



# **AFT-Oregon Convention**

## **Disposition of Resolutions Passed in 2018**

**May 2019 Edition**

**May 3-5, 2019  
Sunriver Resort  
Sun River, Oregon**



# Action Taken on 2018 Resolutions

May 2019 Edition

**Note:** The “*Actions Taken*” are numbered to correspond with each resolution’s numbered “*Requirements*”.

## Resolution # 2018-1

**Title:** Resolution to Bargain for Trans Healthcare

### Requirements:

1. AFT-Oregon will work towards expanding trans related healthcare compliant with World Professional Association for Transgender Health (WPATH) standards of care;
2. AFT-Oregon will share information about trans inclusive healthcare with locals; and
3. AFT-Oregon will work towards bargaining for inexpensive and affordable trans healthcare; and
4. AFT-Oregon will in coalition with trans rights groups (including but not limited to Basic Rights Oregon, Human Rights Campaign, and WPATH) to advocate for trans inclusive healthcare services that do not question or marginalize trans patients during healthcare; and
5. AFT-Oregon will recommend to AFT-National to include trans healthcare for all their employees and advocate for trans healthcare for other workers across the country.

### Action Taken:

1. Forwarded to AFT Convention, amended and adopted by AFT Executive Council.
2. In Oregon, an insurance bulletin now mandates that all Oregon based health insurance providers need to cover transgender health care.
- 3.
4. Continued working in coalition with groups like Basic Rights Oregon, Planned Parenthood, and NARAL Pro Choice Oregon to advocate for, pass, and fully implement the Reproductive Health Equity Act in the Oregon Legislature. RHEA includes a prohibition of services on the basis of actual or perceived race, color, national origin, sex, sexual orientation, gender identity, age or disability. This protection is an immediate benefit for trans and gender-nonconforming individuals. Made monetary

donations to community organizations who continue to fight for trans healthcare rights, including Basic Rights Oregon and NARAL Pro Choice Oregon. Joined the “No Cuts to Care” Coalition to protect reproductive health care for the hundreds-of-thousands of Oregonians who rely on public health insurance for reproductive health needs. Contributed \$20,000 to the No Cuts to Care campaign, and successfully secured an additional \$20,000 from AFT National for the campaign. Continue to work in coalition for the 2019 legislative session to support and expand trans healthcare in Oregon.

5. Recommended to fellow AFT affiliates, the Oregon Nurses Association and the Oregon Nurses and Healthcare Professionals (both members of the AFT healthcare division) that they continue to advocate for trans healthcare for other workers across the country. This resolution was amended and adopted by the AFT Executive Council.

**Resolution # 2018-2**

**Title: Resolution to Oppose Exclusive Uses of Quantitative Metrics Imposed on Higher Ed. Professionals**

**Requirements:**

1. AFT-Oregon defend the working conditions of higher education professionals by opposing evaluation schemes solely consisting of quantitative metrics in upcoming bargaining sessions; and
2. AFT-Oregon will provide support to educators bargaining for the use of alternative forms of evaluation criteria, especially with respect to evaluation based employment decisions such as assignment of duties, raises and tenure evaluations; and
3. AFT-Oregon make recommendations for more worker-friendly and useful evaluation standardization; and
4. AFT-Oregon work to encourage participatory evaluation procedures for all of its members that do not reduce complicated work processes into a quantifiable metric.

**Action Taken:**

1. Met with the Higher Education Advisor to Governor Kate Brown and indicated that we oppose evaluation schemes solely consisting of quantitative metrics.
- 2.
- 3.
- 4.

**Resolution # 2018-3**

**Title: Resolution to Stimulate Development of Union Housing Cooperatives**

**Requirements:**

1. AFT-Oregon will partner with non-profit housing cooperatives and other non-profit organizations willing to provide start-up funds for stimulating the development of union housing cooperatives in the state of Oregon; and
2. AFT-Oregon will further realize the goal of stimulating union housing cooperatives by establishing a fund amounting to no less than twenty-five thousand (\$25,000) dollars for assisting active AFT-Oregon members who request funds for starting a union housing cooperative\_which provides housing exclusively for dues-paying union members and their families; and
3. AFT-Oregon Executive Council will be responsible for allocating monies toward this fund; and
4. that these partnerships with other groups and the fund for assisting active members will be implemented no later than (12) months after the passage of this resolution; and
5. AFT-Oregon will additionally support the development of union housing cooperatives by providing workshops, training and additional forms of developmental support with the assistance of experienced individuals, groups, and professionals able to train and educate those union members and local affiliates who wish to establish union housing cooperatives in the area; and
6. AFT-Oregon Executive Council or designee, shall establish regulations to implement and manage this resolution.

**Action Taken:**

1. Executive Council has not received recommendations from the Housing Workgroup.

## **Resolution # 2018-4**

### **Title: Resolution to Support Single-Payer Healthcare**

#### **Requirements:**

1. AFT-Oregon will take its place at the center of the healthcare debate, supporting the principle of a single-payer healthcare system as a way of ensuring universal and affordable healthcare for all; and
2. AFT-Oregon will engage with stakeholders and existing initiatives at the federal and state level to define and lay forth its own vision for a fair and sustainable single-payer system, for example by putting in place a member taskforce or working group at the union level; and
3. AFT-Oregon will thereupon communicate its position on and vision for single-payer healthcare to members, through emails or on its website, in an effort to educate and mobilize them and promote a deeper understanding of single-payer systems, beyond hoaxes and alternative facts; and
4. AFT-Oregon will advocate for the AFT to lobby on behalf of single-payer healthcare and work to make legislators, the administration, and other relevant government sectors aware of the vitally important reform of the healthcare system.

#### **Action Taken:**

1. As AFT-Oregon has done for decades, we continue to actively participate in our coalition partnership and financial sponsorship of Healthcare for All Oregon in their efforts to establish single-payer healthcare in Oregon. AFT-Oregon continues to work closely with ONA and OFNHP, the two AFT affiliate health care unions in Oregon, including lobbying beside them for legislation to amend the Oregon Constitution to make healthcare a protected right.
2. AFT-Oregon continued its longstanding engagement with stakeholders and existing initiatives at the federal and state level to define and lay forth its own vision for a fair and sustainable single-payer system.
3. AFT-Oregon communicated its position on and vision for single-payer healthcare to members, on its website, in an effort to educate and mobilize them and promote a deeper understanding of single-payer systems.
4. AFT-Oregon delegates to the national AFT convention supported the national AFT resolution to state loudly and clearly that AFT believes in

universal healthcare, whether single-payer or Medicaid for all. AFT-Oregon delegates to the national AFT convention voted in favor of the AFT national resolution encouraging our union to only endorse candidates who support single-payer healthcare/universal healthcare.

## **Resolution # 2018-5**

### **Title: For a Safe Workplace**

#### **Requirements:**

1. That Oregon's unions will focus on prevention, which starts with accountability, and
2. AFT-Oregon and its constituent associations urge and support the strengthening of Title VII and other federal, state, and local laws that identify, address the effects of, and prohibit sexual harassment and sexual violence in the workplace; and
3. That we will help to establish stronger workplace practices and cultural norms to prevent harassment in the workplace and build a culture of respect for all employees; and
4. That we will help create channels to more adequately support workers who experience harassment in the workplace based on their gender, to report harassment quickly, and to ensure a just resolution of complaints; and
5. That we will encourage men to step up, speak out, and work to eradicate the culture of gender violence; and
6. That we will protect victims who file charges of harassment against retaliation. Fear of losing their job or demotion are among the main reasons victims do not report sexual harassment or violence; and
7. That we give women and other targeted groups a strong voice in the grievance process, and include them as active participants in shaping workplace policies, practices, and norms.

#### **Action Taken:**

1. Oregon's unions are in a coalition based on this issue. In 2018, AFT-Oregon worked in-coalition within the Oregon legislature to change the culture of workplace violence, sexual assault and harassment.
2. AFT-Oregon and its constituent associations have, and will continue, to urge and support the strengthening of Title VII and other federal, state, and local laws that identify, address the effects of, and prohibit sexual harassment and sexual violence in the workplace;
- 3.
4. Through 2019 legislation, AFT-Oregon is working to create channels to more adequately support workers who experience harassment in the

workplace based on their gender, to report harassment quickly, and to ensure a just resolution of complaints.

5. AFT-Oregon in coalition with other unions is advocating for Senate Bill 726, the Oregon Workplace Fairness Act.
6. AFT-Oregon was a top supporter of the No on Measure 105 campaign in 2018. If it had passed, Measure 105 would have made it harder to protect victims against retaliation if they file charges of harassment and will make it less likely that victims report sexual harassment or violence. We are also working on this issue within our 2019 legislation.
7. Current proposed legislation includes a strong voice in the grievance process, and active participants in shaping workplace policies, practices, and norms, for women and other targeted communities.

**Resolution # 2018-6**

**Title: In Honor of Deirdre Mackey and Grace Misztal**

**Requirements:**

1. AFT-Oregon will establish two scholarships for post-secondary education in the amount of \$1,500 each, awarded annually: one of which will be available to members and the other available to a member's dependent who are members of a marginalized community and/or demonstrate that their studies will work to advance the cause of social justice and the ending of discrimination.

**Action Taken:**

1. AFT-Oregon Scholarship and Awards Commission has included this award in their awards for the 2019 Convention. Creation of this award was shared with Deirdre's mother and family and recognized in a story posted on the AFT-Oregon website.

**Resolution # 2018-8**

**Title: Resolution to Oppose the Presence of Immigration and Customs Enforcement (ICE) Officials in Schools**

**Requirements:**

1. AFT-Oregon will work towards protecting immigrant students, international students, children of international students, and students of color; and
2. AFT-Oregon will oppose legislation permitting ICE access to students in Oregon schools; and
3. AFT-Oregon will commit to ensuring that its members inalienable human rights be protected; and
4. AFT-Oregon members and staff shall not ask about or document any person's immigration status or that of their family members, and pursuant to FERPA shall not disclose without consent the immigration status or other personal information of any student or their family members; and
5. AFT-Oregon will produce and distribute information about legal rights and immigration law in their schools, and commit resources to retaining legal representation for vulnerable students, teachers, families, and union members; and
6. That racism, xenophobia, and Islamophobia will be opposed
7. AFT-Oregon will oppose the presence of ICE officers in all educational spaces and educational transport; and
8. AFT-Oregon will support institutions which have claimed sanctuary status; and
9. AFT-Oregon will present and endorse this resolution to the AFT-National Convention.

**Action Taken:**

1. AFT-Oregon continues to work in coalition with Latinx rights groups who continue to oppose ICE in schools – and everywhere else. This includes the One Oregon coalition, as well as Oregonians United Against Profiling. AFT-Oregon also supports several Latinx rights groups, including Causa, in their fight against ICE.
2. AFT-Oregon continues to oppose any efforts for ICE access to school
- 3.
4. AFT-Oregon staff do not inquire about immigration status.

5. AFT-Oregon has consulted immigration attorneys on behalf of locals representing international staff
- 6.
- 7.
- 8.
9. This resolution was precluded by AFT Resolution 20, "Immigrants in the United States."

**Resolution # 2018-9**

**Title: Preserving the Freedom of Union Access**

**Requirements:**

1. AFT-Oregon support legislation and policies that require employers to provide the exclusive bargaining representative for their employees with access to new employee orientations and onboarding processes, whether in person, online, or through other means; and
2. AFT-Oregon support legislation and policies that require employers to provide in a prompt manner the exclusive bargaining representative with contact information for new employees; and
3. AFT-Oregon support legislation and policies that forbid employers from coercing or encouraging employees from joining their union as exclusive bargaining representative

**Action Taken:**

1. Working in coalition, AFT-Oregon has made passage of HB 2016 a top legislative priority this session.
2. See above.
3. See above.

**Resolution # 2018-10**

**Title: In Opposition to the Arming of Educators**

**Requirements:**

1. AFT-Oregon oppose arming educators with firearms; and
2. AFT-Oregon oppose colleges and universities penalizing students in their admission processes by taking into account discipline and other punitive measures used against students who participated in demonstrations or walk-outs to protest gun violence in schools
3. AFT-Oregon will forward this resolution to AFT National to support these actions at the national level.

**Action Taken:**

1. AFT-Oregon has been vocal on its social media, and website, as well as with lawmakers, about our opposition to arming educators.
2. AFT-Oregon is supporting the Oregon Student Association to fight any retaliation against those who participated in demonstrations.
3. This resolution was referred by the AFT Convention to the AFT Executive Council where it was forwarded to the AFT Gun Violence Taskforce.

**Resolution # 2018-12****Title: Resolution to Support Graduate Student Seats on University Board of Trustees****Requirements:**

1. AFT-Oregon renew its commitment to instituting a Graduate Student Member on every university Board of Trustees in the state; and
2. AFT-Oregon commits to providing the legislative support to all graduate employee unions in the state of Oregon to lobby for seats on their respective Board of Trustees.

**Action Taken:**

1. AFT-Oregon, in coalition with the Oregon Higher Education Coalition, has had dozens of policy conversations about the issue of a Graduate Student member on Board of Trustees in Oregon. AFT-Oregon, in coalition with the Oregon Higher Education Coalition, has introduced legislation for 2019 that would add a voting Graduate Student position to the Oregon Higher Education Coordinating Commission. AFT-Oregon has lobbied several higher education institutions to inform them of our desire and position. AFT-Oregon has met with the Governor's Higher Education Advisor and advocated for a seat on the Board of Trustees for Graduate Students.
2. As in legislative sessions past, AFT-Oregon remains committed to providing legislative support to any graduate employee union that decides to take a lead on this issue.

**Resolution # 2018-13**

**Title: Resolution to Support a Ban on Assault Rifles Bill**

**Requirements:**

1. AFT-Oregon work with state legislators to enact a law banning the sale of military-style assault weapons as well as high-capacity magazines or clips that can hold more than 10 bullets at a time; and
2. AFT-Oregon forward this resolution to AFT National for consideration at the national level.

**Action Taken:**

1. AFT-Oregon participated in several coalition meetings surrounding a potential 2018 ballot measure to ban the sale of military-style assault weapons and high capacity magazines. AFT-Oregon will join a coalition of firearm safety advocates, like Everytown for Gun Safety, who are leading these efforts and will have legislation on the issue in the 2019 session.
2. This resolution was referred by the AFT Convention to the AFT Executive Council where it was forwarded to the AFT Gun Violence Taskforce.

**Resolution # 2018-15****Title: Resolution for AFT-Oregon to Explore and Make Transparent Budgetary Solutions under Right-to-Work****Requirements:**

1. AFT-Oregon will communicate the findings of the building committee on issues of building sale, rental, and costs in an email to the President of each AFT-Oregon local by no later than the end of September 2018 in order to seek feedback as to the best option moving forward; and
2. AFT-Oregon will submit a full budget to local chapters' executive boards for possible Janus ruling outcomes for their review; and
3. AFT-Oregon will make a similar request to AFT-National for a full report of their budget accounting for possible Janus ruling outcomes, to be reviewed by the AFT-Oregon Executive Council; and
4. AFT-Oregon will endeavor to make future budget reports pertaining to possible Janus outcomes available to local Presidents.

**Action Taken:**

1. The AFT-Oregon Building Committee has had difficulty finding objective advising on building sales and rentals.
2. The 2017-2018 budget has been sent to all local presidents.
3. The AFT budget is on the Leadernet website.
4. 2019-2020 budget is in development and will be shared with presidents after approval by Executive Council at the June meeting.

**Resolution # 2018-16**

**Title: Resolution for Increasing the Transparency of the AFT-National Budget**

**Requirements:**

1. AFT-Oregon will support financial transparency all the way from local level up to the national federation; and
2. AFT-Oregon will promote an enhancement of the AFT-National's financial disclosure and transparency rules; and
3. that AFT-Oregon will push for the AFT-National's budget to be made available for consultation by the AFT-National members, no later than 30 days after its adoption by the executive council; and
4. AFT-Oregon will require that approved revisions to the budget, exceeding 15% of its original size, be made available for consultation by the union's members; and
5. AFT-Oregon will ask that budget meeting action items, especially voting session action items, be made available to the members; and
6. AFT-Oregon will introduce a resolution towards the inclusion of these rules into the AFT-National's by-laws during the next AFT-National Convention.

**Action Taken:**

- 1.
- 2.
3. The AFT budget is accessible on the Leadernet website.
4. No increases of greater than 15% have been made this year
- 5.
6. This resolution was referred by the AFT Convention to the AFT Executive Council where it was ruled out of order.

**Resolution # 2018-18**

**Title: Resolution to Fund Joint and Local Union Retreats**

**Requirements:**

1. AFT-Oregon will make available financial assistance for local chapters to host joint union retreats annually; and
2. AFT- Oregon will focus on making resources such as training classes and materials accessible for local unions to host their own trainings; and
3. AFT-Oregon provide training and organizing assistance for these annual joint local retreats.

**Action Taken:**

1. AFT-Oregon provided assistance and funding for the graduate employee locals brainstorming session in Corvallis.
2. AFT-Oregon held a regional training in Eugene in summer 2018.
3. AFT and AFT-Oregon staff assisted the joint local retreat in Corvallis.