



2026.01

RESOLUTION IN SUPPORT OF AMERICAN MANUFACTURING

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC) affirms the importance of American manufacturing and its critical role in the U.S. economy and supports using public procurement funds to purchase materials, goods, and services produced in the United States, thereby employing the workers whose taxes support our economy; and,

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; now therefore be it,

RESOLVED, the WSLC 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, the WSLC will seek 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 finally,

RESOLVED, the WSLC will 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.



2026.02

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

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, 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 (WSLC) to propose, support, and promote legislation favorable to the interest of workers and organized labor; and,

WHEREAS, other states across the country have amended their state constitutions to protect and provide their residents the right to collectively bargain; and,

WHEREAS, labor unions are as popular as ever with the public, and organizing and collective bargaining are core tenets of unionism; now 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 WSLC will support efforts to secure an amendment to the Washington State Constitution; and be it finally,

RESOLVED, that the WSLC 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.



2026.03

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

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; and,

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; and,

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; and,

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; and,

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

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; and,

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

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; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) 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; and be it further,

RESOLVED, that support for the permanent annual Plan 1 COLA becomes adopted as a legislative priority by the WSLC; and be it finally,

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

7.23.26

opeiu8/afl-cio



2026.04

RESOLUTION SUPPORTING THE WASHINGTON BUILDING TRADES JOBS PACKAGE

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, AFL-CIO (WSLC), 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 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, that the WSLC in collaboration with the WSBCTC will monitor 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.



2026.05

RESOLUTION PROTECTING THE RULE OF LAW AND DUE PROCESS

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC) is committed to advancing economic justice for all working people no matter their occupation; and,

WHEREAS, the WSLC acknowledges economic justice cannot be achieved without social and racial justice underwritten by the rule of law; and,

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

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

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

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

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

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

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

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

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

WHEREAS, the WSLC rejects all efforts to deny individuals their rights and due process; now therefore be it,

RESOLVED, that, the WSLC calls for an immediate and complete ICE withdrawal from our communities, for Congressional action to hold ICE accountable to the law, and action to prevent further harm to working families; and be it further,

RESOLVED, the WSLC will stand in solidarity with organizations, institutions, community groups, union siblings and unapologetic leaders who defend the rights of all members; and be it further,

RESOLVED, the WSLC calls for the defunding and total abolition of ICE and a shift to humane immigration enforcement practices under preexisting federal agencies; and be it finally,

RESOLVED, that the WSLC will forward this resolution to AFL-CIO to register support for national advocacy efforts to this end.

7.23.26

opeiu8/afl-cio



2026.06

RESOLUTION IN SUPPORT OF THE RIGHT TO STRIKE FOR STATE EMPLOYEES

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

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

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 Washington State Labor Council, AFL-CIO (WSLC) affirms all workers should have the right to strike, whether employed in the private or public sector; and

RESOLVED, the WSLC will convene the leaders of government employee unions to facilitate discussions about the public sector right to strike.



2026.07

RESOLUTION IN SUPPORT OF A UNIVERSAL PUBLIC POSTAL SERVICE

WHEREAS, the United States Postal Service (USPS) 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 USPS 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 Washington State Labor Council, AFL-CIO (WSLC) supports the following federal legislation and resolutions affecting postal employees and the USPS 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 WSLC 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 USPS; and be it further,

RESOLVED, that the WSLC opposes any effort to privatize, weaken, or diminish the USPS and instead supports policies that strengthen universal service, expand revenue opportunities,

protect postal employees, and preserve the USPS as a public institution accountable to the American people; and be it finally,

RESOLVED, that the WSLC will advocate for the enactment of these measures and will communicate the labor movement's support for them to Washington State's Federal Delegation.

7.23.26

opeiu8/afl-cio



2026.08

RESOLUTION OPPOSING FEDERAL USPS RULES THAT THREATEN MAIL, VOTING, AND DEMOCRACY

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; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) 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 WSLC 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 WSLC 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 finally,

RESOLVED, that the WSLC urges the AFL-CIO, to adopt a similar position and advocate for the protection of vote-by-mail systems, voting rights, and democratic self-government.

7.23.26

opeiu8/afl-cio



2026.09

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

WHEREAS, The Washington State Labor Council, AFL-CIO (WSLC), 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; now therefore be it,

RESOLVED, that the WSLC 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 WSLC 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.

7.23.26

opeiu8/afl-cio



2026.10

RESOLUTION SUPPORTING WASHINGTON SECURITY OFFICERS

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 (WSLC) will work with security officers and their unions to establish industry standards that provide livable wages and benefits; and be it finally,

RESOLVED, the WSLC 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.

7.23.26

opeiu8/afl-cio



2026.11

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

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 (WSLC), will engage the breadth and experience of the labor teaching community to elevate the dishonest and degrading impacts of products that facilitate cheating or fraud in education settings to the broader labor community, students, and the legislative and executive branches; and be it further,

RESOLVED, that the WSLC will support affiliate efforts for 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 finally,

RESOLVED, that the WSLC will support 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.

7.23.26

opeiu8/afl-cio



2026.12

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

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; now therefore be it,

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



2026.13

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

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 (WSLC) 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; now therefore be it,

RESOLVED, that the WSLC stands in full solidarity with SPEEA members as they engage in collective bargaining with The Boeing Company; and be it further,

RESOLVED, that the WSLC 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 WSLC 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 WSLC 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 WSLC 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 and The Boeing Company.



2026.14

RESOLUTION IN SUPPORT OF RESTORING UNIONS' STANDING TO REPRESENT THEIR MEMBERS IN COURT

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 (WSNA) 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; now therefore be it,

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

RESOLVED, that our WSLC 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.



2026.15

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

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, the Washington State Labor Council, AFL-CIO (WSLC) 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, the WSLC 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; now therefore be it,

RESOLVED, that the WSLC will send a copy of this resolution to the AFL-CIO and communicate the Council's support for national advocacy in favor of rescinding Executive Order 14380, and the goal of ending unilateral coercive measures against the nation of Cuba.



2026.16

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

WHEREAS, in a January 16, 2026 court filing in the American Federation of State, County and Municipal Employees 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 (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 9A.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, AFL-CIO 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.

7.23.26

opeiu8/afl-cio



2026.17

RESOLUTION OPPOSING DEFAULT ENROLLMENT IN MEDICARE ADVANTAGE PLANS

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, the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), in Resolution 15: Protecting and Expanding Medicare Benefits (2013), 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, Washington State Labor Council, AFL-CIO (WSLC) Resolution 2022.02 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 WSLC 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.

7.23.26

opeiu8/afl-cio



2026.18

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

WHEREAS, the Washington State Labor Council, AFL-CIO (WSLC) expresses 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; and,

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

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; and,

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; and,

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; and,

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; and,

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 the 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; and be it further,

RESOLVED, that the WSLC recognizes and honors the frontline staff of the TRL 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; and be it further,

RESOLVED, that the 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; and be it finally,

RESOLVED, that a copy of this resolution shall be transmitted to the Washington State Library, the American Federation of State, County and Municipal Employees International, the American Library Association, and all Washington State elected leaders.



2026.19

CONSTITUTIONAL AMENDMENT - CORRECT DEADLINE FOR SUBORDINATE SECTIONS

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; now therefore be it,

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.”.

7.23.26

opeiu8/afl-cio



2026.20

CONSTITUTIONAL AMENDMENT – LATE RESOLUTIONS

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; now therefore be it,

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 75% 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; and be it finally,

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.



2026.21

CONSTITUTIONAL AMENDMENT - FAXES

Whereas, the Washington State Labor Council, AFL-CIO 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.

7.23.26

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2026.22

CONSTITUTIONAL AMENDMENT - CAUCUSES

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; now 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 in consultation with the Executive Board 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. Once established, the list of caucuses will be published and available to 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 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 will 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; and be it further,

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”; and be it further,

RESOLVED, that constitution section 4, Convention, is amended by striking out section 4.33, Resolutions from subordinate sections, and renumbering the subsequent sections accordingly; and be it further,

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; and be it further,

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”; and be it further,

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 be it finally,

RESOLVED, that constitution section 17, Amendments, section 17.2, Proposals, is amended by striking out “a subordinate section”.



2026.23

CONSTITUTIONAL AMENDMENT – LANGUAGE CLEAN UP

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; now therefore be it,

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”; and be it further,

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; and be it further,

RESOLVED, that constitution section 4, Convention, section 4.12, Convention body, is amended by striking out “4.21” and inserting “4.22”; and be it further,

RESOLVED, that constitution section 6, Officers, section 6.12, Ethical practices code, is amended by striking out “this state labor” and inserting “the”; and be it further,

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”; and be it further,

RESOLVED, that constitution section 12, Financial practices and audits, section 12.3, Audit, is amended by striking out “agreed upon”; and be it further,

RESOLVED, that constitution section 13, Committees, is amended by striking out section 13.9, Ethical Practices Committee; and be it further,

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; and be it further,

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; and be it further,

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”; and be it further,

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; and be it further,

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; and be it further,

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; and be it finally,

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.



2026.24

COPE BYLAWS AMENDMENT - ADDITIONAL SUPPORT

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; now therefore be it,

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.

7.23.26

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2026.25

RESOLUTION IN SUPPORT OF WORKERS COMPENSATION REFORM

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; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (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 finally,

RESOLVED, that the 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.

7.23.26

opeiu8/afl-cio



2026.26

RESOLUTION SUPPORTING FULL ORGANIZING AND CARD CHECK RIGHTS FOR WASHINGTON STATE AGRICULTURAL WORKERS

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 (WSLC), 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 finally,

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.

7.23.26

opeiu8/afl-cio



2026.27

RESOLUTION IN SUPPORT OF WASHINGTON'S PAID FAMILY AND MEDICAL LEAVE PROGRAM

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

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

WHEREAS, 250,000 Washingtonians were able to take time to care for themselves or their family in fiscal year 2025 without being forced to choose between their paycheck and the family who depends on it; and,

WHEREAS, paid family and medical leave provides compensation for the essential work of caregiving, which has historically been invisibly provided by women, uncompensated and ignored by public policy; and,

WHEREAS, paid family and medical leave program added \$2 billion in worker replacement wages in 2025 to local economies, allowing working families to pay for groceries, housing, and transportation while also supporting local businesses; these benefits are paid for by employees and employers through a dedicated payroll premium, the majority of which is paid by workers; and,

WHEREAS, Washington was one of the first states in the nation to implement a comprehensive, modern paid family and medical leave program, and program uptake has exceeded projections every year since launch; and,

WHEREAS, that uptake reflects the program working exactly as intended - more fathers bonding with newborns, more birth parents given time to recover from childbirth, more family members able to care for a loved one going through a medical

crisis, and more workers able to fully heal from serious medical emergencies before returning to work; and,

WHEREAS, the program's historic success has not been well supported by a premium structure that exempts very high earnings, creating actuarial pressures that require updating its structure to protect the long-term integrity of benefits that Washington's working families depend on; and,

WHEREAS, any reduction to benefit amounts, leave duration, or qualifying events would reverse hard-won progress and once again force workers to choose between the health of their family and the paycheck their family cannot afford to lose; and,

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

RESOLVED, that the WSLC urges the Washington State Legislature to pass legislation in the 2027 legislative session to ensure a future for the paid family and medical leave program by protecting existing benefits; and be it further,

RESOLVED, that the WSLC will support introduction of this legislation and prioritize it for the 2027 legislative session; and be it finally,

RESOLVED, the WSLC will encourage and assist its affiliates to mobilize their members in the legislative fight to protect paid family and medical leave for generations to come.



2026.28

RESOLUTION ADDRESSING FOOD DESERTS AND EXPANDING EQUITABLE GROCERY ACCESS IN WASHINGTON STATE

WHEREAS, access to affordable, healthy, and culturally appropriate food is a basic human need and essential to the health, dignity, and economic stability of working people; and,

WHEREAS, many communities across Washington State, particularly low-income, rural, and historically marginalized urban neighborhoods, lack adequate access to full-service grocery stores, creating “food deserts” where residents must travel long distances or rely on convenience stores with limited, higher-cost, and less nutritious options; and,

WHEREAS, food deserts disproportionately impact working-class families, seniors, people with disabilities, and communities of color, exacerbating health inequities including higher rates of diet-related illnesses such as diabetes and heart disease; and,

WHEREAS, the closure of grocery stores, often driven by corporate consolidation, disinvestment, and profit-driven decision-making, results in job loss, reduced access to union jobs, and further economic decline in affected communities; and,

WHEREAS, grocery workers are essential workers who provide a critical public service, and expanding access to grocery stores must include a commitment to family-wage jobs, strong labor standards, and the right to organize; and,

WHEREAS, public policy can play a meaningful role in addressing food deserts through targeted incentives, infrastructure investment, and support for community-based and worker-centered solutions, including cooperatives and unionized grocery models; and,

WHEREAS, Washington State has the opportunity to lead in advancing innovative, equitable food access policies that strengthen both communities and the labor movement; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) supports efforts to eliminate food deserts across Washington State and ensure that all communities have access to affordable, healthy food; and be it further,

RESOLVED, that the WSLC will advocate for public policies that incentivize the development and retention of full-service grocery stores in underserved communities, including but not limited to:

- Grants, tax incentives, and low-interest financing for grocery store development in food deserts;
- Zoning, land-use, and infrastructure policies that support equitable food access;
- Protections and incentives to prevent the closure of existing grocery stores in vulnerable communities; and be it further,

RESOLVED, that such policies must prioritize the creation and retention of high-quality jobs, including union jobs, with fair wages, benefits, and safe working conditions, and must respect workers' rights to organize; and be it further,

RESOLVED, that the WSLC supports community-driven and worker-centered models, including cooperatively owned grocery stores and partnerships with labor organizations, as viable and sustainable solutions to address food deserts; and be it further,

RESOLVED, that the WSLC will work in coalition with community organizations, public health advocates, and policymakers to advance legislation and funding that expands equitable food access and strengthens local economies; and be it finally,

RESOLVED, that the WSLC will continue to elevate the voices of grocery workers and impacted communities in the fight to ensure that no Washingtonian is left without access to healthy, affordable food.



2026.29

Resolution In Support Of High-Road Standards for Data Center Development in Washington State

WHEREAS, data centers are the physical foundation for the internet and the digital economy. Since data centers store, process and transmit our personal information, keeping data centers in the United States is key to protecting Washingtonians' data privacy and our Country's broader national security; and,

WHEREAS, these facilities represent billions of dollars in private investment and create opportunities for thousands of family-wage construction jobs, long-term operations and maintenance careers, and expanded registered apprenticeship opportunities; and,

WHEREAS, data centers also place significant demands on electrical infrastructure, water resources, local government services, and surrounding communities, raising legitimate concerns regarding affordability, environmental stewardship, transparency, and equitable community benefit; and,

WHEREAS, working people should not be forced to choose between economic opportunity and responsible stewardship of public resources; and,

WHEREAS, the labor movement believes that economic development succeeds when workers, communities, and industry work together to establish clear expectations that protect the public interest while creating pathways to good union jobs; and,

WHEREAS, projects receiving public incentives or relying upon public infrastructure should deliver measurable public value through good jobs, workforce development, community investment, and responsible resource management; and,

WHEREAS, Washington has an opportunity to become a national leader by demonstrating that data center development can strengthen local communities, protect ratepayers, and expand economic opportunity while upholding the highest labor standards; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) supports responsible data center development that creates lasting benefits for workers, families, and communities; and be it further,

RESOLVED, that the WSLC supports policies requiring data center projects to:

- Utilize Project Labor Agreements or equivalent high-road labor standards whenever appropriate;
- Pay prevailing wages and prioritize responsible contractors with strong records of worker safety, legal compliance, and workforce development;
- Invest in state and federally registered apprenticeship programs to expand pathways into the building and construction trades and long-term technical careers;
- Respect workers' rights to organize and bargain collectively across all phases of construction, operations, maintenance, and related industries;
- Ensure that permanent operations and maintenance jobs are family-supporting jobs with strong wages, benefits, and career advancement opportunities; and be it further,

RESOLVED, that the WSLC supports policies ensuring that data center development protects Washington communities by:

- Preventing the shifting of electricity or infrastructure costs onto residential customers and small businesses;
- Requiring transparency regarding anticipated energy demand, water use, environmental impacts, and community benefits;
- Requiring technologies that reduce resource consumption whenever feasible, such as recycled water, closed loop cooling systems, or air cooled systems;
- Encouraging the use of renewable or non-emitting energy whenever possible
- Supporting investments in electric generation, transmission, and grid modernization necessary to serve new industrial demand while maintaining reliability and affordability for existing customers;
- Providing meaningful opportunities for public participation and local community engagement before project approval;
- Advocating for a surcharge tied to local community weatherization; and be it further,

RESOLVED, that the WSLC supports ensuring public investments produce public benefits by:

- Requiring data center operators who receive any state or local tax incentives or expedited permitting to disclose their progress on the goals of this resolution;
- Ensuring local governments, schools, and public services receive fair economic benefit from data center development;
- Promoting policies that strengthen local supply chains, domestic manufacturing, and union labor throughout the construction and operation of these facilities;
- Promoting tax incentives tied to energy efficiency upgrades
- Promoting the expansion of construction incentives statewide; and be it finally,

RESOLVED, that the WSLC will advocate for state policies that ensure the growth of Washington's digital infrastructure advances the interests of working people by creating good union jobs, protecting ratepayers, safeguarding natural resources, strengthening local communities, and ensuring that the benefits of economic growth are shared broadly rather than concentrated among a few corporate interests.



2026.30

**RESOLUTION IN FAVOR OF ARTIFICIAL INTELLIGENCE
TOOLS THAT SUPPLEMENT WORKERS, NOT REPLACE THEM**

WHEREAS, our society is at a turning point that will shape the future of work. Tech billionaires are pushing artificial intelligence (AI) into every part of our economy, public services, and daily lives. They promise AI will improve our lives, even though many of these technologies are unproven and flawed. At the same time, they spend millions to block the guardrails and accountability needed to protect workers, privacy, and our freedoms; and,

WHEREAS, the economy should work for people, not the other way around. A strong economy creates good jobs where workers can earn a living, support their families, and thrive; and,

WHEREAS, AI has the potential to make work easier and improve quality of life. Instead, many employers are rushing to use it to cut costs and replace work without considering the impact on workers, families, or communities; and,

WHEREAS, technology should improve jobs, not make them worse. It should create opportunity, improve workplace safety, and strengthen our communities. Too often, AI is being used in ways that reduce job quality, disrupt work-life balance, and divide people instead; and,

WHEREAS, with strong guardrails, oversight, and human-centered design, AI can benefit workers and consumers without driving up the cost of housing, groceries, or other necessities through algorithmic price manipulation; and,

WHEREAS, Washington State should have a worker retraining program for residents who lose their jobs due to AI deployment and use; and,

WHEREAS, unregulated AI already threatens jobs, lowers job quality, puts worker safety at risk, weakens labor and civil rights, and expands workplace surveillance and automated management. Beyond the workplace, it also threatens our privacy, public safety, and democracy; and,

WHEREAS, working people want a future where technology supports people, not replaces them. The most important parts of our jobs and our communities are human, and those decisions should never be left entirely to untested and unaccountable technology; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) opposes the reckless rollout of untested AI and other technologies without meaningful safeguards. We support a future where workers help decide how AI is developed and used so innovation creates good jobs, expands opportunity, and reduces—not increases—inequality and discrimination; and be it further,

RESOLVED, that Washington state should have a worker retraining program for residents who lose their jobs based on these changes and that the WSLC explore funding the program through a tax on all contracts and subscriptions that include AI and robotics that use AI; and be it further,

RESOLVED, that the WSLC will support and prioritize policies that protect worker data privacy, minimize and limit the proliferation of electronic employer monitoring, its use and deployment, and protect workers by supporting policies that minimize what and how algorithmic management systems (or Automated data Systems, or similar) make employment-related decisions, and support policies that require a human in the loop of such decisions; and be it further,

RESOLVED, that the WSLC will support policies that guarantee every worker in Washington state the right to collectively bargain over the decision to implement AI in their workplace when it affects their wages, hours, and/or working conditions. We recognize that state laws on bargaining for public sector workers contain antiquated language from 25 years ago that prevents public servants from bargaining over any technology implementation and will support policies and legislation to remove AI from technology covered by management rights laws; and be it further,

RESOLVED, that the WSLC will, upon the request of impacted affiliates, communicate the terms of this resolution to labor-supported elected officials who make decisions regarding the employment of public sector workers, such as the Governor and State Legislature for state employees. We recognize that a refusal to bargain over something

as consequential as AI with public sector workers is inherently anti-worker and must be recognized as such by the labor movement; and be it further,

RESOLVED, that the WSLC will elevate to the AFL-CIO for consideration for advocacy, the allocation of funds within the trade act program to include job loss due to AI and support a worker retraining program that includes displaced workers due to AI and be it finally,

RESOLVED, that the Washington State Labor Council, AFL-CIO, together with our affiliates, their members, and community partners, will pursue laws and policies that:

- Strengthen labor rights and broaden opportunities for collective bargaining.
- Advance guardrails against harmful uses of AI at work.
- Support and promote copyright and intellectual property protections, including requiring consent, credit, and compensation.
- Develop a worker-centered workforce development and training system.
- Institutionalize worker voice within AI research and development.
- Require transparency and accountability in AI applications.
- Model best practices for AI use with government procurement.
- Protect workers' civil rights with special attention to eliminating disparities and uphold democratic integrity.



2026.31

**RESOLUTION SUPPORTING RECOGNITION AND
AUTHORIZATION OF NON-DOMICILED COMMERCIAL
DRIVER LICENSES FOR INTRASTATE COMMERCIAL
OPERATIONS IN WASHINGTON STATE**

WHEREAS, Washington State relies on a diverse and highly skilled commercial driving workforce to provide essential public transportation, school transportation, freight movement, and other critical services that support the state's economy and communities; and,

WHEREAS, many commercial drivers employed in Washington are lawfully authorized to work in the United States and have obtained non-domiciled Commercial Driver Licenses (CDLs) after meeting all applicable federal and state licensing, knowledge, skills testing, medical certification, and safety requirements; and,

WHEREAS, changes to federal policy governing the issuance and renewal of non-domiciled CDLs have created uncertainty for many legally authorized workers whose immigration status does not fall within the limited categories recognized under the federal rule; and,

WHEREAS, the loss of non-domiciled CDL eligibility may reduce the number of qualified commercial drivers available to provide public transit, school transportation, passenger transportation, and other essential commercial services within Washington State; and,

WHEREAS, Washington employers, transit agencies, school districts, contractors, labor organizations, and the traveling public benefit from maintaining a local, stable, experienced, and safety-qualified commercial driving workforce; and,

WHEREAS, all commercial drivers operating within Washington should continue to meet applicable training, testing, medical, insurance, and safety requirements established by law; and,

WHEREAS, the State of Washington has a compelling interest in ensuring continuity of essential transportation services and preventing unnecessary workforce disruptions that could negatively affect employers, employees, passengers, students, and local communities; now therefore be it,

RESOLVED, that the Washington State Labor Council will support the efforts of affiliates to develop solutions that allow qualified non-domiciled commercial drivers to continue operating commercial motor vehicles and preserve Washington's high standard for commercial safety, testing, medical certifications, and background screening; and be it finally,

RESOLVED, that copies of this resolution shall be transmitted to the Governor of Washington, the President of the Washington State Senate, the Speaker of the Washington State House of Representatives, the Director of the Washington State Department of Licensing, the Washington State Department of Transportation, and other appropriate public officials for their consideration.

7.23.26

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2026.32

RESOLUTION TO ADOPT A TRANSIT WORKERS' BILL OF RIGHTS

WHEREAS, transit workers provide an essential public service and are responsible for the safe transportation of thousands of passengers every day; and,

WHEREAS, transit workers work under demanding conditions that require sustained concentration while navigating traffic, weather, road hazards, passenger interactions, and long hours; and,

WHEREAS, safe working conditions, respect in the workplace, and adequate facilities are fundamental rights that protect workers, passengers, and the public alike; and,

WHEREAS, ensuring these rights promotes safety, improves service reliability, strengthens workforce retention, and supports the health and well-being of transit workers; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) endorse the following Transit Workers' Bill of Rights and advocate for its implementation by employers, and all relevant public authorities.

Transit Workers' Bill of Rights

Every transit worker has the right to:

1. A decent and adequate rest break during the working day, recognizing that driver fatigue is a significant safety risk. Operators must remain focused despite traffic, passenger interactions, weather conditions, and reduced visibility, and should be provided at least a one hour lunch as an opportunity to rest.
2. A safe, roadworthy, and properly maintained vehicle that meets all applicable safety standards before and during service.
3. Access to clean, sanitary, and properly maintained restroom and rest facilities throughout all transit routes and work locations.

4. Report safety, security, and workplace concerns without fear of retaliation, intimidation, discipline, or discrimination from employers, transit agencies, or any other authority.
5. Recover from serious illness without harassment or pressure to return to work when under the care of a licensed medical provider and covered by appropriate medical documentation.
6. The Right to Use Protected Leave Without Retaliation or Loss of Opportunity. No worker should suffer adverse consequences for exercising their legal right to use protected leave. Employees shall not be subjected to retaliation, harassment, discipline, discrimination, loss of earnings, or be precluded from promotion, advancement, training, or other career opportunities because they have used protected leave or exercised any legally protected workplace right.
7. Receive timely, relevant, and ongoing safety and operational training necessary to safely perform their duties and respond to changing workplace conditions.
8. Have all workplace rules, policies, and disciplinary procedures provided in writing, clearly communicated, and readily accessible to all employees.
9. Be treated with dignity and respect by employers, management, transit agencies, passengers, and the general public, free from harassment, discrimination, abuse, or violence.
10. A fully functioning air conditioning system in the operator's cab to protect against excessive summer heat and maintain safe working conditions.
11. A fully functioning heating system in the operator's cab to protect against cold weather and ensure safe and healthy working conditions.

RESOLVED, that the WSLC support legislation, collective bargaining efforts, workplace policies, and public education initiatives that advance and protect these rights for all transit workers throughout Washington State; and be it finally,

RESOLVED, that copies of this resolution be provided to affiliated unions, transit agencies, elected officials, and other stakeholders to encourage the adoption and implementation of the Transit Workers' Bill of Rights.

7.23.26

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2026.33

RESOLUTION IN SOLIDARITY WITH STRIKING HOTEL WORKERS

WHEREAS, immigrant hotel workers are essential to the state's hospitality industry, caring for guests, cleaning rooms, preparing meals, and keeping our hotels running every day, often through physically demanding work that too often goes unseen; and,

WHEREAS, at a time when immigrant communities are facing increasing attacks and fear fueled by federal immigration enforcement, Washington State must continue to stand firmly alongside our immigrant neighbors and affirm that every worker deserves dignity, safety, and the freedom to advocate for themselves and their families; and,

WHEREAS, no worker should have to choose between paying rent, caring for their family, or standing up for basic fairness at work, and no successful business is built without the people whose labor makes that success possible; and,

WHEREAS, workers at Embassy Suites in Seattle have been on strike since June 18, 2026, making tremendous personal sacrifices in pursuit of year-round healthcare coverage, protections from ICE, fair raises, and a return to pre-pandemic staffing levels; and,

WHEREAS, this strike is Seattle's longest hotel strike to date; and,

WHEREAS, UNITE HERE Local 8 thanks the Washington State Labor Council, AFL-CIO (WSLC) for leading the passage of unemployment benefits for striking workers at the state legislature and providing in person assistance to strikers applying for such benefits; and,

WHEREAS, UNITE HERE Local 8 thanks the wider community for picketing and taking action in solidarity with strikers; now therefore be it,

RESOLVED, the WSLC and its affiliates continue to stand in solidarity with Seattle Embassy Suites hotel workers until they win a fair contract.

7.23.26

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