

2017 AFT-OREGON CONVENTION SUMMARY



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COMMITTEE REPORTS

COMMITTEE REPORTS

Constitution & Bylaws

Edited to reflect committee changes only

Committee recommends adoption as amended

CONSTITUTION

ARTICLE V

OFFICERS

Section 1. Officers shall be:

- c. Executive Vice-President. The duties are to:
 1. Fulfill all duties and responsibilities of the President in ~~his/her~~ their absence;
 2. Be an ex-officio member of all committees and subcommittees of AFT-Oregon; and

Section 3. All officers of AFT-Oregon shall perform the duties set forth by this Constitution, those which usually pertain to such offices, or those which are established by the Executive council.

Additionally, officers of AFT-Oregon shall:

- d. Communicate ~~his/her~~ their activities to the Executive Council on an ongoing basis or as required.

ARTICLE VI

ELECTION AND RECALL OF OFFICERS

Section 1. Eligibility. No one shall be elected to serve or shall continue to serve as an officer of AFT-Oregon unless ~~she/he is~~ they are a member in good standing of an affiliated local in good standing.

ARTICLE VII

EXECUTIVE COUNCIL

Section 2. Duties of the Council. The Executive Council shall have the following duties:

- c. The Executive Council shall designate the Executive Vice-President to act in place of the President in the event of temporary or permanent vacancy during ~~his/her~~ the President's term, subject to the provisions of Section 3(a) of this Article.

ARTICLE IX

CONVENTION REPRESENTATION

Section 5. When a delegate leaves the Convention, ~~his/her~~ their place in the Convention may be taken by an alternate, if any has been certified as provided in this Article.

ARTICLE XI

REFERENDA

Section 5. After receipt of order or request for referendum, it shall be the duty of the AFT-Oregon President to transmit the question to be voted on to the locals within two weeks of its receipt by ~~him/her~~ the President.

BYLAWS

ARTICLE II

PER CAPITA

Section 1.

- e. There shall be no per capita requirement from the local to the state federation for an active member who retires from ~~his/her~~ their represented position and who remains a retiree member of ~~his/her~~ their local.

ARTICLE V

CONVENTION COMMITTEES

Section 2. A delegate interested in a specific problem of a resolution shall have the opportunity to present ~~his/her~~ their viewpoint to the appropriate committee at a time designated by the committee chairperson.

ARTICLE VII

SPECIAL RULES OF ORDER FOR CONVENTIONS

Section 3. The right of any delegate to be seated as a member of the Convention shall be subject to challenge within a twenty-four hour period after ~~he/she has~~ they have been declared seated by the Convention. Challenged delegates may vote unless or until successfully challenged and determined inappropriately seated by the Credentials Committee; however, in the event of a roll-call vote, a successful challenge invalidates the individual's vote.

Section 9. A delegate may move for a roll-call vote on any item being considered.

- f. The results of the roll-call vote shall be tabulated by the Credentials Committee (or, in the case of an election, the Elections Committee) and reported to the Convention immediately upon completion of the tabulation according to the following procedure:
 1. The total votes shall be read;
 2. If any delegates challenge the vote of ~~his/her~~ their local, the roll of delegates from that local shall be read, and each delegate shall rise as ~~his/her~~ their name is called, announce ~~his/her~~ their vote and state the number of votes ~~he/she is~~ they are casting;

CONSTITUTION

ARTICLE VI - ELECTION AND RECALL OF OFFICERS

Section 3. Election of Officers.

e. 1. Balloting for election of officers shall take place under the supervision of the Elections Committee during the last general session of the Convention. Elections will be conducted by a single ballot listing all offices and all candidates for each office with each delegate casting the number of votes allotted to the delegate for a candidate for each office. Delegates will rank candidates in the order of their preference for each office. The number of votes for a local shall be distributed as evenly as possible among the seated delegates of the local.

e.2. When nominations result in only one candidate for an office, the convention may conduct the election by acclamation. A vote by acclamation shall be taken only on a motion to elect by acclamation made and seconded by properly credentialed and seated delegates.

~~f. A majority of votes cast for each office shall be required to elect the officer(s). In the event that no candidate for an office receives a majority of votes cast, a runoff election between the two candidates having the highest number of votes shall be conducted. The runoff shall be by roll call vote.~~

f. If a candidate receives a majority of first preference votes, that candidate is elected. If no candidate receives a majority of first preference votes, an instant runoff shall be tabulated by eliminating the candidate with the lowest total votes and awarding those votes to other candidates in the order of the delegate's preference ranking. The instant runoff tabulation is repeated until a candidate receives a majority of the vote. If a delegate's ballot reaches the last preference, those votes remain with their last candidate preference. In the event of a tie for lowest vote total, those candidates who tie for lowest vote total are eliminated. In the event that a winner could not be awarded, the two candidates with the most votes in the final tabulation shall be elected by a roll-call vote.

g. In elections for positions with multiple seats, the number of votes needed to be elected will be the number of votes cast divided by the number of seats rounded up to a whole number. ~~If~~ If no candidate has enough votes to be elected, an instant runoff (described in subsection f) will be followed. If a candidate has more votes than needed to win, extra votes will be returned to the delegate proportionally and awarded to the other candidates in the order of the delegate's preference ranking. If the election of a candidate would result in a violation of ~~a~~Article 5V ~~s~~Section 2, that candidate is eliminated. If the number of eligible candidates equals the number of available seats, all candidates that receive votes are elected.

Committee Tabled

CONSTITUTION

ARTICLE IX - CONVENTION REPRESENTATION

Section 3. Delegates and/or alternates chosen to represent locals at the State Convention shall either hold an officer position in the local or be selected by secret ballot vote conducted by the local.

Resolutions

Edited to reflect committee changes only

RESOLUTION # 2017-1

Committee recommends this not be adopted and that language be subsumed into 2017-17

Adequate Resources and Training for Community College Public Safety

Whereas, community college public safety and campus security departments strive to maintain a safe environment for students, faculty, and staff; manage crisis responses; and assist with emergencies; and

Whereas, as a result of repeated budget cuts and lack of revenue, many community colleges have reduced resources available to their public safety departments; and

Whereas, resources and knowledge could be pooled and coordinated among community college and other institutions of higher education in order to effectively use funds and share best practices; and

Whereas, active shooter incidents have taken place in Oregon causing injury and death, and the level of preparation can greatly impact the effective response to future incidents; and

Whereas, culturally responsible practices are necessary for ensuring a safe learning environment for all; now

Therefore Be It Resolved, that AFT-Oregon will advocate for statewide certification (beyond the current classification of general private security), training, and resources for community college public safety and campus security departments; and

Be It Further Resolved, that AFT-Oregon will advocate for resource sharing and collaboration for practitioners involved in campus safety and disaster resilience; and

Be It Further Resolved, that AFT-Oregon will advocate for developing funding options for community colleges to upgrade and maintain physical security infrastructure such as cameras, alarms, data storage, lighting, and mass notifications; and

Be It Further Resolved, that AFT-Oregon will advocate for a curriculum and standards for dealing with active shooter incidents for students, faculty, and staff that can be adapted to each campus; and

Be It Finally Resolved, that AFT-Oregon will advocate for statewide training so that public safety personnel can use culturally-competent practices in performing their duties.

RESOLUTION # 2017-2

Committee referred to executive council

RESOLUTION # 2017-3

Committee recommends adoption as amended

Union Representation and Rights for AFT Project Employees

Whereas, AFT is a union of workers dedicated to promote fairness, community engagement, organizing, collective bargaining and political activism; and

Whereas, much of the AFT workforce consists of “project staff”, temporarily hired organizers hired for the length of individual external organizing campaigns; and

Whereas, ~~many~~ some of these project staff are unrepresented or underrepresented by a collective bargaining unit themselves; and

Whereas, the current categorization of external organizing campaigns undertaken by AFT as “projects” perpetuates an environment ~~hostile to the establishment of bargaining units~~ of confusion regarding union membership or affiliation among project employees of AFT and that decreases the perceived job security of these employees; and

Whereas, AFT is an employer and is required by labor law to respect the collective bargaining rights and protections of its employees that are members of unions; and

Whereas, as a union AFT-Oregon should support the unionizing rights of all workers everywhere; now

Therefore Be It Resolved, that the AFT-Oregon will provide a welcome environment for its temporary employees to organize themselves; and

Be It Further Resolved, that that AFT-Oregon will not stand in the way of unionization efforts by any staff, and will recognize any union organized by temporary staff; and

Be It Further Resolved, that any staff hired by AFT-Oregon to work more than 10 hours a week should be given the option to be considered part of the staff bargaining unit; and

Be It Further Resolved, that the AFT-Oregon will undertake an unbiased review of the structure of its external organizing campaigns that promote the lengthy and disproportionate use of temporary hiring practices; and

Be It Further Resolved, that AFT-Oregon should make available information regarding temporary hiring practices, including, but not limited to, number of temporary hires, projects that temporary hires are on, organizational structure for hiring and dismissal of these employees, duration of employment, likelihood of full time employment after temporary hire, how many projects are they hired on before they receive a full time positions, and information about how many temporary hires never receive a full time position; and

Be It Further Resolved, that AFT National Staff provide information to AFT national project staff located in the state of OR so that they are made aware of access to union representation; and

Be It Further Resolved, that the AFT will respect the union rights of project organizers that are currently members of collective bargaining units, including the right of any member of a professional union under its employ to invoke Weingarten rights without fear of retaliation; and

Be It Finally Resolved, that AFT-Oregon will take this resolution to the national level.

RESOLUTION # 2017-4

Committee recommends adoption as amended

Call for Adequate Training of Behavior Support Staff

Whereas, education is a fundamental human right that can't be denied to students with learning or behavior disabilities; and

Whereas, the staff who provide services to these students are often the ones hurt when students needing behavior support act out violently; and

Whereas, the Oregon Intervention System (OIS) provides strategies to mitigate the risk to others from violent outbursts; and

Whereas, substitute educational assistants, bus assistants and drivers, and other school support staff often lack proper training on how to handle students on behavior support plans which puts everyone at risk; and

Whereas, proper training is available but substitutes must often pay for it themselves if they want to gain those skills; and

Whereas, access to Individual Support Plans, which contains important behavior information, is controlled by the classroom teachers who don't always provide this information to educational assistants; and

Whereas, when staff don't have access to student information, they are unable to avoid triggers that can push students into an uncontrollable state where they lash out violently; and

Whereas, our educational assistants, bus assistants and drivers, and any other school support staff are currently in harm's way without the necessary supports to keep them safe; now

Therefore Be It Resolved, that AFT-Oregon advocates for legislation that requires substitute educational assistants, bus assistants and drivers, and any other school support staff to complete training in the Oregon Intervention System (OIS) before they work with students on a Behavior Support Plan; and

Be It Further Resolved, that this legislation also require that training costs must be covered by the employer; and

Be it Finally Resolved, that AFT-Oregon advocates for changes in education regulations that guarantee that educational assistants, bus assistants and drivers, and any other school support staff have access to Individual Education Plans of the students they serve.

RESOLUTION # 2017-5

Committee recommends adoption as amended

Call for Corporate Tax Transparency Resolution to Promote a Corporate Tax to Fund Fair and Quality Public Education

Whereas, Oregon public schools are systematically underfunded with unequal distribution of those funds; and

Whereas, the present division of public education funding by geographic location through property taxes in school districts results in unequal levels of investment among public schools, often along racial and class lines; and

Whereas, public schools funded by local property taxes gives students who, by no fault of their own, were born into more-or-less well funded school districts unequal quality of, and access to, public education; and

Whereas, this inequality of education funding further deepens long term class and income inequalities and restricts the economic mobility necessary for a fair and free democratic society; and

Whereas, Oregon's public education system is under pressure to balance budgets, placing disproportionate burdens on employee unions, teachers, staff, students, and their families; and

Whereas, Oregon has one of the lowest corporate tax rates in the United States, increasing its budget deficit each year, with a current debt of 86.7 Billion [1]; and

Whereas, good policy depends on good data, and attempts to increase revenue have been hindered by a lack of information about tax liabilities for companies operating in Oregon, thereby allowing opponents to propagate a disingenuous narrative about the impact of additional corporate taxes; and

Whereas, Oregon universities and community colleges are also coming under increased pressures to balance budgets, disproportionately at the expense of faculty and graduate employee unions; and

Whereas, As a result of systematic underfunding of public education, Oregon public schools at all levels have an extremely high student to teacher ratio, threatening quality of education which prevents student success; and

Whereas, the systematic underfunding of higher education has led to skyrocketing tuition and increasing student loan burdens and overreliance on contingent labor; and

Whereas, these many problems associated with Oregon's systematically under funded and inequitably distributed public school funds can be rectified through the combination of imposing a tax on corporate profits and by redistributing property taxes across the state; and

Whereas, our role as educators and union members imposes a political duty to cultivate a well-educated and thriving public sphere; now

Whereas, Oregon consistently faces major budget shortfalls due to our unstable tax structure and a massive decline in the corporate share of income taxes; and

Whereas, the choice to keep Oregon's corporate taxes the lowest in the nation has had a devastating impact on education funding; and

Whereas, attempts to increase revenue have been hindered by a lack of information about what the actual tax liabilities are for companies operating in Oregon, allowing opponents to propagate a disingenuous narrative about the impact of additional corporate taxes; and

Whereas, the political climate is ready to have a substantive discussion about tax reform; and

~~**Whereas**, information about companies that take advantage of special provisions in the taxation laws is difficult to find; and~~

~~**Whereas**, good policy depends on good data to drive discussions of reform to a place where the problem is actually fixed; now~~

~~**Therefore Be It Resolved**, that AFT-Oregon will work to educate their members on how taxes are assessed in the State of Oregon.~~

~~**Be It Further Resolved**, AFT-Oregon will establish a statewide lobbying campaign to pressure local and state legislators to increase funding for public education via imposing a tax on corporate profits and redistribution of property taxes; and~~

~~**Therefore Be It Resolved**, that AFT-Oregon advocates for policies that require the state to maintain a public database of tax liabilities for large companies; and~~

~~**Be It Further Resolved**, that AFT-Oregon advocates for policies that require that the usage of any special tax provision, agreement, or accounting practice used by a large company to lower their tax liability must be regularly reported to the public and requires the state to maintain a public database of tax liabilities for large companies; and~~

~~**Be It Further Resolved**, AFT-Oregon will stipulate that these funds will go into the education system in a fair and equitable manner; and~~

~~**Be It Finally Resolved**, that AFT national will support similar measures in all 50 states and at the federal level.~~

~~**Be it Finally Resolved**, that AFT-Oregon will work to educate their members on how taxes are assessed in the State of Oregon.~~

RESOLUTION # 2017-6

Committee recommends adoption as submitted

RESOLUTION # 2017-7

Committee recommends this not be adopted and that language be subsumed into 2017-5

Resolution to Promote Fair and Quality Public Education through Centralized Funding and a Tax on Corporate Profits

Whereas, Oregon public schools are systematically underfunded with unequal distribution of those funds; and

Whereas, the present division of public education funding by geographic location through property taxes in school districts results in unequal levels of investment among public schools, often along racial and class lines; and

Whereas, Oregon has one of the lowest corporate tax rates in the United States, increasing its budget deficit each year, with a current debt of 86.7 Billion [1]; and

Whereas, public schools funded by local property taxes gives students who, by no fault of their own, were born into more-or-less well funded school districts unequal quality of, and access to, public education; and

Whereas, this inequality of education funding further deepens long-term class and income inequalities and restricts the economic mobility necessary for a fair and free democratic society; and

Whereas, in order to balance budgets, public K-12 school systems are attacking teachers' unions by slashing wages and benefits; and

Whereas, Oregon universities are also coming under increased pressures to balance budgets, disproportionately at the expense of faculty and graduate employee unions; and

Whereas, as a result of systematic underfunding of public education, Oregon public schools at all levels have an extremely high student to teacher ratio and skyrocketing tuition, threatening quality of education which prevents student success; and

Whereas, these many problems associated with Oregon's systematically underfunded and inequitably distributed public school funds can be rectified through the combination of redistributing property taxes across the state and by imposing a tax on corporate profits; and

Whereas, our role as educators and union members imposes a political duty to cultivate a well-educated and thriving public sphere; now

Therefore Be It Resolved, AFT-Oregon will establish a statewide lobbying campaign to pressure local and state legislators to increase funding for public education via redistribution of property taxes and imposing a tax on corporate profits; and

Be It Further Resolved, AFT-Oregon will stipulate that these funds will go into the education system in a fair and equitable manner; and

Be It Finally Resolved, that AFT national will support similar measures in all 50 states and at the federal level.

[1] https://ballotpedia.org/Oregon_state_budget_and_finances

RESOLUTION # 2017-8

Committee referred to executive council

RESOLUTION # 2017-9

Committee recommends adoption as amended

In Support of an Equitable Healthcare Agenda including the Reproductive Health Equity Act

Whereas, caring for a family is important work, and should not mean losing wages or compromising our economic security; and

Whereas, we need to ensure every working Oregonian will have paid time away from work to welcome a new child, to recover from a serious illness, or to care for a loved one who is recovering from a serious illness; and

Whereas, since women still provide the majority of unpaid caregiving within the home, whether it is for a child or for an elderly parent, as well as being the primary or co-breadwinner in more than two-thirds of families; and

Whereas, women continue to face barriers to staying in the workforce and maintaining their earnings when family caregiving needs arise; and

Whereas, access to reproductive health care is critical for the health and economic security of all Oregonians, regardless of income, citizenship status, gender identity, or type of insurance; and

~~**Whereas**, access to reproductive health care is critical for the health and economic security of all Oregonians; and~~

Whereas, approximately 18,600 women of reproductive age in Oregon are forced by their insurance plans to pay out-of-pocket costs for preventive health services, including contraception [1]; and

Whereas, an estimated 43,000 women of reproductive age in Oregon who purchase insurance on the Healthcare Exchange, as well as an unknown number of women with employer-sponsored coverage, have policies with deductibles of \$2,500 or more[1]; and

Whereas, the cost of a reproductive procedure such as abortion must first come out of this deductible, leaving the procedure unaffordable and inaccessible for many; and

Whereas, 48,000 women of reproductive age in Oregon are categorically excluded from Medicaid and prohibited from purchasing insurance on the Healthcare Exchange due to their citizenship status [1]; leaving them without coverage for essential health services like reproductive health care; and

Whereas, transgender and gender-nonconforming Oregonians need access to services often categorized as “women’s” health care; and

Whereas, often these services are unavailable to transgender and gender-nonconforming Oregonians when coverage is dependent on a binary gender marker; and

Whereas, health insurance coverage is one of the single most effective ways to ensure that children receive the preventative health and medical care they need to thrive in school and life; and

Whereas, when children have access to health care through Medicaid, studies show they have improved education outcomes and higher incomes later in life; and

Whereas, more than 17,000 children are currently excluded from the Oregon Health Plan because of their residency status; ~~now and~~

Whereas, ~~everyone in Oregon, regardless of income, citizenship status, gender identity, or type of insurance, needs access to the full range of reproductive health services; and~~

Whereas, the Reproductive Health Equity Act House Bill 3391 ensures that Oregonians receive the full range of preventive reproductive health services at zero out-of-pocket cost, fills gaps in reproductive health coverage for those categorically excluded from health programs due to citizenship status, and prohibits discrimination in reproductive health care; now and

Whereas, ~~House Bill 3391, called the Reproductive Health Equity Act, will bridge the gap for the tens of thousands of Oregonians who need access to life-saving reproductive care; now~~

Therefore Be It Resolved, that AFT-Oregon supports reproductive health care for all, regardless of income, citizenship status, gender identity, or type of insurance; and

Be It Further Resolved, that AFT-Oregon supports the creation of a paid family and medical leave program to cover all Oregonians; and

Be It Further Resolved, that AFT-Oregon and its affiliated locals support the passage of the Reproductive Health Equity Act; and

Be It Further Resolved, that AFT-Oregon will join the existing coalition; consisting of American Civil Liberties Union of Oregon, Asian Pacific American Network of Oregon, Family Forward Oregon, NARAL Pro-Choice Oregon, Oregon Latino Health Coalition, Planned Parenthood Advocates of Oregon and Western States Center; and

Be It Further Resolved, that AFT-Oregon will use lobbying resources to support the passage of the bill, including adding HB 3391 to the list of bills supported by members on AFT-Oregon lobby day, to notify members of opportunities to speak on behalf of HB 3391, and instructing to advise the Director of Political and Legislative Affairs to meet with legislators to encourage the passage of HB 3391; and

Be It Further Resolved, that AFT-Oregon supports access to the Oregon Health Plan and other health insurance programs for all regardless of documentation status; and

Be It Finally Resolved, that AFT-Oregon will encourage AFT National to work for a similar bill at the national level.

[1] <https://reprotheequity.org/about/about-the-bill/>

RESOLUTION # 2017-10

Committee recommends adoption as amended

Mental Health Access—In support of access to mental health services and improving awareness of mental health issues

Whereas, ~~for historical and cultural reasons~~, mental illness has persistently been stigmatized in our society, ~~and this stigma is manifested by~~ includes bias, distrust, stereotyping, fear, embarrassment, anger, and/or avoidance; and

Whereas, many of ~~AFT Oregon's members~~ Oregonians have health benefits that do not include comprehensive access to mental health care professionals; and

Whereas, a U.S. Surgeon General Report indicates that one in five children and adolescents will face a significant mental health condition during their school years; and

Whereas, mental health ~~disorders~~ conditions affecting children and adolescents ~~students and employees~~ include a can wide range from attention deficit hyperactivity disorder (ADHD) to autism, depression, eating disorders, and schizophrenia of diagnoses; and

Whereas, the key responsibility of school and university leaders regarding this issue includes creating a safe and nurturing school environment, supporting the physical and mental health of children and young adults, fostering their social and emotional well-being, and being prepared to address teen suicide through effective communication and support; and

Whereas, according to the Coalition to Support Grieving Students, death by suicide is the third leading cause of death in children aged 10-14 and the second leading cause of death in teens aged 15-19; and

Whereas, students who experience suicidal thoughts ~~will go often turn~~ to their teacher, instructor, or professor who do not always have the resources and/or training for these students; and

Whereas, mental health access on campuses and schools is limited, and where available, can include a 4 to 6 week wait to see a mental health professional; and

Whereas, promotion of student mental health is a critical component of improving school climate, safety, and learning; now

Therefore Be It Resolved, that AFT-Oregon will support and encourage the state to provide school and university leaders employees with best practices for ~~dealing with~~ preventing and responding to teen suicide and other school crises related to mental health; and

Be It Further Resolved, that AFT-Oregon work to provide a safe environment for its teachers and instructors by pushing for funding and support for programs to build their capacity to support comprehensive school-based interventions, and coordinate mental wellness services across schools and universities; and

Be It Further Resolved, that AFT-Oregon will work to encourage schools across the state to work with parents, students, school staff, and principals to discuss suicide in a careful and effective manner; and

Be It Further Resolved, that AFT-Oregon will encourage school districts to enable local communities to implement a comprehensive culturally and linguistically appropriate school-based mental health programs that support and foster the health and development of students and ~~instructors~~ employees; and

Be It Further Resolved, that AFT-Oregon will fight for increased funding for mental health facilities across the state for both its members and their students; and

Be It Finally Resolved, that AFT-Oregon will communicate with AFT-National to pressure the federal government to give states and local communities the ability to combine federal and state funding from separate agencies to address mental health and school safety issues at the local level.

RESOLUTION # 2017-11

Committee recommends this not be adopted and that language be subsumed into 2017-9

Resolution to Support the Reproductive Health Equity Act

Whereas, access to reproductive health care is critical for the health and economic security of all Oregonians; and

Whereas, everyone in Oregon, regardless of income, citizenship status, gender identity, or type of insurance, needs access to the full range of reproductive health services; and

Whereas, approximately 18,600 women of reproductive age in Oregon are forced by their insurance plans to pay out-of-pocket costs for preventive health services, including contraception [1]; and

Whereas, an estimated 43,000 women of reproductive age in Oregon who purchase insurance on the Healthcare Exchange, as well as an unknown number of women with employer-sponsored coverage, have policies with deductibles of \$2,500 or more[1]; and

Whereas, the cost of a reproductive procedure such as abortion must first come out of this deductible, leaving the procedure unaffordable and inaccessible for many; and

Whereas, 48,000 women of reproductive age in Oregon are categorically excluded from Medicaid and prohibited from purchasing insurance on the Healthcare Exchange due to their citizenship status [1], leaving them without coverage for essential health services like reproductive health care; and

Whereas, transgender and gender-nonconforming Oregonians need access to services often categorized as “women’s” health care; and

Whereas, often these services are unavailable to transgender and gender-nonconforming Oregonians when coverage is dependent on a binary gender marker; and

Whereas, House Bill 3391, called the Reproductive Health Equity Act, will bridge the gap for the tens of thousands of Oregonians who need access to life-saving reproductive care; and

Whereas, the Reproductive Health Equity Act ensures that Oregonians receive the full range of preventive reproductive health services at zero out-of-pocket cost, fills gaps in reproductive health coverage for those categorically excluded from health programs due to citizenship status, and prohibits discrimination in reproductive health care; now

Therefore Be It Resolved, that AFT-Oregon and its affiliated locals support the passage of the Reproductive Health Equity Act; and

Be It Further Resolved, that AFT-Oregon will join the existing coalition, consisting of American Civil Liberties Union of Oregon, Asian Pacific American Network of Oregon, Family Forward Oregon, NARAL Pro-Choice Oregon, Oregon Latino Health Coalition, Planned Parenthood Advocates of Oregon and Western States Center; and

Be It Further Resolved, that AFT-Oregon will use lobbying resources to support the passage of the bill, including adding HB 3391 to the list of bills supported by members on AFT-Oregon lobby day, notifying members of opportunities to speak on behalf of HB 3391, and instructing the Director of Political and Legislative Affairs to meet with legislators to encourage the passage of HB 3391; and

Be It Finally Resolved, that AFT-Oregon will encourage AFT National to work for a similar bill at the national level.

RESOLUTION # 2017-12

Committee referred to executive council

RESOLUTION # 2017-13

Committee referred to executive council

RESOLUTION # 2017-14

Committee recommends adoption as amended

Resolution Mobilizing AFT-Oregon to Stand Against Fascist Hate Groups

Whereas, there has been a sharp increase in racist and anti-immigrant attacks across the country in recent days; and

Whereas, the Ku Klux Klan, NSM (National Socialist Movement), Traditionalist Workers Party, and their newly formed Fascist alliance known as the “Aryan National Alliance” along with other hate groups have stated they will stage menacing provocations in many areas, including the Pacific ~~North West~~ Northwest; and

Whereas, the KKK, the “Aryan National Alliance”, and other racist organizations represent a deadly threat to African Americans, Latin~~es~~x, and immigrants, ~~as well as to~~ Muslim, LGBTQ, and Jewish people, and women among many others, and represent a threat directly to both the members of this Union and the working people in general; and

Whereas, the white supremacist forces are related to the origins of anti-labor “right to work” laws seeking to destroy unions, because they believed unions would lead to uniting and empowering the multi-national, and multi-racial, working class to resist these attacks; and

Whereas, if the US labor movement is to rebuild its strength during this period of crisis of racist organizing and attacks it must take up the struggle against white supremacy/national chauvinism, not as an abstract debate, but as part of its social, political, and organizing agenda; and

Whereas, unions are considered a threat to the KKK, NSM, Traditionalist Workers Party, and other racist organizations, because the unions are working class defense organizations for all workers in the community; and

Whereas, Resolution 2011-4 of AFT Oregon specifically highlights, racism, sexism, heterosexism, ageism, ableism, and classism are tools used specifically to divide workers and render them unable to fight for their needs; and

Whereas, the stated purpose of the above groups is to target and terrorize the most vulnerable members of the working class to disempower them and deprive them of a legitimate voice in society, thus disempowering the union movement and rendering us voiceless; now

Therefore Be It Resolved, that AFT-Oregon stands ready to join with ~~these~~ our communities in mobilizing against the clear and present danger that the provocations of the KKK, NSM, Traditionalist Workers party, and other racist and fascist organizations pose to us all; and

Be It further Resolved, that this resolution be suitably edited and forwarded to the AFT National convention, and

Be It Finally Resolved, that we hereby commit ourselves and our resources to actively pushing back on the presence of fascist hate groups as they arise in our community, our campus, and our state to ensure that the most vulnerable members of said community are safe and empowered.

RESOLUTION # 2017-15

Committee referred to executive council

RESOLUTION # 2017-16

Committee recommends adoption as amended

~~**Resolution to Denounce Immigration and Refugee Ban**~~

Resolution to Denounce the Ban on Immigrants and Refugees

Whereas, AFT- Oregon prides itself on the diversity of its membership and is committed to ensuring no members are discriminated against “based on race, creed, ethnicity, sex, sexual orientation, gender identity, social, political or economic status, national origin, age, or disability” [1]; and

Whereas, the United States does not require religious and/or value tests to determine whether a human life is worth saving and has access to equal opportunity; and

Whereas, on December 7, 2015, Donald J. Trump, as a candidate for the Republican party’s nomination for President of the United States, announced his intention “for a total and complete shutdown of Muslims entering the United States” [23]; and

Whereas, on January 27, 2017, President Donald J. Trump signed an executive order titled “Protecting the nation from foreign terrorist entry into the United States” which bans individuals from the predominantly Muslim countries of Sudan, Syria, Yemen, Iran, Iraq, Libya, and Somalia from entering the United States for 90 days, prevents all refugees from entering the United States for 120 days, and indefinitely suspends the entry of refugees from Syria [3]; and

Whereas, the Ninth Circuit of Appeals considered the possibility that the aforementioned executive order constituted a violation of the First Amendment in its unanimous ruling against the executive order; and

Whereas, on March 6, 2017, President Donald J. Trump signed a slightly revised executive order titled “Protecting the nation from foreign terrorist entry into the United States” which bans the issuance of visas to individuals from the predominantly Muslim countries of Sudan, Syria, Yemen, Iran, Libya, and Somalia for 90 days and prevents all refugees from entering the United States for 120 days [4]; and

Whereas, these executive orders provide a pathway for permanently blocking immigration from these majority Muslim nations; and

Whereas, these executive orders are an affront to religious freedom according to the First Amendment to the United States Constitution; and

Whereas, the January 27 original executive order was implemented in a disorganized manner without the vetting of departments in charge of protecting American national security, such as the United States Department of Defense, the Department of Homeland Security, and the United States Department of Justice; and

Whereas, as a result of the January 27 original executive order, individuals in possession of visas were detained or sent back at airports, resulting in chaos, confusion, and anxiety; and

Whereas, an estimated 134 million people - including 160 students at Oregon State University, 39 students at University of Oregon, and 76 students at Portland State University – were temporarily

banned from entering/re-entering the United States and continue to face uncertainty about their current and future immigration status[5]; and

Whereas, the federal Immigration and Nationality Act of 1965 banned all discrimination against immigrants on the basis of national origin, in order to eliminate prejudice and bias from the immigration process [6]; and

Whereas, the federal Immigration and Nationality Act of 1965 unambiguously restricts presidential authority by stating that no person can be “discriminated against in the issuance of a visa because of the person’s race, sex, nationality, place of birth, or place of residence”, and that the only exceptions are granted by the United States Congress; and

Whereas, these January 27 and March 6 executive orders are in violation of this national law due to their discriminatory policies based on national origin [6]; and

Whereas, historically, calls for national security have targeted disfavored marginalized communities, for example, foreigners and communities of color in the United States; and

Whereas, today we look to the episodes of exclusion in our nation’s past with dismay and regret such as the Chinese Exclusion Act of 1882 and the internment of Japanese-Americans in the Second World War,
now

~~**Whereas**, any attempt to prevent entry by a class of people based on race, religion, or national origin is contrary to American values and puts Americans at home and abroad at risk; now~~

Therefore Be It Resolved, that AFT-Oregon condemns both executive orders titled “Protection of the Nation from foreign terrorist entry into the United States,” issued on January 27, 2017 and March 6, 2017 as open acts of discriminatory overreach that illegally target immigrants based on their religion and national origin and urges President Donald J. Trump to immediately rescind these orders; and

Be It Further Resolved, that AFT-Oregon will condemn the creation and use of any discriminatory registry that targets individuals based on race, national origin, religion, ethnicity, or other identifying factors; and

Be It Further Resolved, that AFT-Oregon will sign on as author and/or join amicus briefs from AFT opposing these January 27 and March 6 executive orders ~~orders and any similar orders~~; and

Be It Further Resolved, that AFT-Oregon will condemn any future draconian and invasive policies that single out individuals based on national origin, religion, ethnicity, or other identifying factors; and

Be It Further Resolved, that AFT-Oregon will devote resources to connect members affected by ~~these~~ the January 27 and March 6 executive orders to resources; and

Be it further resolved, that this resolution be suitably edited and forwarded to the AFT National convention, and

Be It Finally Resolved, AFT-Oregon will urge state universities to protect students by any means necessary, including creating a pathway to graduation for all affected students despite potential changes to their immigration status.

RESOLUTION # 2017-17

Committee recommends adoption as amended

Resolution to Prevent the Presence of ~~Armed Officers~~ Firearms in Schools

Whereas, all AFT members agree that schools should be institutes wherein children are able to learn in a secure environment without distraction or threat; and

Whereas, all AFT members agree that the role of teachers is to provide instruction and guidance for their students, not to act as law enforcement; and

Whereas, budgets of schools across the nation, and particularly in Oregon, are already often not sufficient enough to adequately pay teachers, administrators, paraprofessionals, and/or fund necessary school supplies and extracurricular activities to enrich students; and

Whereas, there is insufficient evidence to support the causal role of school resource officers (SROs) decreasing or preventing crime in schools [1,2], but evidence does support an increased likelihood of juvenile arrests for minor, nonviolent offenses in schools with SROs [3,4]; and

Whereas, students of color have been disproportionately impacted by policing activities within schools [5,6], and students of color are more likely to report feeling unsafe around or distrustful of police officers [7,8]; and

Whereas, carrying a deadly weapon has been shown to erroneously increase threat detection in the lay public and trained professionals [9,10], that false threat detection is also biased against people of color, particularly young black men [11,12], and that false threat detection can increase the likelihood of using deadly force [13]; and

Whereas, shooting accuracy in trained individuals has been shown to be decreased during stressful situations, putting bystanders at risk [14,15]; and

Whereas, the presence of deadly weapons are associated with unconscious distraction and feelings of threat [16,17] for students, teachers, and staff; and

Whereas, rates of school violence have been in consistent decline for over a decade [18]; and

Whereas, school safety has been positively associated with educational and therapeutic programs [19], and schools that are rated highly on structure and support for their students [20]; now

Therefore Be It Resolved, that AFT-OR should support gun free school policies at the state and national level; and

Be It Further Resolved, that AFT-OR should oppose carry laws that allow guns on educational campuses; and

Be It Further Resolved, that AFT-OR support educational institutes providing Alert Lockdown Inform Counter Evacuate (ALICE) training for faculty and staff; and

Be It Further Resolved, that AFT-OR should not support the hiring or placement of armed guards or armed SROs in schools in Oregon; and

Be It Further Resolved, that AFT-OR should not support the implicit or explicit requirement of teachers to carry weapons in schools, or ask teachers to act as law enforcement officers in official or unofficial capacity in their role as instructors; and

~~**Be It Further Resolved**, AFT-OR should support with educational and therapeutic programs that are rated highly on structure and support for students; and~~

Be it finally resolved that AFT-Oregon will take this resolution to the national level.

RESOLUTION # 2017-18

Committee referred to executive council

RESOLUTION # 2017-19

Committee recommends adoption as amended

Resolution to Lobby for Removing Restrictions on Strikes

Whereas, AFT-Oregon's mission recognizes the mutual interests of its locals and the labor movement regardless of industry; and

Whereas, Collective action, especially the strike, in all its forms, is the source of power and the tactic responsible for building the labor movement; and

Whereas, strikes, in all their forms, are not only an effective tactic but allow disparate laborers to combine their voices in a cohesive political expression; and

Whereas, strikes are essential to democracy as they are a form of protest that grant workers voice in the workplace, the community, and the legislature; and

Whereas, the ability of corporations to engage in political action has been drastically expanded since the Citizen's United ruling in 2010 while the ability of laborers to engage in political action remains diminished by the severe restriction of the strike; now

Therefore Be It Resolved, AFT-Oregon will promote legislation and bargaining efforts that would ~~repeal Taft Hartley and~~ legalize secondary strikes, wildcat strikes, general strikes, no crossing picket line clauses, secondary boycotts, and any other form of union solidarity through direct action; and

Be It Further Resolved, AFT-Oregon will distribute to the locals information on the history of the Taft Hartley act and how to successfully execute secondary strikes, wildcat strikes, general strikes, no crossing picket line clauses, and secondary boycotts; and

Be It Further Resolved, AFT-Oregon will ~~encourage and~~ educate and support locals who wish to remove all no strike clauses in their contracts; and

Be It Finally Resolved, AFT-Oregon will advance this resolution to AFT-National.

RESOLUTION # 2017-20

Committee recommends this not be adopted – precluded by exact language in 2017-19

RESOLUTION # 2017-21

Committee recommends this not be adopted – subsumed by 2017-24

Stop Defunding Federal Research Grants and Attacking Science

Whereas, federal grants from agencies like the Environmental Protection Agency (EPA), the National Oceanic and Atmospheric Administration, the U.S. Department of Education, the U.S. Department of Agriculture, and many others are used for a wide variety of research in universities; and

Whereas, the Trump administration has already proposed or carried out freezes of existing and future federal grants; and

Whereas, the Trump administration has not filled dozens of key science and technology positions in the federal government that help counter risks posed by climate change and biological attacks; and

Whereas, the Trump administration has ordered a media blackout at the EPA, resulting in a freeze on open and transparent information on the extent of grant freezes; and

Whereas, the Trump administration is planning to rescind a long list of regulations including air pollution rulings for several states, renewable fuel standards, and limits on the amount of formaldehyde that can leach from wood products; and

Whereas, the Trump administration is requiring that political appointees review all EPA studies and data prior to public release; and

Whereas, the director of the EPA, Scott Pruitt, has brought lawsuits against the EPA and fought against the very mission of the agency itself, and denies that carbon dioxide is a primary contributor to global warming; and

Whereas, science is real, and political and ideological attacks on and denials of human-made causes of climate change will lead to an uninhabitable planet; now

Therefore Be It Resolved, that AFT-Oregon opposes any attempts to prevent research into environmental, climate science, agricultural, and other vital scientific research; and

Be It Further Resolved, that AFT-Oregon opposes attempts to dismantle the EPA, freeze federal grant funding, or otherwise obstruct researchers, scientists, and other experts from performing their duties at public universities; and

Be It Finally Resolved, that AFT-Oregon supports the March for Science and other actions to raise awareness and initiate resistance against anti-science policies.

RESOLUTION # 2017-22

Committee recommends adoption as amended

Resolution Calling for a Campaign to Educate the Public on Detecting Falsehoods in Media

Whereas, all AFT members agree on the benefits of an educated public; and

Whereas, a core component of education is teaching the ability to discern fact from fiction; and

Whereas, a lack of consensus on what is factual threatens all who have careers that receive public funding, including those in education, as well as those who have related careers in scientific research and public policy; and

Whereas, Facebook, the most widely-used social networking platform across the globe, was found to have permitted the broad dissemination and consumption of fictional news stories that were verisimilitudinous, particularly during the 2016 election cycle; and

Whereas, Sean Spicer, White House Press Secretary, made demonstrably incorrect statements about the size of the 2017 inauguration crowd to the press; and

Whereas, Kellyann Conway, advisor to the President, described these false statements as “alternative facts”, which is a euphemism for lies, on Sunday, January 22nd’s edition of Meet the Press; and

Whereas, the President has used press opportunities, social media, and meetings with government officials to repeat false information about the size of the January 2017 inaugural crowd and more serious matters such as the number illegal votes counted as part of the popular vote; and

Whereas, members of the current presidential administration who interface directly with the public, who have a demonstrated record of doing so, continue to escalate their efforts to distorting facts or communicateing pure falsehoods, as exemplified by the suggestion by Sean Spicer on Tuesday, April 11th, 2017 that Adolf Hitler “didn’t even sink to using chemical weapons”; and

Whereas, distributing demonstrably false or factually dubious information is an increasingly common tactic used by politicians and political agents to manipulate public opinion; and

Whereas, we as educators have a responsibility to foster an informed public; and

Whereas, a well informed public is essential to democracy; now

Therefore Be It Resolved, that AFT-Oregon will support the classroom use, and engage in a campaign to increase public awareness of publically available media literacy programs such as those available on AFT’s “Share My Lesson” specifically aimed at detection of media falsehoods invest in a public education campaign to aid the public in determining the factual basis of news items presented via traditional and new forms of media; and

Be It Further Resolved, that AFT-Oregon will develop a working group to determine the means by which to achieve these goals, including solicitation of existing educational materials from local members or the possible development of new educational materials and the development and distribution of new marketing materials; and

Be It Finally Resolved, that the AFT-Oregon will propose a similar resolution at the national level.

RESOLUTION # 2017-23

Committee referred to executive council

RESOLUTION # 2017-24

Committee recommends adoption as amended

Supporting Science and Science Educators

Whereas, the pursuit of knowledge in the arts, humanities, and science are an undeniable public good; and

Whereas, current political actors aim to specifically inhibit scientific study and communication; and

Whereas, science education teaches children and adults to think critically, ask questions, and evaluate truth based on the weight of evidence; and

Whereas, many members of AFT-Oregon locals are employed as scientists and/or science educators; and

Whereas, the greater public benefits from living improvements brought about through scientific study; and

Whereas, proposed budget cuts for national science agencies -- including the Environmental Protection Agency, National Institutes of Health, Department of Energy, and National Oceanic and Atmospheric Administration -- would reduce the volume and quality of scientific research in the United States; and

Whereas, programs such as the Sea Grant program, which is important for the scientific study and public education of Oregon coastal and marine resources, is at risk of elimination under the newly proposed budget; and

Whereas, the aforementioned budget cuts to national science agencies are being proposed in a political culture of science denial -- particularly denial of human-created climate change -- in which national science agencies have been ordered not to discuss climate change in their public outreach and their websites; and

Whereas, tax dollars support scientific research, and withholding scientific results limits the public's ability to learn from important developments and discoveries; and

Whereas, new policies threaten to further restrict scientists' ability to research, and teachers' ability to communicate scientific findings; and

Whereas, state legislators such as Oregon's Governor Kate Brown's recommended budget calls for "painful cuts"[1] to K-12 and higher education; and

Whereas, United States Congressional Bill HR 899 has been introduced to the 115th Congress to terminate the Department of Education on December 31, 2018; and

Whereas, United States Congressional Bill HR 861 has been introduced to the 115th Congress to terminate the Environmental Protection Agency on December 31, 2018; now

Therefore Be It Resolved, AFT-Oregon will advocate for state funding in support of science research, scientific hiring, science educators, and agency application of science to management; and

Be It Further Resolved, AFT-Oregon will oppose HR 861, 899, and any similar bill in the Oregon legislature; and

Be it Further Resolved, AFT-Oregon will advocate for legislation that will protect scientists and science educators against retaliation; and

Be It Further Resolved, that AFT-Oregon opposes attempts to dismantle the EPA, freeze federal grant funding, or otherwise obstruct researchers, scientists, and other experts from performing their duties at public universities; and

Be It Further Resolved, that AFT-Oregon supports the March for Science and other actions to raise awareness and initiate resistance against anti-science policies.

Be It ~~Finally~~ Further Resolved, AFT-Oregon will ~~direct~~ recommend to our national affiliates to oppose legislation like HRs 861, 899 that seeks to diminish or eliminate programs or agencies that support scientific research or communication, ~~and any similar bill in the national legislature,~~ to advocate for increased funding to agencies that ~~empower~~ support scientific ~~understanding and~~ research or communication, and to advocate for legislation to ~~that will~~ protect scientists and science educators against retaliation.

Be It Finally Resolved, that this resolution be suitably edited and forwarded to the AFT national and Oregon AFL-CIO conventions.

CONVENTION ACTION

Constitution & Bylaws Amendments Adopted by Convention

CONSTITUTION

ARTICLE V

OFFICERS

Section 1. Officers shall be:

- c. Executive Vice-President.** The duties are to:
 1. Fulfill all duties and responsibilities of the president in their absence;
 2. Be an ex-officio member of all committees and subcommittees of AFT-Oregon; and

Section 3. All officers of AFT-Oregon shall perform the duties set forth by this Constitution, those which usually pertain to such offices, or those which are established by the executive council.

Additionally, officers of AFT-Oregon shall:

- d.** Communicate their activities to the executive council on an ongoing basis as required.

ARTICLE VI

ELECTION AND RECALL OF OFFICERS

Section 1. Eligibility. No one shall be elected to serve or shall continue to serve as an officer of AFT-Oregon unless they are a member in good standing of an affiliated local in good standing.

ARTICLE VII

EXECUTIVE COUNCIL

Section 2. Duties of the Council. The executive council shall have the following duties:

- c.** The executive council shall designate the executive vice-president to act in place of the president in the event of temporary or permanent vacancy during the president's term, subject to the provisions of Section 3(a) of this Article.

ARTICLE IX

CONVENTION REPRESENTATION

Section 5. When a delegate leaves the convention, their place in the convention may be taken by an alternate, if any has been certified as provided in this Article.

ARTICLE XI

REFERENDA

Section 5. After receipt of order or request for referendum, it shall be the duty of the AFT-Oregon president to transmit the question to be voted on to the locals within two weeks of its receipt by the president.

BYLAWS

ARTICLE II

PER CAPITA

Section 1.

- e.** There shall be no per capita requirement from the local to the state federation for an active member who retires from their represented position and who remains a retiree member of their local.

ARTICLE V

CONVENTION COMMITTEES

Section 2. A delegate interested in a specific problem of a resolution shall have the opportunity to present their viewpoint to the appropriate committee at a time designated by the committee chairperson.

ARTICLE VII

SPECIAL RULES OF ORDER FOR CONVENTIONS

Section 3. The right of any delegate to be seated as a member of the convention shall be subject to challenge within a twenty-four hour period after they have been declared seated by the convention. Challenged delegates may vote unless or until successfully challenged and determined inappropriately seated by the credentials committee; however, in the event of a roll-call vote, a successful challenge invalidates the individual's vote.

Section 9. A delegate may move for a roll-call vote on any item being considered.

- f.** The results of the roll-call vote shall be tabulated by the credentials committee (or, in the case of an election, the elections committee) and reported to the convention immediately upon completion of the tabulation according to the following procedure:
 1. The total votes shall be read;
 2. If any delegates challenge the vote of their local, the roll of delegates from that local shall be read, and each delegate shall rise as their name is called, announce their vote and state the number of votes they are casting;

Resolutions Adopted by Convention

RESOLUTION # 2017-3

Union Representation and Rights for AFT Project Employees

Whereas, AFT is a union of workers dedicated to promote fairness, community engagement, organizing, collective bargaining and political activism; and

Whereas, much of the AFT workforce consists of “project staff,” temporarily hired organizers hired for the length of individual external organizing campaigns; and

Whereas, some of these project staff are unrepresented or underrepresented by a collective bargaining unit themselves; and

Whereas, the current categorization of external organizing campaigns undertaken by AFT as “projects” perpetuates an environment of confusion regarding union membership or affiliation among project employees of AFT and that decreases the perceived job security of these employees; and

Whereas, AFT is an employer and is required by labor law to respect the collective bargaining rights and protections of its employees that are members of unions; and

Whereas, as a union AFT-Oregon should support the unionizing rights of all workers everywhere; now

Therefore Be It Resolved, that the AFT-Oregon will provide a welcome environment for its temporary employees to organize themselves; and

Be It Further Resolved, that AFT-Oregon will not stand in the way of unionization efforts by any staff, and will recognize any union organized by temporary staff; and

Be It Further Resolved, that any project staff hired by AFT-Oregon should be given the option to be considered part of the staff bargaining unit; and

Be It Further Resolved, that the AFT-Oregon will undertake an unbiased review of the structure of its external organizing campaigns that promote the lengthy and disproportionate use of temporary hiring practices; and

Be It Further Resolved, that AFT-Oregon should make available information regarding temporary hiring practices, including, but not limited to, number of temporary hires, projects that temporary hires are on, organizational structure for hiring and dismissal of these employees, duration of employment, likelihood of full time employment after temporary hire, how many projects are they hired on before they receive a full time position, and information about how many temporary hires never receive a full time position; and

Be It Further Resolved, that AFT National staff provide information to AFT national project staff located in the state of Oregon so that they are made aware of access to union representation; and

Be It Further Resolved, that the AFT will respect the union rights of project organizers that are currently members of collective bargaining units, including the right of any member of a professional union under its employ to invoke Weingarten rights without fear of retaliation; and

Be It Finally Resolved, that AFT-Oregon will take this resolution to the national level.

RESOLUTION # 2017-4

Call for Adequate Training of Behavior Support Staff

Whereas, education is a fundamental human right that can't be denied to students with learning or behavior disabilities; and

Whereas, the staff who provide services to these students are often the ones hurt when students needing behavior support act out violently; and

Whereas, crisis intervention provides strategies to mitigate the risk to others from violent outbursts; and

Whereas, substitute educational assistants, paraeducators, bus assistants and drivers, and other school support staff often lack proper training on how to handle students on behavior support plans which puts everyone at risk; and

Whereas, proper training is available but substitutes must often pay for it themselves if they want to gain those skills; and

Whereas, access to Individual Education Plans, which contain important behavior information, is controlled by the classroom teachers who don't always provide this information to educational assistants, paraeducators, bus assistants and drivers, and any other school support staff; and

Whereas, when staff don't have access to student information, they are unable to avoid triggers that can push students into an uncontrollable state where they lash out violently; and

Whereas, our educational assistants, paraeducators, bus assistants and drivers, and any other school support staff are currently in harm's way without the necessary supports to keep them safe; now

Therefore Be It Resolved, that AFT-Oregon advocates for legislation that requires substitute educational assistants, paraeducators, bus assistants and drivers, and any other school support staff to complete training in crisis intervention before they work with students on a Behavior Support Plan; and

Be It Further Resolved, that this legislation also require that training costs must be covered by the employer; and

Be it Finally Resolved, that AFT-Oregon advocates for changes in education regulations that guarantee that educational assistants, paraeducators, bus assistants and drivers, and any other school support staff have access to behavior support plan and relevant behavioral information of the students they serve.

RESOLUTION # 2017-5

Resolution to Promote a Corporate Tax to Fund Fair and Quality Public Education

Whereas, Oregon public schools are systematically underfunded with unequal distribution of those funds; and

Whereas, the present division of public education funding by geographic location through property taxes in school districts results in unequal levels of investment among public schools, often along racial and class lines; and

Whereas, public schools funded by local property taxes gives students who, by no fault of their own, were born into more-or-less well funded school districts unequal quality of, and access to, public education; and

Whereas, this inequality of education funding further deepens long term class and income inequalities and restricts the economic mobility necessary for a fair and free democratic society; and

Whereas, Oregon's public education system is under pressure to balance budgets, placing disproportionate burdens on employee unions, teachers, staff, students, and their families; and

Whereas, Oregon has one of the lowest corporate tax rates in the United States, increasing its budget deficit each year, with a current debt of 86.7 Billion [1]; and

Whereas, good policy depends on good data, and attempts to increase revenue have been hindered by a lack of information about tax liabilities for companies operating in Oregon, thereby allowing opponents to propagate a disingenuous narrative about the impact of additional corporate taxes; and

Whereas, Oregon universities and community colleges are also coming under increased pressures to balance budgets, disproportionately at the expense of faculty and graduate employee unions; and

Whereas, As a result of systematic underfunding of public education, Oregon public schools at all levels have an extremely high student to teacher ratio, threatening quality of education which prevents student success; and

Whereas, the systematic underfunding of higher education has led to skyrocketing tuition and increasing student loan burdens and overreliance on contingent labor; and

Whereas, these many problems associated with Oregon's systematically under-funded and inequitably distributed public school funds can be rectified through the combination of imposing a tax on corporate profits and by redistributing property taxes across the state; and

Whereas, our role as educators and union members imposes a political duty to cultivate a well-educated and thriving public sphere; now

Therefore Be it Resolved, that AFT-Oregon will work to educate their members on how taxes are assessed in the State of Oregon.

Be It Further Resolved, AFT-Oregon will establish a statewide lobbying campaign to pressure local and state legislators to fully fund the Oregon Quality Education Model of 2000 and higher education via imposing a tax on corporate profits and redistribution of property taxes; and

Be It Further Resolved, that AFT-Oregon advocates for policies that require that the usage of any special tax provision, agreement, or accounting practice used by a large company to lower their tax liability

must be regularly reported to the public and requires the state to maintain a public database of tax liabilities for large companies; and

Be It Further Resolved, AFT-Oregon will stipulate that these funds will go into the education system in a fair and equitable manner; and

Be It Finally Resolved, that AFT national will support similar measures in all 50 states and at the federal level.

[1] https://ballotpedia.org/Oregon_state_budget_and_finances

RESOLUTION # 2017-6

In Support of Stable Housing

Whereas, Oregon is currently experiencing an affordable housing crisis where communities lack the inventory to support the influx of high paid workers migrating to our state; and

Whereas, landlords are taking advantage of the increased demand by evicting their current tenants in order to dramatically increase the rent; and

Whereas, many members of AFT-Oregon who perform vital work in metropolitan areas, such as classified employees, graduate employees, child care workers, and part-time faculty, are struggling to find and maintain affordable housing; and

Whereas, it is difficult for evicted families to find nearby, available housing, often resulting in them being forced to move out of their current community; and

Whereas, students in these situations are often forced to change schools in the middle of an academic year; and

Whereas, stable enrollment at a familiar school is a key factor to student success, which a sudden eviction can erode; and

Whereas, a family that is able to find a way to afford a massive rent increase is often left without enough money for food, healthcare, or utilities, further eroding a student's academic success; and

Whereas, no-cause evictions disproportionately impact families of color, resulting in erosion of the cultural diversity of our classrooms, leading to a diminished variety of experiences for our students; now

Therefore Be It Resolved, that AFT-Oregon advocates for the creation of Just Cause Eviction Standards to prevent sudden, unexpected homelessness; and

Be It Further Resolved, that AFT-Oregon will advocate to allow families with children enrolled in a K-12 school to defer eviction to the end of the current school year; and

Be It Finally Resolved, that AFT-Oregon advocates for the repeal of the prohibition on local jurisdictions to implement rent stabilization policies.

RESOLUTION # 2017-9

In Support of an Equitable Healthcare Agenda Including the Reproductive Health Equity Act

Whereas, caring for a family is important work and should not mean losing wages or compromising our economic security; and

Whereas, we need to ensure every working Oregonian will have paid time away from work to welcome a new child, to recover from a serious illness, or to care for a loved one who is recovering from a serious illness; and

Whereas, women still provide the majority of unpaid caregiving within the home, whether it is for a child or for an elderly parent, as well as being the primary or co-breadwinner in more than two-thirds of families; and

Whereas, women continue to face barriers to staying in the workforce and maintaining their earnings when family caregiving needs arise; and

Whereas, access to reproductive healthcare is critical for the health and economic security of all Oregonians, regardless of income, citizenship status, gender identity, or type of insurance; and

Whereas, approximately 18,600 women of reproductive age in Oregon are forced by their insurance plans to pay out-of-pocket costs for preventive health services, including contraception [1]; and

Whereas, an estimated 43,000 women of reproductive age in Oregon who purchase insurance on the Healthcare Exchange, as well as an unknown number of women with employer-sponsored coverage, have policies with deductibles of \$2,500 or more[1]; and

Whereas, the cost of a reproductive procedure (including abortion) must first come out of this deductible, leaving the procedure unaffordable and inaccessible for many; and

Whereas, 48,000 women of reproductive age in Oregon are categorically excluded from Medicaid and prohibited from purchasing insurance on the Healthcare Exchange due to their citizenship status [1]; leaving them without coverage for essential health services like reproductive healthcare; and

Whereas, transgender and gender-nonconforming Oregonians need access to services often categorized as “women’s” healthcare; and

Whereas, often these services are unavailable to transgender and gender-nonconforming Oregonians when coverage is dependent on a binary gender marker; and

Whereas, health insurance coverage is one of the single most effective ways to ensure that children receive the preventative health and medical care they need to thrive in school and life; and

Whereas, when children have access to healthcare through Medicaid, studies show they have improved education outcomes and higher incomes later in life; and

Whereas, more than 17,000 children are currently excluded from the Oregon Health Plan because of their residency status; and

Whereas, the Reproductive Health Equity Act House Bill 3391 ensures that Oregonians receive the full range of preventive reproductive health services at zero out-of-pocket cost, fills gaps in reproductive health coverage for those categorically excluded from health programs due to citizenship status, and prohibits discrimination in reproductive healthcare; and

Whereas, the Reproductive Health Equity Act, will bridge the gap for the tens of thousands of Oregonians who need access to life-saving reproductive care; now

Therefore Be It Resolved, that AFT-Oregon will support reproductive healthcare for all, regardless of income, citizenship status, gender identity, or type of insurance; and

Be It Further Resolved, that AFT-Oregon will support the creation of a paid family and medical leave program to cover all Oregonians; and

Be It Further Resolved, that AFT-Oregon and its affiliated locals will support the passage of the Reproductive Health Equity Act; and

Be It Further Resolved, that AFT-Oregon will join the existing coalition consisting of American Civil Liberties Union of Oregon, Asian Pacific American Network of Oregon, Family Forward Oregon, NARAL Pro-Choice Oregon, Oregon Latino Health Coalition, Planned Parenthood Advocates of Oregon and Western States Center; and

Be It Further Resolved, that AFT-Oregon will use resources to support the passage of the bill, including adding HB 3391 to the list of bills supported by members on AFT-Oregon lobby day, to notify members of opportunities to speak on behalf of HB 3391, and to advise the Director of Political and Legislative Affairs to meet with legislators to encourage the passage of HB 3391; and

Be It Further Resolved, that AFT-Oregon will support access to the Oregon Health Plan and other health insurance programs for all regardless of documentation status; and

Be It Finally Resolved, that AFT-Oregon will encourage AFT National to work for a similar bill at the national level.

[1] <https://reprohealthequity.org/about/about-the-bill/>

RESOLUTION # 2017-10

In Support of Access to Mental Health Services and Improving Awareness of Mental Health Issues

Whereas, mental illness has persistently been stigmatized in our society, and this stigma includes bias, distrust, stereotyping, fear, embarrassment, anger, and/or avoidance; and

Whereas, many Oregonians have health benefits that do not include comprehensive access to mental health care professionals; and

Whereas, a U.S. Surgeon General Report indicates that one in five children and adolescents will face a significant mental health condition during their school years; and

Whereas, mental health conditions include a wide range of diagnoses; and

Whereas, the key responsibility of school and university leaders regarding this issue includes creating a safe and nurturing school environment, supporting the physical and mental health of children and young adults, fostering their social and emotional well-being, and being prepared to address teen suicide through effective communication and support; and

Whereas, according to the Coalition to Support Grieving Students, death by suicide is the third leading cause of death in children aged 10-14 and the second leading cause of death in teens aged 15-19; and

Whereas, students who experience suicidal thoughts often turn to their teacher, instructor, or professor who do not always have the resources and/or training for these students; and

Whereas, mental health access on campuses and schools is limited, and where available, can include a four to six week wait to see a mental health professional; and

Whereas, promotion of student mental health is a critical component of improving school climate, safety, and learning; now

Therefore Be It Resolved, that AFT-Oregon will support and encourage the state to provide school and university employees with best practices for preventing and responding to suicide and other school crises related to mental health; and

Be It Further Resolved, that AFT-Oregon will work to provide a safe environment for its teachers and instructors by pushing for funding and support for programs to build their capacity to support comprehensive school-based interventions, and coordinate mental wellness services across schools and universities; and

Be It Further Resolved, that AFT-Oregon will work to encourage schools across the state to work with parents, students, school staff, and principals to discuss suicide in a careful and effective manner; and

Be It Further Resolved, that AFT-Oregon will encourage school districts to enable local communities to implement comprehensive culturally and linguistically appropriate school-based mental health programs that support and foster the health and development of students and employees; and

Be It Further Resolved, that AFT-Oregon will fight for increased funding for mental health facilities across the state for both its members and their students; and

Be It Finally Resolved, that AFT-Oregon will communicate with AFT-National to pressure the federal government to give states and local communities the ability to combine federal and state funding from separate agencies to address mental health and school safety issues at the local level.

RESOLUTION # 2017-14

Resolution Mobilizing AFT-Oregon to Stand against Fascist, White Nationalist, Neo-Nazi, and other Hate Groups

Whereas, there has been a sharp increase in racist and anti-immigrant attacks across the country in recent days; and

Whereas, the Ku Klux Klan, NSM (National Socialist Movement), Traditionalist Workers Party, and their newly formed fascist alliance known as the “Aryan National Alliance” along with other hate groups have stated they will stage menacing provocations in many areas, including the Pacific Northwest; and

Whereas, the KKK, the “Aryan National Alliance,” and other racist organizations represent a deadly threat to people of color, refugee, immigrant, Muslim, LGBTQ+, indigenous, Jewish people, and women among many others, and represent a threat directly to both the members of this Union and the working people in general; and

Whereas, the white supremacist forces are related to the origins of anti-labor “right to work” laws seeking to destroy unions, because they believed unions would lead to uniting and empowering the multi-national, and multi-racial, working class to resist these attacks; and

Whereas, if the US labor movement is to rebuild its strength during this period of crisis of racist organizing and attacks it must take up the struggle against white supremacy/national chauvinism, not as an abstract debate, but as part of its social, political, and organizing agenda; and

Whereas, unions are considered a threat to the KKK, NSM, Traditionalist Workers Party, and other racist organizations, because the unions are working class defense organizations for all workers in the community; and

Whereas, Resolution 2011-4 of AFT-Oregon specifically highlights racism, sexism, heterosexism, ageism, ableism, and classism are tools used specifically to divide workers and render them unable to fight for their needs; and

Whereas, the stated purpose of the above groups is to target and terrorize the most vulnerable members of the working class to disempower them and deprive them of a legitimate voice in society, thus disempowering the union movement and rendering us voiceless; now

Therefore Be It Resolved, that AFT-Oregon stands ready to join with our communities in mobilizing against the clear and present danger that the provocations of the KKK, NSM, Traditionalist Workers Party, and other racist and fascist organizations pose to us all; and

Be It further Resolved, that this resolution be suitably edited and forwarded to the AFT National convention, and

Be It Finally Resolved, that we hereby commit ourselves and our resources to actively pushing back on the presence of fascist hate groups as they arise in our community, our campus, and our state to ensure that the most vulnerable members of said community are safe and empowered.

RESOLUTION # 2017-16

Resolution to Denounce the Ban on Immigrants and Refugees

Whereas, AFT- Oregon prides itself on the diversity of its membership and is committed to ensuring no members are discriminated against “based on race, creed, ethnicity, sex, sexual orientation, gender identity, social, political or economic status, national origin, age, or disability” [1]; and

Whereas, the United States does not require religious and/or value tests to determine whether a human life is worth saving and has access to equal opportunity; and

Whereas, on December 7, 2015, Donald J. Trump, as a candidate for the Republican party’s nomination for President of the United States, announced his intention “for a total and complete shutdown of Muslims entering the United States” [2]; and

Whereas, on January 27, 2017, President Donald J. Trump signed an executive order titled “Protecting the nation from foreign terrorist entry into the United States” which bans individuals from the predominantly Muslim countries of Sudan, Syria, Yemen, Iran, Iraq, Libya, and Somalia from entering the United States for 90 days, prevents all refugees from entering the United States for 120 days, and indefinitely suspends the entry of refugees from Syria [2]; and

Whereas, the Ninth Circuit Court of Appeals considered the possibility that the aforementioned executive order constituted a violation of the First Amendment in its unanimous ruling against the executive order; and

Whereas, on March 6, 2017, President Donald J. Trump signed a slightly revised executive order titled “Protecting the nation from foreign terrorist entry into the United States” which bans the issuance of visas to individuals from the predominantly Muslim countries of Sudan, Syria, Yemen, Iran, Libya, and Somalia for 90 days and prevents all refugees from entering the United States for 120 days [3]; and

Whereas, these executive orders provide a pathway for permanently blocking immigration from these majority Muslim nations; and

Whereas, these executive orders are an affront to religious freedom according to the First Amendment to the United States Constitution; and

Whereas, the January 27 executive order was implemented in a disorganized manner without the vetting of departments in charge of protecting American national security, such as the United States Department of Defense, the Department of Homeland Security, and the United States Department of Justice; and

Whereas, as a result of the January 27 executive order, individuals in possession of visas were detained or sent back at airports, resulting in chaos, confusion, and anxiety; and

Whereas, an estimated 134 million people - including 160 students at Oregon State University, 39 students at University of Oregon, and 76 students at Portland State University – were temporarily banned from entering/re-entering the United States and continue to face uncertainty about their current and future immigration status[4]; and

Whereas, the federal Immigration and Nationality Act of 1965 banned all discrimination against immigrants on the basis of national origin, in order to eliminate prejudice and bias from the immigration process [5]; and

Whereas, the Federal Immigration and Nationality Act of 1965 unambiguously restricts presidential authority by stating that no person can be “discriminated against in the issuance of a visa because of the person’s race, sex, nationality, place of birth, or place of residence,” and that the only exceptions are granted by the United States Congress; and

Whereas, the January 27 and March 6 executive orders are in violation of this national law due to their discriminatory policies based on national origin; and

Whereas, historically, calls for national security have targeted disfavored marginalized communities, for example, foreigners and communities of color in the United States; and

Whereas, today we look to the episodes of exclusion in our nation’s past with dismay and regret such as the Chinese Exclusion Act of 1882 and the internment of Japanese-Americans in the Second World War; now

Therefore Be It Resolved, that AFT-Oregon condemns both executive orders titled “Protection of the Nation from foreign terrorist entry into the United States,” issued on January 27, 2017 and March 6, 2017 as open acts of discriminatory overreach that illegally target immigrants based on their religion and national origin and urges President Donald J. Trump to immediately rescind these orders; and

Be It Further Resolved, that AFT-Oregon will condemn the creation and use of any discriminatory registry that targets individuals based on race, national origin, religion, ethnicity, or other identifying factors; and

Be It Further Resolved, that AFT-Oregon will sign on as author and/or join amicus briefs from AFT opposing the January 27 and March 6 executive orders; and

Be It Further Resolved, that AFT-Oregon will condemn any future draconian and invasive policies that single out individuals based on national origin, religion, ethnicity, or other identifying factors; and

Be It Further Resolved, that AFT-Oregon will devote resources to connect members affected by the January 27 and March 6 executive orders to resources; and

Be it further resolved, that this resolution be suitably edited and forwarded to the AFT National convention; and

Be It Finally Resolved, AFT-Oregon will urge state universities to protect students by any means necessary, including creating a pathway to graduation for all affected students despite potential changes to their immigration status.

[1] http://or.aft.org/files/aft_constitutionbylaws_0.pdf

[2] <https://www.whitehouse.gov/the-press-office/2017/01/27/executive-order-protecting-nation-foreign-terrorist-entry-united-states>

[3] <https://www.whitehouse.gov/the-press-office/2017/03/06/executive-order-protecting-nation-foreign-terrorist-entry-united-states>

[4] <https://my.pdx.edu/news/opb-presidents-oregon-universities-decry-trump-travel-ban>

[5] <https://www.gpo.gov/fdsys/pkg/STATUTE-79/pdf/STATUTE-79-Pg911.pdf>

RESOLUTION # 2017-17

Resolution on Public Safety and Training for Firearms and Emergency Situations

Whereas, all AFT members agree that schools should be institutes wherein children are able to learn in a secure environment without distraction or threat; and

Whereas, all AFT members agree that the role of teachers is to provide instruction and guidance for their students, not to act as law enforcement; and

Whereas, budgets of schools across the nation, and particularly in Oregon, are already often not sufficient enough to adequately pay teachers, administrators, paraprofessionals, and/or fund necessary school supplies and extracurricular activities to enrich students; and

Whereas, there is insufficient evidence to support the causal role of school resource officers (SROs) decreasing or preventing crime in schools [1,2], but evidence does support an increased likelihood of juvenile arrests for minor, nonviolent offenses in schools with SROs [3,4]; and

Whereas, students of color have been disproportionately impacted by policing activities within schools [5,6], and students of color are more likely to report feeling unsafe around or distrustful of police officers [7,8]; and

Whereas, carrying a deadly weapon has been shown to erroneously increase threat detection in the lay public and trained professionals [9,10], that false threat detection is also biased against people of color, particularly young black men [11,12], and that false threat detection can increase the likelihood of using deadly force [13]; and

Whereas, shooting accuracy in trained individuals has been shown to be decreased during stressful situations, putting bystanders at risk [14,15]; and

Whereas, the presence of deadly weapons are associated with unconscious distraction and feelings of threat [16,17] for students, teachers, and staff; and

Whereas, rates of school violence have been in consistent decline for over a decade [18]; and

Whereas, school safety has been positively associated with educational and therapeutic programs [19], and schools that are rated highly on structure and support for their students [20]; now

Therefore Be It Resolved, that AFT-Oregon will support gun-free school policies at the state and national level while simultaneously supporting the continuing conversation about gun violence in schools through additional education and training to eradicate racial biases; and

Be It Further Resolved, that AFT-Oregon will oppose carry laws that allow guns on educational campuses; and

Be It Further Resolved, that AFT-Oregon will support educational institutes providing Alert Lockdown Inform Counter Evacuate (ALICE) training for faculty and staff; and

Be It Further Resolved, that AFT-Oregon will encourage schools that do decide to hire armed guards or SROs to continue to participate in conversations with these trained professionals to uphold safety on our campuses; and

Be It Further Resolved, that AFT-Oregon will not support the implicit or explicit requirement of teachers to carry weapons in schools, or ask teachers to act as law enforcement officers in official or unofficial capacity in their role as instructors; and

Be It Further Resolved, that AFT-Oregon will advocate for statewide certification (beyond the current classification of general private security), training, and resources for campus public safety and campus security departments; and

Be It Further Resolved, that AFT-Oregon will advocate for resource sharing and collaboration for practitioners involved in campus safety and disaster resilience; and

Be It Further Resolved, that AFT-Oregon will advocate for developing funding options for campuses to upgrade and maintain physical security infrastructure such as cameras, alarms, data storage, lighting, and mass notifications; and

Be It Further Resolved, that AFT-Oregon will advocate for a curriculum and standards for dealing with active shooter incidents for students, faculty, and staff that can be adapted to each campus; and

Be It Further Resolved, that AFT-Oregon will advocate for statewide training so that public safety personnel and staff can use culturally-competent practices in performing their duties.

Be It Finally Resolved that AFT-Oregon will take this resolution to the national level.

[1] Congressional Resource Center, 2013. *School Resource Officers: Law Enforcement Officers in Schools*.

<https://fas.org/sgp/crs/misc/R43126.pdf>;

[2] Justice Policy Institute, 2011. *Education Under Arrest: The Case Against Police in Schools*.

http://www.justicepolicy.org/uploads/justicepolicy/documents/educationunderarrest_fullreport.pdf

[3] Chongmin Na & Denise C. Gottfredson (2011): Police Officers in Schools: Effects on School Crime and the Processing of Offending Behaviors, *Justice Quarterly*, DOI:10.1080/07418825.2011.615754

[4] Jason P. Nance, (2016): Students, Police, and the School-to-Prison Pipeline. Available at SSRN:

<https://ssrn.com/abstract=2577333>

[5] The Advancement Project, 2005. *Education on Lockdown*

[6] The American Civil Liberties Union, 2008. *Hard Lessons: School Resource Officer Programs and School-Based Arrests in Three Connecticut Towns*

[7] J. M. Mbuba, (2010): Attitudes toward the police: The significance of race and other factors among college students. *Journal of Ethnicity in Criminal Justice*, 8(3), 201-215.

[8] Jackson, A. (2002): Police-school resource officers' and students' perception of the police and offending.

Policing: An International Journal of Police Strategies & Management, 25(3), 631-650. doi:

10.1108/13639510210437078.

[9] Witt, J. K., & Brockmole, J. R. (2012). Action alters object identification: wielding a gun increases the bias to see guns. *Journal of experimental psychology: human perception and performance*, 38(5), 1159.

[10] Baumann, J., & DeSteno, D. (2010). Emotion guided threat detection: Expecting guns where there are none.

Journal of personality and social psychology, 99(4), 595.

[11] Plant, E. A., Goplen, J., & Kunstman, J. W. (2011). Selective responses to threat: The roles of race and gender in decisions to shoot. *Personality and Social Psychology Bulletin*, 37(9), 1274-1281.

[12] Correll, J., Urland, G. R., & Ito, T. A. (2006). Event-related potentials and the decision to shoot: The role of threat perception and cognitive control. *Journal of Experimental Social Psychology*, 42(1), 120-128.

[13] Nieuwenhuys, A., Savelsbergh, G. J., & Oudejans, R. R. (2012). Shoot or don't shoot? Why police officers are more inclined to shoot when they are anxious. *Emotion*, 12(4), 827.

[14] Nieuwenhuys, A., & Oudejans, R. R. (2010). Effects of anxiety on handgun shooting behavior of police officers: A pilot study. *Anxiety, Stress, & Coping*, 23(2), 225-233.

[15] Lewinski, W. J., Avery, R., Dysterheft, J., Dicks, N. D., & Bushey, J. (2015). The real risks during deadly police shootouts: Accuracy of the naive shooter. *International Journal of Police Science & Management*, 17(2), 117-127.

- [16] Vaidyanathan, U., Patrick, C. J., & Bernat, E. M. (2009). Startle reflex potentiation during aversive picture viewing as an indicator of trait fear. *Psychophysiology*, 46(1), 75-85.
- [17] Broeren, S., & Lester, K. J. (2013). Relevance is in the eye of the beholder: attentional bias to relevant stimuli in children. *Emotion*, 13(2), 262.
- [18] U.S. Department of Education, National Center for Education Statistics. (2016).
- [19] Nickerson, A. B., & Martens, M. P. (2008). School violence: Associations with control, security/enforcement, educational/therapeutic approaches, and demographic factors. *School Psychology Review*, 37(2), 228.
- [20] University of Virginia, 2007. *The Virginia High School Safety Study*.
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RESOLUTION # 2017-19

Resolution to Lobby for Removing Restrictions on Strikes

Whereas, AFT-Oregon's mission recognizes the mutual interests of its locals and the labor movement regardless of industry; and

Whereas, collective action, especially the strike, in all its forms, is the source of power and the tactic responsible for building the labor movement; and

Whereas, strikes, in all their forms, are not only an effective tactic but allow disparate laborers to combine their voices in a cohesive political expression; and

Whereas, strikes are essential to democracy as they are a form of protest that grants workers voice in the workplace, the community, and the legislature; and

Whereas, the ability of corporations to engage in political action has been drastically expanded since the Citizen's United ruling in 2010 while the ability of laborers to engage in political action remains diminished by the severe restriction of the strike; now

Therefore Be It Resolved, AFT-Oregon will promote legislation and bargaining efforts that would legalize secondary strikes, wildcat strikes, general strikes, no crossing picket line clauses, secondary boycotts, and any other form of union solidarity through direct action; and

Be It Further Resolved, AFT-Oregon will distribute to the locals information on the history of the Taft Hartley Act and how to successfully execute secondary strikes, wildcat strikes, general strikes, no crossing picket line clauses, and secondary boycotts; and

Be It Further Resolved, AFT-Oregon will educate and support locals who wish to remove no strike clauses in their contracts; and

Be It Finally Resolved, AFT-Oregon will advance this resolution to AFT National.

RESOLUTION # 2017-22

Resolution Calling for a Campaign to Educate the Public on Detecting Falsehoods in Media

Whereas, all AFT members agree on the benefits of an educated public; and

Whereas, a core component of education is teaching the ability to discern fact from fiction; and

Whereas, a lack of consensus on what is factual threatens all who have careers that receive public funding, including those in education, as well as those who have related careers in scientific research and public policy; and

Whereas, Facebook, the most widely-used social networking platform across the globe, was found to have permitted the broad dissemination and consumption of fictional news stories that were verisimilitudinous, particularly during the 2016 election cycle; and

Whereas, Sean Spicer, White House Press Secretary, made demonstrably incorrect statements about the size of the 2017 inauguration crowd to the press; and

Whereas, Kellyanne Conway, advisor to the President, described these false statements as “alternative facts”, which is a euphemism for lies, on Sunday, January 22nd’s edition of Meet the Press; and

Whereas, the President has used press opportunities, social media, and meetings with government officials to repeat false information about the size of the January 2017 inaugural crowd and more serious matters such as the number of illegal votes counted as part of the popular vote; and

Whereas, members of the current presidential administration who interface directly with the public, who have a demonstrated record of doing so, continue to escalate their efforts to distort facts or communicate pure falsehoods, as exemplified by the suggestion by Sean Spicer on Tuesday, April 11th, 2017 that Adolf Hitler “didn’t even sink to using chemical weapons”; and

Whereas, distributing demonstrably false or factually dubious information is an increasingly common tactic used by politicians and political agents to manipulate public opinion; and

Whereas, we as educators have a responsibility to foster an informed public; and

Whereas, a well-informed public is essential to democracy; now

Therefore Be It Resolved, that AFT-Oregon will support the classroom use, and engage in a campaign to increase public awareness of publically available media literacy programs such as those available on AFT’s “Share My Lesson” specifically aimed at detection of media falsehoods; and

Be It Further Resolved, that AFT-Oregon will develop a working group to determine the means by which to achieve these goals, including solicitation of existing educational materials from local members or the possible development of new educational materials and the development and distribution of new marketing materials; and

Be It Finally Resolved, that the AFT-Oregon will propose a similar resolution at the national level.

RESOLUTION # 2017-24

Supporting Science and Science Educators

Whereas, the pursuit of knowledge in the arts, humanities, and science are an undeniable public good; and

Whereas, current political actors aim to specifically inhibit scientific study and communication; and

Whereas, science education teaches children and adults to think critically, ask questions, and evaluate truth based on the weight of evidence; and

Whereas, many members of AFT-Oregon locals are employed as scientists and/or science educators; and

Whereas, the greater public benefits from living improvements brought about through scientific study; and

Whereas, proposed budget cuts for national science agencies -- including the Environmental Protection Agency, National Institutes of Health, Department of Energy, and National Oceanic and Atmospheric Administration -- would reduce the volume and quality of scientific research in the United States; and

Whereas, programs such as the Sea Grant program, which is important for the scientific study and public education of Oregon coastal and marine resources, is at risk of elimination under the newly proposed budget; and

Whereas, the aforementioned budget cuts to national science agencies are being proposed in a political culture of science denial -- particularly denial of human-created climate change -- in which national science agencies have been ordered not to discuss climate change in their public outreach and their websites; and

Whereas, tax dollars support scientific research, and withholding scientific results limits the public's ability to learn from important developments and discoveries; and

Whereas, new policies threaten to further restrict scientists' ability to research, and teachers' ability to communicate scientific findings; and

Whereas, Oregon's Governor Kate Brown's recommended budget calls for "painful cuts"[1] to K-12 and higher education; and

Whereas, United States Congressional Bill HR 899 has been introduced to the 115th Congress to terminate the Department of Education on December 31, 2018; and

Whereas, United States Congressional Bill HR 861 has been introduced to the 115th Congress to terminate the Environmental Protection Agency on December 31, 2018; now

Therefore Be It Resolved, AFT-Oregon will advocate for state funding in support of science research, scientific hiring, science educators, and agency application of science to management; and

Be It Further Resolved, AFT-Oregon will oppose HR 861, 899, and any similar bill in the Oregon legislature; and

Be it Further Resolved, AFT-Oregon will advocate for legislation that will protect scientists and science educators against retaliation; and

Be It Further Resolved, that AFT-Oregon opposes attempts to dismantle the EPA, freeze federal grant funding, or otherwise obstruct researchers, scientists, and other experts from performing their duties at public universities; and

Be It Further Resolved, that AFT-Oregon supports the March for Science and other actions to raise awareness and initiate resistance against anti-science policies.

Be It Further Resolved, AFT-Oregon will recommend to our national affiliates to oppose legislation like HRs 861, 899 that seeks to diminish or eliminate programs or agencies that support scientific research or communication, to advocate for increased funding to agencies that support scientific research or communication, and to advocate for legislation to protect scientists and science educators against retaliation.

Be It Finally Resolved, that this resolution be suitably edited and forwarded to the AFT National and Oregon AFL-CIO conventions.

[1] "Budget News Conference 2016" <https://www.oregon.gov/gov/media/Pages/speeches/Budget-News-Conference-2016.aspx>

SPECIAL ORDER OF BUSINESS

Adopted as submitted

Creation of an Annual Elsie Burkhalter Award

Whereas, The AFT family is saddened by the loss of AFT Vice President Elsie Burkhalter on December 10th, 2016, who made our union better, her community stronger, and devoted her life to fighting for education, opportunity and the rights of working people; and

Whereas, Elsie Burkhalter served as president of the St. Tammany Federation of Teachers and School Employees from its inception in 1979 until 2015, and served as a vice president of the American Federation of Teachers from 2008 to 2016. She was also a vice president of the Louisiana Federation of Teachers as well as the Louisiana AFL-CIO; and

Whereas, Elsie Burkhalter led her local to win collective bargaining rights for all school employees—St. Tammany Parish is one of only a handful of school districts in Louisiana with collective bargaining; and

Whereas, Elsie Burkhalter gave back to her community through her service on the University of Louisiana System board of supervisors for 18 years, including two years as its chair; she was the first woman and first African-American to hold that position. She also served on the Slidell City Council and was involved in numerous organizations such as the Workforce Investment Board, Louisiana Center for Women in Government and Business, Slidell Women’s Civic Club and the League of Women Voters. She was honored with a Lifetime Achievement Award from the Louisiana Democratic Party; and

Whereas, Elsie Burkhalter was unwavering in her work, her efforts for educators, students, and her community. We appreciate and respect all that she did to make sure the world is better for future generations; now

Therefore Be It Resolved, that AFT-Oregon will create an annual award that will be presented at the annual convention that will be given to an AFT-Oregon member who has demonstrated the ideals of what Elsie Burkhalter espoused in every interaction, to fight for labor rights through every political venue and in member rights in St. Tammany Parish.

Resolutions Referred to Executive Council

RESOLUTION # 2017-2

Resolution Calling for Commitment to Build a Secure Culture of Organizing and Coalition Building

Whereas, AFT-Oregon has already committed to a Renewed Commitment to Build a Culture of Organizing within Oregon; and

Whereas, unions all over the country face a new threat from the current administration; and

Whereas, this threat looks to attack our constitutional right and duty to collectively assemble, for which is necessary to maintain union strength and labor rights; and

Whereas, we cannot wait for the administration to begin to form and enact their laws attacking unions and union membership; and

Whereas, communication is imperative for cohesive organization of union members at the local, state, and national levels to confront this threat; and

Whereas, union fragmentation is one of the leading causes to the reduction in union membership all over the country; and

Whereas, effective union communication must not be limited to in-person meetings, but must also be conducted through online means; and

Whereas, all union members should be able to share conversations, potentially sensitive information, and/or plans for organizing efforts in a manner that is secure; and

Whereas, communication sent through unencrypted online messaging services makes union members vulnerable to observation by outside parties; now

Therefore Be It Resolved, that AFT-Oregon will strive to create a better working relationship with NEA, SEIU, and other AFL-CIO connections; and

Be It Further Resolved, that AFT-Oregon will create a working group to develop an informative resource on data encryption for union members; and

Be It Further Resolved, that AFT-Oregon will establish recommended practices for local chapters to adopt that are sufficiently protected means of online communication; and

Be It Further Resolved, that AFT-Oregon will work toward intra-union solidarity between K-12 and Higher Ed; and

Be It Further Resolved, that AFT-Oregon will work to create platforms on social media and traditional media to encourage engagement between all unions, not just AFT members; and

Be It Finally Resolved, that AFT-Oregon will recommend to AFT National to push better means of coalition building between their member unions and other unions across the country.

RESOLUTION # 2017-8

Stand with Nabisco Workers in the U.S. and Across the Globe

Whereas, in July 2015, Mondelez, the new owner of Nabisco-branded products, announced that it would send 600 workers' jobs from Chicago to its new plant in Salinas, Mexico after workers refused to accept unreasonable company demands of \$46 million in wage and benefit cuts annually amounting to 60% of their current wages and benefits; and

Whereas, Mondelez/Nabisco is evading family-sustaining wages, workers' rights and other laws in the U.S. by sending production to Mexico, which has a Federal minimum wage of \$4 a day; and

Whereas, this one-way business model exploits workers on all sides of borders by virtue of unfair trade competition and governmental repression to benefit a global few at the expense of many; and

Whereas, plant closures devastate communities and families, as well as state and county tax bases; and

Whereas, in Chicago, in the 1990's, Nabisco took \$90 million in subsidies from Illinois taxpayers and 20 years later they are abandoning the taxpayers' investment; and

Whereas, Nabisco's continued corporate policy of closing plants to take advantage of low-wage workers has been a windfall for its top executives and largest shareholders, including Irene Rosenfeld, the CEO of Mondelez, which owns Nabisco, who raked in approximately \$185 million in compensation over eight years, while billions of dollars went to the largest investors in dividends and stock buybacks; and

Whereas, the continual loss of jobs to low-wage countries with non-free union workplaces limits current and future generations of Americans from attaining good family-sustaining jobs in all work segments, and in particular limits the earning power of new student graduates entering the job market who are already saddled with enormous financial liabilities even before they get their first job; and

Whereas, the continuation of corporate-driven trade deals, such as NAFTA, and irresponsible corporate business models eliminate work opportunities resulting in more Americans who cannot compete with low-wage workers across borders; now

Therefore Be It Resolved, that AFT-Oregon supports the efforts to maintain family-sustaining employment as well as to stand up against global worker exploitation utilized in non-free union workplaces and by sending an open letter to CEO Irene Rosenfeld outlining its displeasure with this economically and socially destructive business plan; and

Be It Further Resolved, that AFT-Oregon direct its procurement officers, personnel, and vendors to not support the sale of or the dispensing of products made by Mondelez under its Nabisco brand that are made in non-free union workplaces upon the date of this resolution's passage, and encourages locals to do the same; and

Be It Finally Resolved, that AFT-Oregon will pressure our employers to sell and carry anywhere on its campuses only Nabisco products made in free union workplaces until such time as Mondelez/Nabisco repatriates the 600 jobs that were sent to Mexico in 2016 and Mondelez/Nabisco ends its movement of jobs from the U.S. to low-wage economies with non-free union workplaces when such products produced across borders and oceans are then returned to the U.S. economy for sale.

RESOLUTION # 2017-12

A Welcoming Policy for Refugees and Immigration

Whereas, our country does not require religious and/or value tests to determine whether a human life is worth saving and has access to equal opportunity; and

Whereas, the President and Congress of the United States have an obligation to protect and defend the rights of all persons in the United States; and

Whereas, by signing the Executive Order banning entry by anyone from predominately Muslim countries, President Trump has confirmed he will blatantly violate the rights of Arabs, Muslims, immigrants, and refugees; and

Whereas, the actions taken by President Trump have nothing to do with national security but rather are based on Islamophobia and xenophobia; and

Whereas, these actions by President Trump confirm fears by many that the divisive and bigoted rhetoric witnessed during the presidential campaign is already leading to devastating policies; and

Whereas, under the Executive Order, detention and removal is prioritized, and protection and due process are ignored; and

Whereas, asylum seekers would be left in jails and facilities with conditions that resemble jails for months or longer, without access to quality health care, even though there are more humane alternatives; and

Whereas, historically, calls for national security have targeted disfavored marginalized communities, for example, foreigners and communities of color in the United States; and

Whereas, as shown throughout U.S. history, mechanisms can be manipulated to discriminate against immigrant and ethnic communities and to judge people by how they look, where they came from, or how they pray; and

Whereas, we look to the dark episodes in our nation's past with dismay and regret, including the Chinese Exclusion Act of 1882 and the internment of Japanese-Americans in the Second World War; now

Therefore Be It Resolved, we stand in opposition to the institution of a registry that is racially discriminatory and targets individuals based on race, national origin, religion, and/or ethnicity; and

Be It Further Resolved, that we condemn draconian and invasive policies that single out individuals based on national origin, religion, ethnicity, or other identifying factors; and

Be It Finally Resolved, that this resolution be suitably edited and forwarded to the AFT Convention.

RESOLUTION # 2017-13

In Support of Sanctuary Schools and Campuses

Whereas, tens of thousands of undocumented students face renewed threats of deportation; and

Whereas, faculty and staff are being placed on watch lists; and

Whereas, swastikas, nooses, and racist graffiti are appearing on college campuses and in school districts nationwide; and

Whereas it is paramount to defend the principles of academic freedom and specifically decry and defend against blacklisting faculty; and

Whereas we must aggressively protect the civil rights of all members of our community from crime, including hate crimes and sexual assault; now

Therefore Be It Resolved, that AFT-Oregon encourages school districts, colleges, and universities to refuse to give customs enforcement officials physical access to their institutions for investigating and/or detaining students, faculty and workers; and

Be It Further Resolved, that AFT-Oregon encourages locals to advocate that their school districts, colleges, and universities prohibit their public safety officers from inquiring about and/or recording immigration status or enforcing immigration laws; and

Be It Further Resolved, that AFT-Oregon encourages locals to advocate that their school districts, colleges, and universities refuse to voluntarily release academic records, employment records, or membership lists of organizations to any law enforcement agencies targeting individuals solely on the basis of their immigration status, religion, racial or ethnic background, sex or gender, sexual identity, or political affiliation; and

Be It Further Resolved, that AFT-Oregon encourages locals to support and collaborate with school districts, colleges, and universities once these policies are established; and

Be It Further Resolved, that AFT-Oregon advocates for educational institutions to provide the financial, academic, and social supports to students, faculty, and campus workers necessary to ensure true educational opportunity and economic well-being, recognizing that these supports are particularly vital for people who may be targets because of immigration status, religion, racial or ethnic background, sex or gender identity, sexual preference, or political affiliation; and

Be It Finally Resolved, that this resolution be suitably edited and forwarded to the AFT National convention.

RESOLUTION # 2017-15

Resolution Calling on AFT to Support DACA and DACA Recipients

Whereas, all sentient beings share Earth and have an unalienable right to free movement and can therefore never be “illegally” anywhere on the planet; and

Whereas, the laws of the government of the United States of America do not permit people without official documents to legally reside within the political confines of the United States; and

Whereas, the lawful channel for immigrating to the United States requires years of waiting and background checks before documentation is issued; and

Whereas, people who want to immigrate to the United States for the sake of their lives and wellbeing may not be able to wait for documentation while their lives are at risk; and

Whereas, there are currently people who are determined by the United States government to be in the United States “illegally”, which includes children who have not known any other home; and

Whereas, these children brought to the United States often do not have any choice in the matter; and

Whereas, in June 2012, the former President of the United States, Barack Obama, announced the immigration policy known as the Deferred Action for Childhood Arrivals (DACA); and

Whereas, since 2012, approximately 750,000 people have submitted personal information to the United States Citizen and Immigration Services under the DACA program; and

Whereas, these 750,000 people are concerned that the information the United States government possesses about their whereabouts may be used to target or discriminate against them under jingoistic laws and law enforcement; and

Whereas, these concerns may lead to participants in the DACA program to hesitate to contact public services, such as law enforcement, when these public services are necessary; and

Whereas, these hesitations may lead to abuses and hardships in communities determined by the United States government to be “illegal”; and

Whereas, the new United States executive branch has demonstrated its hostility toward DACA, including claiming in August 2016 that “We will immediately terminate President Obama’s two illegal executive amnesties, in which he defied federal law and the constitution to give amnesty to approximately five million illegal immigrants.”[1]; now

Therefore Be It Resolved, that AFT-Oregon supports legislation protecting participants in the DACA program; and

Be It Further Resolved, that AFT-Oregon supports the continuation of the DACA program; and

Be It Further Resolved, that AFT-Oregon supports legislation to expand DACA and similar programs; and

Be It Further Resolved, that this resolution be suitably edited and forwarded to the AFT National convention, and

Be It Finally Resolved, that AFT-Oregon will recommend that AFT National protect and expand DACA and support legislation that protects participants in the DACA program and the free movement of humans on Earth.

[1] <https://www.donaldjtrump.com/press-releases/donald-j.-trump-address-on-immigration>

RESOLUTION # 2017-18

Resolution to Challenge the Charter Schools Movement and Protect K-12 Public Education

Whereas, AFT members commit themselves to the production and cultivation of a robust system of education that serves the public interest; and

Whereas, public schools provide opportunities to disenfranchised and oppressed groups in ways that few other institutions in the United States can; and

Whereas, for some years a political movement to replace public education with privately held “charter schools” has been championed by figures in both the Republican and Democratic parties; and

Whereas, the newly appointed and completely unqualified Secretary of Education Betsy DeVos is an avowed and vocal champion of this movement, who is responsible for the charter schools in Detroit that are worse than the public schools [1]; and

Whereas, the market orientation and values espoused by supporters of charter schools are inimical to an open, fair, free, and equitable system of public education; and

Whereas, charter schools can only lead to the destruction, and not the supplementation, of public schooling in the United States both through direct competition with public schools for funding, and by pitting public schools against each other in a toxic “race to the bottom”; and

Whereas, charter schools lead to self-selection by wealthy parents into so-called “better” schools outside of their geographic districts, leading to the further entrenchment of economic and racial inequalities inimical to the proper functioning of a fair and free democracy; and

Whereas, charter schools serve to reproduce the vile forms of racial segregation in education our union forbearers fought so hard to overcome; and

Whereas, Charter schools threaten the organizing and bargaining strength of teachers’ unions; and

Whereas, teachers’ unions tend to be more interested and effective at maintaining quality standards in education than their non-unionized charter school counterparts; and

Whereas, charter schools do not serve the interests of students, educators, or the public at large, and instead only work to enrich predatory business owners through public tax-dollars; now

Therefore Be It Resolved, that AFT-Oregon and National will explicitly publicly commit themselves to the fight against the movement for charter schools, and resist the actions of its proponents; and

Be It Further Resolved, that AFT-Oregon and National exercise its political resources to resist and obstruct the expansion of charter schools and other policies that set American education down a path antithetical to the public interest; and

Be It Finally Resolved, that all levels of AFT should emphasize that the fight against charter school isn’t about serving the economic self-interest of teachers, but is instead about the role of public education to create the conditions for a free, expansive, equitable, and vital public sphere.

[1] <http://www.politico.com/story/2016/12/betsy-devos-michigan-school-experiment-232399>

RESOLUTION # 2017-23

Resolution Rejecting Hate Speech

Whereas, the 2016 presidential election was characterized by extremely divisive, harmful, and destructive rhetoric that targeted disadvantaged and underprivileged groups as a way of angering people to mobilize a base; and

Whereas, political figures have continued to use this rhetoric as a way to mobilize support for a policy agenda that targets disadvantaged and underprivileged groups; and

Whereas, the purpose of such rhetoric is to induce fear in those targeted so as to exclude them from community spaces; and

Whereas, since the 2016 election began, hate crimes towards disadvantaged and underprivileged groups have increased and can be traced to the rhetoric used in the election; and

Whereas, members of these targeted groups include students in our classrooms, our coworkers, and our campuses; and

Whereas, our role as teachers, members of a union, and community members is to create a space in classrooms and our campuses whereby all people can participate, as well as rejecting oppression; and

Whereas, the American Bar Association defines hate speech as "speech that offends, threatens, or insults groups, based on race, color, religion, national origin, sexual orientation, disability, or other traits"; and

Whereas, such rhetoric is therefore defined as hate speech; and

Whereas, political figures have hidden behind First Amendment Rights to advance this agenda, claiming that they have the freedom of speech to terrorize different disadvantaged and privileged groups; and

Whereas, this rhetoric often results in the violation of the 14th Amendment rights of these groups and thus can be considered hate speech; now

Therefore Be It Resolved, AFT-Oregon unequivocally rejects hate speech and acknowledges it is a direct attack upon our students, co-workers, community, schools, and campuses; and

Be It Further Resolved, AFT locals should push their schools, local school districts, and campuses to reject hate speech; and

Be It Further Resolved, AFT-Oregon will call upon all local politicians to reject hate speech and hate crimes; and

Be It Finally Resolved, AFT-Oregon will pass this resolution to AFT National.

ELECTION SUMMARY OF VOTES

AFT-Oregon Convention 2017 Elections Vote Summary

1st Election Results			President		Vice-President (10 Seats)										AFL-CIO Delegate			
Local No.	Local	Votes Authorized	Delegates Seated	David Rives	Evan Scruton	Michele Catena	Tres Pyle	Lola Loustaunau	Rheuben Bundy	Elisabeth Garcia Davidson	Melody Hansen	Kris Osterloh	Shaun Cain	Dean Pfaender	Jaime Rodriguez	Jessica Neafie		
111	PFSP	1,318	22	1318	0	1318	1318	1318	1318	1318	1318	1318	1318	0	1318	0		
2277	PCCFFAP	1,574	18	1311	176	1399	1487	1399	1487	1487	1399	1311	1399	0	1487	0		
2278	WOUFT	255	6	255	0	255	255	255	255	255	255	255	255	128	127	0		
2417	LCCEF	703	2	703	0	703	703	703	703	703	703	703	703	0	703	0		
3190	SWOCCFT	51	2	51	0	51	51	51	51	51	51	51	51	0	51	0		
3209	UAUO	1,783	5	1783	0	1783	1783	1783	1783	1783	1783	1783	1783	0	1426	357		
3432	WVCCF	40	0															
3466	BMFT	38	0															
3544	GTF	1,277	23	737	491	1129	1228	1228	1081	1129	1129	1129	1129	50	245	933		
3571	PSUFA	640	2	640	0	640	640	640	640	640	640	640	640		640			
3662	SFCE	108	3	108	0	108	108	108	108	108	108	108	108		108			
3809	WSCCFA	31	0															
3922	PCCFCE	785	7	673	112	785	785	785	785	785	785	785	785		785			
3972	SWOCCF	88	3	88	0	88	88	88	88	88	88	88	88		88			
4671	HCU	1,318	13	1116	202	1318	1217	1116	1318	1116	1116	1116	1318	102	1216			
4754	UEGCGC	53	2															
4912	LCCSSA	141	2	141	0	141	141	141	141	141	141	141	141		141			
6020	AFTOCUE	17	0															
6069	CGE	1,570	21	272	1298	1502	1365	1434	1093	1297	1297	749	1297	68	1024	410		
6200	AAP	91	3	91	0	91	91	91	91	91	91	91	91	31	60			
8035R	Retiree Chapter	1	1	1	0	1	1	1	1	1	1	1	1		1			
TOTALS	Present	11,882	135	9,288	2,279	11,312	11,261	11,141	10,943	10,993	11,107	10,269	11,107	379	9420	1700		

AFT-Oregon Convention 2017 Elections Vote Summary, Continued

2nd Election Results				Vice-President (2 Seats)		
Local No.	Local	Votes Authorized	Delegates Seated	Sara Keene	Rebecca Hartman	Dave Woken
111	PFSP	1,318	0	1318	1318	0
2277	PCCFFAP	1,574	0	1223	964	787
2278	WOUFT	255	6	213	42	255
2417	LCCEF	703	2	352	351	703
3190	SWOCCFT	51	2	51		51
3209	UAUO	1,783	5	1069	714	1783
3432	WVCCF	40	0			
3466	BMFT	38	0			
3544	GTFF	1,277	0	1164	168	1229
3571	PSUFA	640	0	640	640	
3662	SFCE	108	3	108	108	0
3809	WSCCFA	31	0			
3922	PCCFCE	785	7	785	785	0
3972	SWOCCCF	88	3	88	0	88
4671	HCU	1,318	0	1216	912	508
4754	UECGCC	53	0			
4912	LCCSSA	141	2	141	0	141
6020	AFTOCUE	17	0			
6069	CGE	1,570	21	1045	449	1421
6200	AAP	91	3	30	91	61
8035R	Retiree Chapter	1	1	1	1	
				VP		VP
TOTALS	Present	11,882	55	9444	6543	7027

Election Results Summary

OFFICERS

All terms are two years, beginning July 1, 2017, ending June 30, 2019

Current Officers Continuing through June 30, 2019:

President

David Rives, PCCFFAP 2277

Executive VP

Belinda Reagan, PFSP 111 (re-elected by acclamation)

Secretary

Devin Hunter, HCU 4671 (re-elected by acclamation)

Treasurer

Jeff Grider, PCCFCE 3922 (re-elected by acclamation)

VP Political Action

Jaime Rodriguez, PCCFFAP 2277 (re-elected by acclamation)

Vice-Presidents

Elisabeth Garcia Davidson, PCCFCE 3922

Kris Osterloh, CGE 6069

Michele Catena, PFSP 111/CGE 6069

Shaun Cain, AAP 6200

Incoming Officers Beginning July 1, 2017:

Vice-Presidents

Sara Keene, SWOCCFT 3190

David Woken, UAUO 3209

Tres Pyle, UAUO 3209

Lola Loustaunau, GTFF 3544

Rheuben Bundy, GTFF 3544

Melody Hansen, HCU 4671

DELEGATE TO THE OREGON AFL-CIO 2017 CONVENTION

Delegate

Jaime Rodriguez, PCCFFAP 2277

Alternates

Jessica Neafie, GTFF 3544

Dean Pfaender, HCU 4671

2017 AWARDS RECIPIENTS

Scholarship & Awards Commission Members:

Belinda Reagan, Local 111, PFSP & AFT-Oregon Executive VP

Brianna Bertoglio, Local 3544, GTFF & AFT-Oregon VP

Joe Lowndes, Local 3209, UAUO & AFT-Oregon VP

Awards Recipients

MEMBERSHIP GROWTH AWARDS

Numbers reflect locals' membership from Jan.-Dec. 2016

Membership of 90% or More of Those Eligible to Join

Local 3432, Willamette Valley Child Care Federation, 100% membership

Local 3466, Blue Mountain Federation of Teachers, 100% membership

Local 3662, Scappoose Federation of Classified Employees, 100% membership

Local 4912, Lewis & Clark College Support Staff Association, 93% membership

Greatest Percentage Growth in Membership

Local 2278, Western Oregon University Federation of Teachers, 23% net growth of members

Net Increase of 100 or More Members

Local 2277, PCC Federation of Faculty & Academic Professionals, net increase of 122 members

Local 4671, Hillsboro Classified United, net increase of 108 members

ANNIVERSARY AWARDS

45 years, Local 2277, PCC Federation of Faculty & Academic Professionals

40 years, Local 3571, Portland State University Faculty Association

20 years, Local 6020, AFT Oregon Coast United Employees

TREASURER'S AWARD

Chris Pitton, Treasurer of Local 3432, Willamette Valley Child Care Federation

POLITICAL ACTION ADVOCACY AWARDS

Numbers reflect locals' Political Action Fund (PAF) contributions during 2016

Gold Award, 25% or more of members contributed at least \$5/month or \$60/year to the PAF

Local 2278, Western Oregon University Federation of Teachers

Silver Award, 15% or more of members contributed at least \$5/month or \$60/year to the PAF

Local 3190, Southwestern Oregon Community College Federation of Teachers

Local 8035-R, AFT-Oregon Retirees Chapter

Bronze Award, 10% or more of members contributed at least \$5/month or \$60/year to the PAF

Local 2277, Portland Community College Federation of Faculty and Academic Professionals

2017 Awards Recipients, Continued

SCHOLARSHIPS

\$1,500 each

Shirley J. Gold Scholarship

Hillel Samlan, Local 3544, Graduate Teaching Fellows Federation

Carl J. Megel Scholarship

Kjel Pettenger-Willey, son of Mary Pettenger of Local 2278, Western Oregon University Fed. of Teachers

Albert F. Shanker Scholarship

Jesy Rodriguez, daughter of Jaime Rodriguez, Local 2277, PCC Fed. of Faculty & Academic Professionals

COMMUNICATION AWARDS

Award for General Excellence in Communications

Local 3209, United Academics of the University of Oregon

Award for Best Website

Local 3209, United Academics of the University of Oregon, UAUOREGON.org
Webmaster, Chris Sinclair

Award for Best Use of Social Media

Local 3544, Graduate Teaching Fellows Federation, Instagram @GTFF3544

MEMORIAL AWARD

John Connor Memorial Award

Devin Lea, Local 3544, Graduate Teaching Fellows Federation, VP of Organizing

AFT-OREGON EXECUTIVE COUNCIL

Executive Council

Current officers as of 5/17/2017 through term ending June 30, 2017

President

David Rives

Executive Vice-President

Belinda Reagan

Secretary

Devin Hunter

Treasurer

Jeff Grider

Vice-President Political Action

Jaime Rodriguez

Vice-Presidents

Brianna Bertoglio

Shaun Cain

Michele Catena

Kelly Cowan

Elisabeth Garcia Davidson

Michael Dreiling

Bernadette Kapocias

Joe Lowndes

Kris Osterloh

Mary Sykora

Liaisons

Louise Currin

President, Local 8035-R, AFT-Oregon Retiree Chapter

Tim Stoelb

President, Local 6732, Oregon School Employees Association

Adrienne Enghouse

President, Local 5017, Oregon Federation of Nurses & Health Professionals

Katy Cooper

President, Local 5905, Oregon Nurses Association