

CONSTITUTION

Committee Recommends Adoption as Amended

Article VI – Election and Recall of Officers

(Only sections with proposed changes are included)

Section 2. Term of Office.

b. The President shall serve a maximum of five two-year terms.

~~b.~~ c. Vacancies occurring during an officer's term may be filled by the Executive Council which shall have the power to fill vacancies in its membership for the balance of the term of office.

~~c.~~ d. An officer who is absent without good cause from two consecutive meetings of the Executive Council shall have their position declared vacant. The vacancy may be filled according to Section 2(~~b~~ c) of this article.

BYLAWS

Committee Recommends Adoption as Amended

Article IV – Resolutions

Section 4. Effective January 1, 2014: All resolutions shall be designated "binding" unless designated as "non-binding" in the text of the resolution. "Binding" and "non-binding" shall be enacted as described below.

a. All "binding" resolutions passed on the floor of AFT-Oregon annual Convention are to be acted upon at the next regular Executive Council meeting convened following Convention. Measurable action on each resolution is to be documented and sent electronically to each Local President by November 1 following Convention.

b. All "non-binding" resolutions passed on the floor of Convention are considered to be in-line with AFT-Oregon objectives as outlined in the AFT-Oregon Constitution, Article II, and are considered a public declaration of AFT-Oregon's values.

Committee Recommends Adoption as Amended

Article IX – Transparency and Accessibility

Section 1. The agenda for all Executive Council meetings and Executive Council committee meetings shall be distributed electronically to Local Presidents and be made available to all members online through the password protected portion of the AFT-Oregon website at least one week in advance of any meeting.

Section 2. Any member is allowed to attend any Executive Council meeting or Executive Council committee meeting with 24-hour notice to the President of AFT-Oregon.

Section 3. Minutes from all Executive Council meetings and Executive Council committee meetings shall be distributed electronically to the President of each Local and be made available to all members of AFT-Oregon through the password protected portion of the AFT-Oregon website.

Section 4. AFT-Oregon's governing documents, including the Constitution and Bylaws, shall be made available online through the AFT-Oregon website.

Section 5. The AFT -Oregon budget and annual audit report shall be made available online through the password protected portion of the AFT -Oregon website.

Resolutions

Resolution No. 2013-2

Committee Recommends Adoption as Written

Resolution No. 2013-1

Committee Recommends Adoption as Amended

Funding and Sufficient Positions to Handle Reporting Requirements

Whereas, some of this information is gathered from externally mandated standardized tests which must be administered to specific K-12 grade levels at certain times, and can only be taken a specified number of times; and

Whereas, the time spent testing, checking, gathering, and compiling the information is time away from students and means that teachers and staff have to spend more time preparing students for externally mandated standardized testing, administering tests, and compiling test score data, rather than spending time on curriculum planning, instructions, and individual student assistance, to the point that even in-service days can no longer be spent in training but in preparing for testing or compiling test results in order to meet reporting requirements; and

Therefore Be It Resolved, that teaching and classified staff be allowed to spend more of their time instructing, assisting, and guiding students through their education and life development, rather than preparing students for externally mandated standardized tests testing and compiling the results of the testing; and

Be It Further Resolved, that AFT-Oregon opposes the increasing reliance on the increasing requirements of externally mandated standardized testing, gathering, compiling, and writing of reports, at the expense of allowing teachers and staff to educate and support students; and

~~**Be It Further Resolved**, that AFT-Oregon opposes the reliance on the increasing requirement of testing, gathering, compiling, and writing of reports, at the expense of allowing teachers and staff to do what they are trained to do, love to do and want to do – teach America’s students so they can become productive members of society; and~~

Submitted by the Executive Council of AFT-Oregon

Resolution No. 2013-3

Committee Recommends Adoption as Amended

Lowering Student Debt and Increasing Public Funding of Post-Secondary Education

Whereas, the trend of privatization of education defers the economic burden onto students, which literally and figuratively impoverishes the community by suffocating students in often inescapable debt and creating insecurity in the funding of public education; and

Whereas, the increasing cost of education deepens existing inequality along racial and class lines by denying access to quality education to those in underprivileged financial circumstances making 'public' education into a privilege for the wealthy rather than an opportunity for those of merit; and

Whereas, public education exists explicitly for the purpose of providing accessible and quality education to all regardless of economic status, public universities are now a contradiction in terms, providing education primarily to those who can afford it or are willing to be indebted for decades; and

Whereas, although popular thought views higher education as a means to the end of a financially secure future, it is evident that:

- In the current economy, students are often unable to procure relevant employment;
- If it is an investment, the state is grossly underinvested;
- Education is not merely a means to an end, but, as American philosopher John Dewey once stated, "Education is not preparation for life, it is life itself;" and

Whereas, education is an essential part of creating an informed and responsible community; and

Whereas, current funding structures for higher education produced either the inability for political action due to financial and physical constraints for those (full-time) students paying for their education with (full-time) employment, or apathy in students by deferring the costs of their education to their parents or their future selves with loans; and

Whereas, the cost of tuition has been rising at an alarming rate (e.g., a roughly 40 percent increase in the past four years at the University of Oregon) ranking the state of Oregon 46th out of 50 in state spending per university student, and is exacerbated by attendance fees; and

Whereas, Ballot Measure 5 (1990) has limited local municipalities' abilities to fund K-12 education, placing the burden on the state government which trades off with funding of higher education; and

Whereas, a "Pay it Forward" plan removes the pressure for state government to restore higher education funding, lower tuition rates, and act to support state institutions which are beneficial to all Oregonians; ~~now~~ and

Whereas, as educators and professionals, our primary output is the education of our students, and therefore also their debt; and

Whereas, many educators have their own debt and seek to stand in solidarity with their students; and

Whereas, tuition increases do not increase the quality of education for several reasons:

- Standards are often lowered in order to accommodate working students, decreasing the overall quality of education;
- Tuition increases are not reflected in increased number of instructors or their salaries and educational facilities, but rather in administration costs. As a result, instructors are further burdened with larger class sizes (especially in institutions with growing enrollment) without added material support. With privatization of education, instruction becomes mechanized, demanding higher productivity and output at reduced costs;
- Administrators can use tuition increases as a dividing tool between students and instructors hindering the mission of the educational institution; and

Whereas, increased costs of tuition are utilized against brothers and sisters in graduate teaching unions during bargaining as an argument against the administration paying them a living wage; and

Whereas, students and educators are grossly underrepresented on the Oregon State Board of Education (11 public members are appointed for four-year terms whereas only two faculty and two students are appointed for two-year terms); and

Whereas, AFT national has previously supported resolutions regarding state funding of education (specifically in 2009 and 2012); now

Therefore Be It Resolved, that the American Federation of Teachers-Oregon (AFT-Oregon) should engage in continued discussion with community members about the importance of education for citizens and workers; and

~~Therefore Be It Resolved~~ **Be It Further Resolved,** that AFT-Oregon will oppose plans that shift more of the burden of the cost of a public education onto individual students; and

Be It Further Resolved, that AFT-Oregon will support sufficient funding to relieve the burden on individual students and direct our post-secondary system education to benefit the public good; and

Be It Further Resolved, that AFT-Oregon should make opposing the privatization of education and reversing the trend of decreased public funding a top lobbying priority; and

Be It Further Resolved, that AFT-Oregon support financial education so that students can understand educational debt; and

Be It Finally Resolved, that AFT-Oregon should advocate for increased student and educator representation on the Oregon State Board of Higher Education and all other bodies regulating higher education.

Submitted by the Executive Council of AFT-Oregon

Resolution No. 2013-5

Committee Recommends to Adopt as Amended

Support for Regulation of Reverse Mortgages

Whereas, in 2011 and 2012, banks representing 36 percent of the market share for reverse mortgages, (For example, Wells Fargo, and Bank of America) and Metlife, exited the reverse mortgage business, leaving smaller nonbank originators as the new key players, creating new risks for consumers; and

Whereas, spouses or partners are often unaware that they are at risk of losing their home (if the borrower spouse or partner dies or moves, the non-borrower spouse or partner must pay off the mortgage – usually by selling the house); and

Therefore Be It Resolved, that AFT-Oregon support regulations ~~are~~ needed to improve disclosures to borrowers and limit misleading advertising such as sincere movie stars of a certain age who make the commercials believable – “You can get cash now;” – “It’s so easy;” and

Submitted by Local 8035R, AFT-Oregon Retirees

Resolution No. 2013-4

Committee Recommends Adoption as Written

Resolution No. 2013-9

Committee Recommends Adoption as Written

Resolution No. 2013-11

Committee Recommends Adoption as Amended

Ensure the Voting Rights of All Americans

Whereas, in the last several years there have been numerous attacks on the voting rights of Americans, ~~claiming falsely that America is threatened with high levels of voter fraud;~~ and

Whereas, these attacks have been premised on the false claims that America is threatened with high levels of voter fraud; and

Whereas, the attacks have been conducted particularly through voter ID laws which are publicly-acknowledged voter suppression laws, and also through other suppression and disenfranchisement strategies that include but are not limited to the

reduction of early voting days and times, insufficient or outdated and malfunctioning voting machines ~~in some areas likely to vote Democrat~~, biased and unlawful purging of voter rolls, specifically focused barriers to registration, and more; and

Whereas, studies by non-partisan organizations such as Judicial Watch and the Brennan Center for Justice have indicated that the majority of these laws and strategies disproportionately affect the elderly, poor, minorities, and young people, ~~and those who tend to vote Independent or Democrat~~, and include, but are not limited to, a disproportionate number of provisional and discarded ballots, voting machine malfunctions, incorrect voter notification, high numbers of flipped votes ~~from Democrat to Republican~~, and lost ballots; and

Submitted by 8035R, AFT-Oregon Retirees

*Resolution No. 2013-10
Committee Recommends Adoption as Written*

*Resolution No. 2013-12
Committee Recommends Adoption as Written*

*Resolution No. 19
(Submitted as a Special Order of Business)
Committee Recommends Adoption As Amended*

Opposition of Legislation Which Allows Public Sector Jobs to be Contracted Out to Private Industry

Whereas, public institutions have a structure of oversight that ends with elected officials that ~~is~~ are accountable to voters; and

Whereas, ~~the~~ public sector jobs provides living wages ~~jobs~~ which workers spend to strengthen the local community in which they live; and

Whereas, contracted positions rotate personnel regularly, preventing investment in the local community; and

Therefore Be It Resolved, that AFT-Oregon opposes new laws or reforms that would allow fewer restrictions on the contracting out of public sector jobs; and

Be It Further Resolved, that AFT-Oregon opposes attempts to eliminate or gut existing laws restricting contracting out and supports additional regulations that would preserve quality of services by keeping these services and our jobs from being outsourced to private companies that ~~don't have public accountability~~ are not accountable to the public; and

Be It Further Resolved, that consistent with Oregon AFL-CIO goals of increasing participatory support between Locals and other unions, AFT-Oregon is directed to

inform all locals of contracting threats to any local and to strongly urge direct action by locals to support those under threat of attacks by contracting out union jobs; and

Submitted by Local 4671, Hillsboro Classified United

Resolution No. 2013-13

Committee Recommends Adoption as Amended

Tax Reform for the Health Prosperity of Our Nation

Whereas, one of the contributing factors to America's growing inequity is the inequity in contributions to the social contract through taxation, with the wealthy and corporate groups paying a smaller percentage of their income than middle- and lower-income Americans, ~~and in some cases~~ no taxes at all, and in some cases receiving a net gain in tax subsidies, as more of the wealthy depend on sources of wealth other than income; and

Whereas, the wealthy Americans and corporation ~~corporate~~ Americans have access to tax loopholes and shelters and other similar benefits which enable them to avoid paying their fair share of taxes to support our democracy and the welfare of our nation; ~~now and~~

Whereas, the period of highest marginal income tax rates in our history corresponded with the nation's greatest growth of a vibrant working and middle class; now

Submitted by Local 8035R, AFT-Oregon Retirees

Resolution No. 2013-14

Committee Recommends Adoption as Amended

Raise Increase the U.S. Federal Minimum Wage to a Living Wage

Whereas, the U.S. Federal minimum wage has remained at \$7.25 an hour for three years, while actual costs of living have continued to rise; and

Whereas, in the world's wealthiest country, millions of full-time workers continue to earn poverty-level wages, putting their children and themselves at a lifestyle risk for health and education concerns, including, but not limited to, poor nutrition, unsafe or inadequate lodging housing, lack of access to medical aid when needed, and challenges to children's learning abilities and therefore to their success in school; and

Whereas, adjusted simply for inflation, based on the 1968 minimum wage, today's minimum wage should be nearly \$11 per hour; and

Whereas, studies show that an increase in the minimum wage ~~is associated~~ corresponds with an increase in jobs and has little or no negative effect on the employment of minimum wage workers, regardless of the strengths or weakness in the economy, and that an increase in the minimum wage could generate billions of dollars in new consumer spending, adding a needed stimulus to the American economy; and

Therefore Be It Resolved, that AFT-Oregon ~~go on record in support of a raise in the U.S. minimum wage that would enable full-time workers making a minimum wage would not have to live in poverty~~ support an increase in the Federal minimum wage to rates where full-time employment generates a living wage; and

Be It Further Resolved, that AFT-Oregon support a proposal that would tie the U.S. Federal minimum wage to the cost of living, bringing it closer to a living wage; and

Submitted by Local 8035R, AFT-Oregon Retirees

Resolution No. 2013-16

Committee Recommends Adoption as Amended

Resolution "UNITE, Fight to Win"

Whereas, there are political and private pressures being applied to the good citizens of Oregon to abolish collective bargaining. ~~In addition, there are other forces continually delivering potentially fatal blows to organized labor in our beloved state of Oregon every day;~~ and

~~Whereas~~, Sheldon Adelson and other billionaires are willing to individually put hundreds of millions of their own dollars into a War Chest; and

~~Whereas~~, using the War Chest with the sole purpose of going state by state with well-financed, large coordinated staff groups and many non-union people on the ground going door to door, as well as in parking lots trying to get people to sign petitions that could turn our Oregon and many other states, into Right to Work states; and

Whereas, we know what has already happened in 2011 in other states such as Wisconsin, and that state's union-busting Governor, Scott Walker; and

Whereas, our organized labor numbers through Republican and Democratic administrations have plummeted over the last few decades from approximately 40 percent nationwide to 11 percent currently as of 2013; and

Whereas, the ability of a union to protect its members and strengthen its contract is fundamentally based in the strength and solidarity of its membership; and

Whereas, we must hold ~~accountable those elected officials we help get elected.~~ We expect them to apply the same values Oregon AFT educators and staff hold ourselves to. We need to remain strong and healthy in order to be able to teach the

students and citizens we serve using well-balanced and sustainably funded budgets; and

Whereas, we know there is an abundance of hard work ahead for all of us. Our organized labor, wages, benefits, conditions and way of life must survive in order for public education to survive; and

Whereas, we cannot do this alone, we need help from all our members and the communities we serve. It is hard for people, with their busy schedules, to find the time to give of themselves to the union movement. But we must find a way to unite our Oregon AFT members in a force that will be heard. Using a plan that is simple and easier, to find the time we all need to give, so that we may "fight the good fight;" now

Therefore Be It Resolved, that AFT-Oregon adopt the movement named, "UNITE, Fight to Win;" and

Be It Further Resolved, that AFT-Oregon will create a lottery that assigns each member to a single day each year. When an activity of solidarity is planned all members who have been assigned that day are asked to participate in the activity, if their help is not needed, he or she will have met his or her obligation for that year and will not be called upon until next year, unless he or she chooses to volunteer again a random list of all its members and assign one member to one day of help, for one event, and only once per year. These days will reflect one year, consisting of 40 weeks per year. Each of these weeks will have three random days, with a potential need for members to be available to volunteer for. This will create a process that will reduce the needed days for a proactive union rally or event to 120 days. Each member will have the week and the day their name was randomly assigned to, if there is an activity needing his or her help, he or she agree to show up for duty. If their help is not needed, he or she will have met his or her obligation for that year and will not be called upon till next year, unless he or she chose to volunteer again. The movement has the capability to use Oregon AFT's 40,000 members and provide each of those 120 days with a potential of 333 volunteers; and

Be It Further Resolved, that the lottery be limited to 40 weeks per year and each of these weeks will be comprised of three randomly assigned potential service days. These restrictions will prevent our member participation from being spread too thin; and

Be It Further Resolved, that our twenty-two AFT-Oregon local affiliates will communicate and coordinate with AFT-Oregon using existing Political Action Vice Presidents and Executive Councils with the date, week, day, and time of the events as far in advance as possible. This will allow our members as much advance notice as possible to confirm ~~his or her~~ their availability to prepare for his or her attendance that day; and

Be It Further Resolved, this movement will not just focus on political action, but also the fundamental task of engaging and strengthening union membership within our locals and throughout the labor community; and

Be It Further Resolved, that we, the members of Oregon AFT acknowledge that we must unite and fight to win for our livelihoods, our way of life, and for organized labor in the State of Oregon; and

Be It Finally Resolved, we want it known that we will not fall victim to those forces that would abolish our right to organize without a fight. We must unite and fight to win!

Submitted by Local 3922, Portland Community College Federation of Classified Employee

Resolution No. 18

(Submitted as a Special Order of Business)

Committee Recommends Adoption as Amended

Resolution Against So-Called Academic Freedom Bills that Undermine the Accurate Teaching of Evolution

Whereas, a strategy to ~~insert~~ teach creationism, intelligent design, or evolution denial into public science classrooms has emerged with the passage of laws intended to teach these theories as science under the guise of ~~laws~~ protecting academic freedom in the classroom; and

Whereas, these laws may include misleading provisions, such as to teach “the full range of scientific views regarding biological and chemical evolution,” and offers students “protection for subscribing to a particular position on views regarding biological or chemical evolution,” (Discovery Institute, Model Academic Freedom Statute on Evolution, 2007); and

Whereas, these laws may include misleading provisions, such as to help students develop “critical thinking skills” on “controversial issues,” and direct teachers to discuss “the scientific strengths and scientific weaknesses of existing scientific theories,” (Louisiana Science Education Act, 2008); and

Be It Further Resolved, that, as adopted and suitably edited, this resolution a similar resolution will be forwarded to the AFT national convention for consideration.

Submitted by Local 6069, Coalition of Graduate Employees

Resolution No. 2013-15

Committee Recommends Adoption as Amended

Resolution in Support of Hosting Future AFT-Oregon Conventions in Union Facilities

Whereas, the spirit of this resolution remains vibrant in the union; and

Whereas, AFL-CIO President Tom Chamberlain, in a letter dated January 28, 2013, to the Democratic Party of Oregon, stressed the importance of supporting Union facilities by hosting events in venues with union staff; ~~and now~~

Therefore Be It Resolved, that future AFT-Oregon Conventions shall be held in facilities which are not demonstrably hostile to unions, with a preference given to union facilities by choosing venues based on reviewing the AFL-CIO "Do Not Patronize List."

~~**Whereas**, AFT-Oregon in conjunction with AFT-Washington, has successfully gathered at the Hilton Vancouver hotel and conference center in Vancouver, Washington, which employs union workers; and~~

~~—— **Whereas**, the Hilton Vancouver hotel and conference center is more than adequate, in size, to host the AFT-Oregon Convention; now~~

~~—— **Therefore Be It Resolved**, that future AFT-Oregon conventions shall be held in facilities that support union workers, like the Hilton Vancouver.~~

Submitted by Local 111, Portland Federation of School Professionals

Resolution No. 2013-17

Committee Recommends to Table