the office of president or secretary-treasurer.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
13.9 Ethical Practices Committee. The Ethical Practices Committee shall be a standing committee and shall be responsible for enforcing the substance of the Ethical Practices Code for AFL-CIO Officers and Representatives. This committee shall only be appointed when there is a charge of an ethical practice code violation filed with the state labor council.	13.9 13.3 Ethical Practices Committee practices committee. The Ethical Practices Committee shall be <u>ethical practices committee is a standing committee composed of five members who are appointed promptly after the beginning of each term of office.</u> and shall be responsible for enforcing the substance of The <u>ethical practices committee will perform the duties specified in the AFL-CIO Ethical Practices Code for AFL-CIO Officers and Representatives, as it applies to the council's officers and managerial</u>	13.3 Ethical practices committee. The ethical practices committee is a standing committee composed of five members who are appointed promptly after the beginning of each term of office. The ethical practices committee will perform the duties specified in the AFL-CIO Ethical Practices Code for AFL-CIO Officers and Representatives, as it applies to the council's officers and managerial employees.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
	employees. This committee shall only be appointed when there is a charge of an ethical practice code violation filed with the state labor council.	

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
6.13 Duties of the president. The president is the chief executive officer of the council and will: e) ... f) countersign all checks drawn by the Secretary-Treasurer, after determining that proper documentation of expenditures is on hand and for appropriate and necessary business. g) ...	6.13 Duties of the president. The president is the chief executive officer of the council and will: e) ... f) countersign all checks drawn by the Secretary-Treasurer, after determining that proper documentation of expenditures is on hand and for appropriate and necessary business. <u>approve all disbursements of the council's funds while complying with 12.2;</u> g) ...	6.13 Duties of the president. The president is the chief executive officer of the council and will: e) ... f) approve all disbursements of the council's funds while complying with 12.2; g) ...
12.2 Receipts and disbursements. All funds received by the council will be immediately deposited in one or more federally insured financial institutions. No money will be paid out except by check bearing the signature of the president and secretary-treasurer or by electronic funds transfer in accordance with the AFL-CIO Rules for Electronic Banking and the policies and procedures of the council.	12.2 Receipts and disbursements. All funds received by the council will be immediately deposited in one or more federally insured financial institutions. No money will be paid out except by check bearing the signature of the president and secretary-treasurer or by electronic funds transfer in accordance with the AFL-CIO Rules for Electronic Banking and the policies and procedures of the council. <u>Before signing a check or otherwise authorizing a disbursement of funds, the president and the secretary-treasurer will ensure that the disbursement is</u>	12.2 Receipts and disbursements. All funds received by the council will be immediately deposited in one or more federally insured financial institutions. No money will be paid out except by check bearing the signature of the president and secretary-treasurer or by electronic funds transfer in accordance with the AFL-CIO Rules for Electronic Banking and the policies and procedures of the council. Before signing a check or otherwise authorizing a disbursement of funds, the president and the secretary-treasurer will ensure that the disbursement is

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
	<u>appropriate, necessary, and properly documented.</u>	appropriate, necessary, and properly documented.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
6.13 Duties of the president. The president is the chief executive officer of the council and will: a) perform the duties described by this constitution and the parliamentary authority; b) have authority to interpret the Constitution between meetings of the Executive Board and said interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Board or a Convention. c) actively encourage all eligible organizations to affiliate with the council; d) ...	6.13 Duties of the president. The president is the chief executive officer of the council and will: a) perform the duties described by this constitution and the parliamentary authority; b) have authority to interpret the Constitution between meetings of the Executive Board and said interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Board or a Convention. e) <u>b)</u> actively encourage all eligible organizations to affiliate with the council; d) <u>c)</u> ...	6.13 Duties of the president. The president is the chief executive officer of the council and will: a) perform the duties described by this constitution and the parliamentary authority; b) actively encourage all eligible organizations to affiliate with the council; c) ...
(New section)	<u>6.15 President can interpret constitution.</u> <u>The president has the authority to interpret the council's constitution when neither the convention nor the executive board are in session. The president's interpretation cannot be incompatible with an interpretation made by the convention or the executive board that is still in effect. An interpretation made by the president is the official interpretation of the council until it is reversed or changed by the</u>	6.15 President can interpret constitution. The president has the authority to interpret the council's constitution when neither the convention nor the executive board are in session. The president's interpretation cannot be incompatible with an interpretation made by the convention or the executive board that is still in effect. An interpretation made by the president is the official interpretation of the council until it is reversed or changed by the

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
	<u>convention, the executive board, or the president.</u>	convention, the executive board, or the president.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
3.1 Eligibility. Each of the following organizations is eligible to affiliate with this council if it is chartered or has members working in Washington State: b) ... c) a local union chartered by the AFL-CIO, including local unions with Solidarity Charters authorized by the Executive Council of the AFL-CIO, for so long as it remains in effect. d) ...	3.1 Eligibility. Each of the following organizations is eligible to affiliate with this council if it is chartered or has members working in Washington State: b) ... c) a local union chartered by the AFL-CIO, including a local unions <u>union</u> with a Solidarity Charters <u>authorized solidarity charter approved by the Executive Council of the AFL-CIO executive council;</u> for so long as it remains while the solidarity charter and the AFL-CIO solidarity charter program are in effect. d) ...	3.1 Eligibility. Each of the following organizations is eligible to affiliate with this council if it is chartered or has members working in Washington State: b) ... c) a local union chartered by the AFL-CIO, including a local union with a solidarity charter approved by the AFL-CIO executive council while the solidarity charter and the AFL-CIO solidarity charter program are in effect. d) ...

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
19 Strategic Planning 19.1 State, area and local central bodies in a state shall ensure that their work is coordinated and integrated with each other and with the programs and priorities of the AFL-CIO and affiliated national and international unions. The Washington State Labor Council will coordinate with the area and local central bodies within Washington State to develop a unified work plan and budget at least every two years. This plan shall set forth the roles, responsibilities, budget, and activities of each organization. Such work plans and budgets shall be submitted to the president of the AFL-CIO upon or his/her designated representative, upon request. The AFL-CIO president may modify, approve or reject any work plan or budget. The failure of a state, area or local central body, or any of its officers, to participate in the unified planning and budgeting process, to conform their activities to the unified work plan and budget, or to meet performance standards and benchmarks as established by the Executive Council, shall be	19.1 15 Strategic Planning 19.1 <u>15.1 State, Coordination within the state.</u> This council and the area and local central bodies in a state shall <u>Washington State will</u> ensure that their work is coordinated and integrated with each other and with the programs and priorities of the AFL-CIO and affiliated national and international unions. 15.2 Work plan and budget. The Washington State Labor Council <u>council</u> will coordinate with the area and local central bodies within Washington State to develop a unified work plan and budget at least every two years. This plan shall set forth <u>will establish</u> the roles, responsibilities, budget, and activities of each organization. Such <u>The</u> work plans and budgets shall <u>will</u> be submitted to the <u>AFL-CIO</u> president of the AFL-CIO <u>upon or his/her the president's designated representative, upon request when requested.</u> The AFL-CIO president may modify, approve, or reject any work plan or budget. 15.3 Failure to participate or follow plan. The failure of a	15 Strategic Planning 15.1 Coordination within the state. This council and the area and local central bodies in Washington State will ensure that their work is coordinated and integrated with each other and with the programs and priorities of the AFL-CIO and affiliated national and international unions. 15.2 Work plan and budget. The council will coordinate with the area and local central bodies within Washington State to develop a unified work plan and budget at least every two years. This plan will establish the roles, responsibilities, budget, and activities of each organization. The work plans and budgets will be submitted to the AFL-CIO president or the president's designated representative when requested. The AFL-CIO president may modify, approve, or reject any work plan or budget. 15.3 Failure to participate or follow plan. The council or any of its officers are subject to disciplinary action if they fail to a) participate in the unified planning and budgeting process, b) conform their activities

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
grounds for disciplinary action.	state, area or local central body, council or any of its officers; <u>are subject to disciplinary action if they fail to</u> a) participate in the unified planning and budgeting process, b) to conform their activities to the unified work plan and budget, or c) to meet performance standards and benchmarks as established by the AFL-CIO executive council. Executive Council, shall be grounds for disciplinary action.	to the unified work plan and budget, or c) meet performance standards and benchmarks as established by the AFL-CIO executive council.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
18 Chapters 18.1 Chapters of this council may be created if the council determines an organizational presence is needed in a specific geographic area within the state that is not already represented by an existing area labor council or central labor council. Chapters shall have no right of representation or involvement in the affairs of this state federation. Chapters may be authorized to enact bylaws consistent with the state council's constitution; elect a chapter president and secretary-treasurer, hold meetings of delegates from local unions within the chapter's geographic jurisdiction and make recommendations to the state federation for its consideration. Chapters may not assess a per capita or membership fee. In accordance with the endorsement procedure for this council, the chapter may endorse candidates running for local public office within the chapter's geographic jurisdiction and may screen, interview and recommend to the state federation candidates for state and federal legislative office but such recommendation is not binding on this council.	18 10 Chapters 18.1 10.1 Creation and purpose. Chapters of this council may be created <u>This council may create a chapter</u> if the council determines that an organizational presence is needed in a specific geographic area within the state <u>Washington State</u> that is not already represented by an existing area labor council or central labor council. 10.2 Authority. Chapters shall have <u>A chapter has</u> no right of <u>to</u> representation or involvement in the affairs of this state federation <u>council</u>. <u>A chapter may not assess a per capita or membership fee. This council may authorize a chapter</u> Chapters may be authorized <u>a) to enact bylaws consistent with the state this council's constitution;</u> <u>b) to elect a chapter president and secretary-treasurer;</u> <u>c) to hold meetings of delegates from local unions within the chapter's geographic jurisdiction; and</u> <u>d) to make recommendations to the state federation council for its consideration.</u> Chapters	10 Chapters 10.1 Creation and purpose. This council may create a chapter if the council determines that an organizational presence is needed in a specific geographic area within Washington State that is not already represented by an existing area labor council or central labor council. 10.2 Authority. A chapter has no right to representation or involvement in the affairs of this council. A chapter may not assess a per capita or membership fee. This council may authorize a chapter a) to enact bylaws consistent with this council's constitution; b) to elect a chapter president and secretary-treasurer; c) to hold meetings of delegates from local unions within the chapter's geographic jurisdiction; and d) to make recommendations to the council for its consideration. 10.3 Political education activities. In accordance with the endorsement procedure of this council, the chapter

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
	may not assess a per capita or membership fee. <u>10.3 Political education activities.</u> In accordance with the endorsement procedure for <u>of this council</u>, the chapter may endorse candidates running for local public office within the chapter's geographic jurisdiction and may screen, interview, and recommend to the state federation candidates for state and federal legislative office <u>to the council and the council's committee on political education</u>, but such recommendation is <u>these recommendations</u> <u>are not binding on this council.</u>	may endorse candidates running for local public office within the chapter's geographic jurisdiction and may screen, interview, and recommend candidates for state and federal legislative office to the council and the council's committee on political education, but these recommendations are not binding.

Pursuant to the deadlines established in the WSLC Constitution, all Constitution & Bylaws Committee work was completed prior to Convention. Accordingly, no committee meeting will be held.

COPE Bylaws Amendment - Additional Support

Submitted By:
Constitution and Bylaws Committee

Whereas, Solidarity is the foundation of the labor movement, and our strength depends upon the willingness of affiliated labor bodies to support one another in advancing the interests of working people, encouraging harmonious action in matters affecting the welfare of our labor movement, and building a powerful force to speak and act in defense and promotion of all working people; and

Whereas, Political education and engagement are essential to building worker power, and from time to time circumstances may limit a local central body's ability to carry out its political education responsibilities, making it necessary for affiliated labor bodies to work together to ensure workers remain engaged, represented, and empowered rather than allowing critical political work to go undone;

Resolved, That the COPE bylaws, section **8**, Endorsements, section **8.3**, Jurisdiction, is amended by numbering the existing text as subsection **8.3.1** and adding a new subsection **8.3.2** as follows:

8.3.2 When a local central body within Washington State does not have the ability or the capacity to conduct its political education activities, the council will lead those activities until the local central body is able to resume them, in accordance with a strategic plan approved by both the council and the local central body.

EFFECT

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
8.3 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	8.3 Jurisdiction. <u>8.3.1</u> 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	8.3 Jurisdiction. 8.3.1 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

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ
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.	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. <u>8.3.2 When a local central body within Washington State does not have the ability or the capacity to conduct its political education activities, the council will lead those activities until the local central body is able to resume them, in accordance with a strategic plan approved by both the council and the local central body.</u>	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. 8.3.2 When a local central body within Washington State does not have the ability or the capacity to conduct its political education activities, the council will lead those activities until the local central body is able to resume them, in accordance with a strategic plan approved by both the council and the local central body.

Pursuant to the deadlines established in the WSLC Constitution, all Constitution & Bylaws Committee work was completed prior to Convention. Accordingly, no committee meeting will be held.

Resolution in Support of Workers Compensation Reform

Submitted By:

Operative Plasterers' and Cement Masons' International Association Local 528

WHEREAS, workplace injuries occur across industries and directly impact workers and their families; and

WHEREAS, the Washington State Labor Council (WSLC) exists to advocate on behalf of its affiliated unions and members in legislative, regulatory, and judicial matters related to wages, hours, working conditions, health and safety, employment benefits including unemployment and workers' compensation, and environmental conditions affecting work, home, and community; and

WHEREAS, many workers perform inherently hazardous duties, and injuries can result in extended periods of recovery, retraining, or permanent inability to return to work; and

WHEREAS, despite progress in recognizing employer-provided healthcare as part of workers' compensation benefit calculations, injured workers and their families continue to experience loss of health coverage during periods of disability due to the interruption of employer contributions; and

WHEREAS, delays in claims processing and dispute resolution, often involving third-party administrators, can prolong recovery, reduce access to benefits, and place additional financial and physical burdens on injured workers;

THEREFORE, BE IT RESOLVED, that the Washington State Labor Council (WSLC) shall develop and prioritize legislation to modernize workers' compensation benefit calculations during the 2027–2028 Washington State Legislative Biennium, including full recognition and preservation of healthcare benefits and other forms of economic security for injured workers and their families; and

BE IT FURTHER RESOLVED, that the Washington State Labor Council (WSLC) shall advocate for legislation that improves timely access to benefits, strengthens protections for injured workers, and ensures a fair and functional workers' compensation system for all workers across Washington State.

Resolution Supporting Full Organizing and Card Check Rights for Washington State Agricultural Workers

Submitted By:

International Brotherhood of Teamsters (IBT) Local 117; Service Employees
International Union (SEIU) Local 925; Washington State Council of Building and
Construction Trades; Service Employees International Union (SEIU) Local 775;
Certified Electrical Brothers Of Washington (CEWW); Washington Federation of State
Employees (WFSE) Council 28; Washington Education Association (WEA);
International Brotherhood of Teamsters (IBT) Joint Council 28.

WHEREAS, the federal National Labor Relations Act of 1935 explicitly excluded agricultural workers from collective bargaining protections, an exclusion rooted in Jim Crow-era compromises by Southern lawmakers who refused to extend rights to workers in jobs associated with those recently emancipated from slavery; and,

WHEREAS, nearly a century later, this exclusion persists at the federal level, leaving agricultural workers as one of the only categories of private-sector workers in the United States without enforceable collective bargaining rights; and,

WHEREAS, while Washington state law permits agricultural workers to unionize, there is no enforceable mechanism for union elections, certification, or employer recognition, leaving workers who seek to organize with a loose formal process and no recourse when employers refuse to recognize their unions; and,

WHEREAS, without an enforceable framework, farmworkers who seek to organize have been forced to rely solely on strikes, boycotts, and years of costly litigation; and because justice delayed is justice denied, such delay only deepens harm and instability for workers and employers alike; and,

WHEREAS, Washington state's agricultural workers contribute billions of dollars to the state economy, sustaining industries including tree fruit, dairy, wine grapes, hops, vegetables, and other crops that are foundational to rural communities; and,

WHEREAS, card check recognition, which allows a union to be certified when a majority of workers sign authorization cards, is a proven, efficient, and democratic method of establishing worker representation that reduces opportunities for employer intimidation and coercion during drawn-out election campaigns; and,

WHEREAS, the continued denial of organizing rights to agricultural workers perpetuates a legacy of racial exclusion that demands correction; now therefore, be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO, declares its full support for legislation granting Washington's agricultural workers enforceable collective bargaining rights, including card check recognition, union certification, and good-faith bargaining, administered and enforced by the state Public Employment Relations Commission; and be it further,

RESOLVED, that the WSLC will work with its affiliates, the United Farm Workers, Familias Unidas por la Justicia, and allied organizations to build a broad coalition in support of such legislation and will actively lobby, testify, and mobilize its membership for its passage.

2026.28

RESOLUTION TO SUPPORT A MORE RESPONSIBLE WASHINGTON STATE INVESTMENT BOARD

Submitted By:

Washington Federation of State Employees (WFSE) Local 1495

WHEREAS, The Washington State Investment Board (WSIB) manages pension funds, the state's Graduated Education Tuition Fund, Long Term Care Tax, workers' compensation and educational trusts, such that this body's investment choices impact all Washington workers, including members of unions represented by the Washington State Labor Council; and

WHEREAS, WSIB's fiduciary duty to "maximize profits at a prudent level of risk" can, and should, go hand in hand with applying a framework for responsible investing. Companies that are engaging in major environmental harm, human rights abuses or actions that contradict our state's policy priorities have an inherent risk. Our money is invested toward a thirty year horizon: we know that continuing these practices will not turn a consistent profit over the long-term; and

WHEREAS, under the direction of the WSIB, these funds are invested in hundreds of companies that are contributing to and profiting from severe human rights violations, ecosystem destruction, and reckless business models that harm workers, including companies that consistently, knowingly, and directly enable genocide, apartheid and other war crimes and crimes against humanity; companies that support inhumane and illegal immigration enforcement such as through surveillance, immigration detention and private prison infrastructure; companies that are responsible for unacceptable amounts of greenhouse emissions and environmental degradation; and

WHEREAS, while WSIB's fiduciary duty is to Washington state workers and residents the WSIB hasn't fully considered or communicated the risks of investing in companies profiting from gross human rights abuses, accelerating climate disaster, conducting surveillance, detention and deportation of immigrants, or committing serious financial crimes; and

WHEREAS, these issues are not exclusively international or national in nature, but directly relevant to state policy, as the pension board alongside the Washington State legislature governs the fiduciary duties associated with pension investments; and

WHEREAS, a number of labor affiliates, including WEA, WFSE, AFT Washington, MLK Labor, UAW 4122, PROTEC17, and WPEA/UFCW 365 have adopted resolutions and prominent convention items calling for the WSIB to employ more socially responsible investment practices, and several leaders of these unions testified in a legislative hearing about this issue in January of this year; and

WHEREAS, the Fund Our Futures Coalition comprises over fifty community, advocacy and labor organizations working to bring long overdue socially responsible reform to the WSIB, including the Washington Responsible Investment Act, legislation which would require the WSIB to publish a clear Responsible Investment Framework, outlining exclusion criteria (e.g., severe human rights violations, gross environmental degradation, gross corruption) and corporate governance engagement strategies as outlined in [2025-2026 SB 6304](#), cosponsored by 11 Senators, and [HB 2662](#), cosponsored by 33 House Representatives:

THEREFORE, BE IT RESOLVED, that WSLC shall sign on to the support letter for the Responsible Investment Act being organized by the Fund our Futures Coalition and available at www.futures-wa.org, and

RESOLVED, that WSLC shall consider joining the Fund Our Futures Coalition campaign in its effort to encourage the Washington State Investment Board to follow responsible investment practices, practices that align with the values of Washingtonians, the laws of the United States, and international laws, and be it finally

RESOLVED, that the Washington State Labor Council shall publicly support the WA Responsible Investment Act in the State Legislature, including:

1. Include responsible investing as a priority in lobby days;
2. Instruct the Government Relations Team to communicate support to legislators before the legislative session begins; and
3. Communicate to members via email during the legislative session about this legislative priority and recruit members to engage in the legislative advocacy work.