



AFT-Oregon
Disposition of Resolutions
Passed in 2019

March 2021 Edition

Resolutions Adopted by Convention
Action Taken on 2019 Resolutions

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

Resolution #2019 -1

Title: Promoting Protections for International Workers

1. AFT-OR acknowledge, promote and build awareness of the multiple struggles international workers face in their work environments; and
2. AFT-OR promote bargaining platforms and make available resources including providing optional training that address international workers’ concerns and challenges separately and protect them; now
3. AFT-OR will submit this resolution to the national level.

Action Taken:

1. _
2. _
3. AFT-Oregon will be submitted this resolution at the AFT Convention on July 27 – 30, 2020.
Passed on the floor of 2020 AFT Convention.

Resolution #2019 -2

Title: Bargaining for Disability Accommodation and Access

1. AFT-OR will support locals in their advocacy and bargaining for accessibility and accommodation rights, protections, and the development of inclusive policy; and
2. AFT-OR support locals in taking steps (such as focus groups and online surveys) to identify needs for, usage of, and gaps in accessibility and accommodations to advise bargaining on these issues; and
3. AFT-OR will endeavor to combat the marginalization of the disabled community by supporting the visibility and voices of the disabled community; now
4. AFT-OR will recommend AFT National include disability access and accommodation support as a stable necessity for member unions across the country.

Action Taken:

1. Continuing Action as CBAs expire at varies locals.
2. _
3. _
4. Unsure if this was taken into consideration at AFT National Convention.

Resolution #2019 -3

Title: Resolution to Expand Retirement Benefits

1. AFT-OR will advocate for the expansion of retirement benefits to include public university graduate employees in Oregon and employees below .50 FTE; now
2. AFT-OR Executive Council will encourage the AFT National to advocate for a similar expansion in public retirement eligibility for graduate employees and employees below .50 FTE at the federal level.

Action Taken:

1. Pass at AFT National 2020 Convention.
2. Legislative Bill currently in process in Oregon 2021 Legislative Session for all .50 FTE Public Employees.

Resolution #2019 -4 (amended to include #2019-5)

Title: Resolution to Endorse the Oregon and the National Green New Deals

1. AFT-OR immediately endorse the Oregon Green New Deal, adding its name to a growing list of organizations; and
2. AFT-OR will convene a committee of rank-and-file members to create a policy platform simultaneously addressing climate change and economic justice to be submitted to all state political officials for adoption.
3. That this resolution will be made a priority for advocating adoption at the AFT-National Convention at the scale of our national union\ and the Oregon AFL-CIO Convention.

Action Taken:

1. AFT-Oregon endorses the Oregon Green Deal and has joined the Blue Green Alliance.
2. AFT-Oregon has not started this due to capacity.
3. AFT-Oregon submitted this resolution at the AFT Convention on July 27 – 30, 2020. Passed with amendments as part of a broader non Oregon specific New Green Deal. AFT-Oregon submitted this to the Oregon AFL-CIO Convention in September 2019. It was merged with two other similar New Green Deal resolutions.

Resolution #2019 -6

Title: Resolution in Support of Campaign Workers Organizing

1. Consistent with our party platform, AFT-OR strongly supports the efforts of the Campaign Workers Guild to organize Oregon campaign workers.
2. AFT-OR will not endorse candidates who do not voluntarily recognize the right of their campaign workers to unionize.

Action Taken:

1. AFT-Oregon's continues to support campaign workers right to organize.
2. Edited candidate questionnaire for endorsements asking about their stance on voluntary recognition of the right of their campaign workers to unionize.

Resolution #2019 -7

Title: Addressing Sexual Discrimination, Harassment, and Violence in the Workplace

1. AFT-OR recognize and address the frequency and severity of these occurrences in consultation with locals, while acknowledging that statistics underrepresent incidents of sexual discrimination, harassment, and violence; and
2. AFT-OR will treat all incidents and allegations seriously and promptly with trauma-informed responses; and
3. AFT-OR reaffirms its refusal to tolerate sexual discrimination, harassment and violence by collaborating with locals to compile a list of evidence-based best practices to be distributed to all locals; and
4. AFT-OR will adopt and implement these practices; and
5. AFT-OR promote bargaining platforms that uphold the rights of the complainants, victims, and survivors and validate their experiences as potential hindrances to their ability to work; now
6. AFT-OR will submit this resolution to the national level.

Action Taken:

1. AFT-Oregon lacks capacity.
2. AFT-Oregon lacks capacity.
3. AFT-Oregon lacks capacity.
4. AFT-Oregon lacks capacity.
5. AFT-Oregon lacks capacity.
6. AFT-Oregon submitted this resolution at the AFT Convention on July 27 – 30, 2020 and it passed.

Resolution #2019 -8

Title: Support for Transgender, Nonbinary, and Gender-nonconforming Workers

1. AFT-OR will collaborate with transgender, nonbinary, and gender-nonconforming communities to compile a list of best practices implemented by locals in defense of transgender, non-binary, and gender non-conforming workers; and
2. AFT-OR will compile a list of already-existing statewide protections for transgender, non-binary, and gender non-conforming people including protections in the workplace, housing, and everyday life; and
3. AFT-OR will make these best practices available to locals to help guide and direct agitation for the rights of transgender, nonbinary, and gender-nonconforming workers; now
4. AFT-OR will bring this to the AFT Convention.

Action Taken:

1. Still searching for such a group for advocacy. AFT-Oregon is supporting current state legislation in the 2021 session.
2. Waiting for responses from legislatures.
3. Yes, once we find guidelines and best practices they will be posted on the website.
4. AFT-Oregon submitted this resolution at the AFT Convention on July 27 – 30, 2020 and it passed.

Resolution #2019 -9

Title: Recognition of Tribal Sovereignty and Indigenous Peoples in Schools

1. AFT-OR will work with communities of Indigenous Peoples within Oregon and other states to develop programs that serve the needs of members in our classrooms by offering anticolonial curriculum, teaching, and pedagogical support for discussing the history of Indigenous Peoples and the resurgence of Indigenous cultures; now
2. AFT-OR will provide substantive education to all of their members on the legal recognition and protection that U.S. tribal sovereignty and international law provide for these Peoples,^[1] such as providing easy access to resources including teaching guides, syllabi, and reading materials suitable for teaching at the K-12 and post-secondary level.

Action Taken:

1. No Action has been taken due to lack of capacity.
2. Attempts have been made to have land recognition statements at all AFT-Oregon events starting with 2019 President's Conference. AFT-Oregon is also looking to support SB 640 that establishes Indian Health Scholarship Program to provide free tuition and fees for qualifying Indian health profession students in exchange for student commitment to work at tribal service site after graduation.

^[1]Adapted from *The United Nations Declaration on the Rights of Indigenous Peoples*, August 2013, the UN Office of the High Commissioner for Human Rights (OHCHR).

Resolution #2019 -10

Title: Solidarity With Prison Laborers

1. AFT-OR will stand in solidarity with prison workers in their unionization efforts and in their fight for fair working conditions; and
2. AFT-OR will compile resources regarding vendors that have committed to avoiding prison labor and its products, to be made available on the AFT-OR website and disseminated to locals; now
3. AFT-OR will condemn the exploitation of prisoners for profit, and research methods to prevent further exploitation.

Action Taken:

1. Legislative Concept awaits bill # for 2021 Oregon legislative session. No other action has been taken due to lack of capacity at AFT-Oregon.

Resolution #2019 -11

Title: Continuing to Oppose ICE in Schools

1. AFT-OR shall conduct a review on the efficacy and implementation of the 2018 resolution at the local level; and
2. AFT-OR will conduct a review of how many of our local schools currently cooperate with ICE officers, reminding those who do about the danger ICE poses to our students and members, and that compliance with ICE is not legally required without a judicial warrant; and
3. AFT-OR will update its information for the new year and redistribute to locals; now
4. AFT-OR will renew its commitment to oppose ICE.

Action Taken:

1. AFT-Oregon continues to oppose ICE in schools and work with Allies doing this work.
2. No review has been done due to lack of staff capacity at AFT-Oregon.
3. No update has been made.
4. AFT-Oregon continues to oppose ICE in schools and work with Allies doing this work.

Resolution #2019 -13

Title: Call to improve the benefit of unused sick leave

1. AFT-Oregon support the passage of legislation that provides a benefit to OPSRP retirees with unused sick leave; and
2. AFT-Oregon support the passage of legislation that requires employers to provide some benefit to all employees with unused sick leave who resign or are terminated; and
3. AFT-Oregon advocates for employees to have the right to choose how to receive their unused sick leave benefit; and
4. AFT-Oregon drafts sample contract language for locals to include in contract negotiations that provide a benefit to all employees for unused sick leave.

Action Taken:

1. No legislative sponsored found for 2021 session.
2. N/A due to 1 above.
3. N/A due to 1 above.
4. N/A due to 1 above.

Resolution #2019 -14

Title: Supporting driver's licenses/driver's authorization card for all

1. AFT-Oregon supports the passage of legislation that allows all who reside in the state of Oregon to qualify to receive a driver's license/driver's authorization card regardless of residency status; and
2. AFT-Oregon joins in coalition with immigrant rights groups, like CAUSA, to help pass this legislation; and
3. AFT-Oregon encourages other state affiliates to support this effort.

Action Taken:

1. Driver's License Bill was passed in the 2019 legislative session, sponsored by Rep. Teresa Alonso-Leon.

Resolution #2019 -15

Title: Resolution for Expanding Renters' Protections

1. AFT-Oregon will lobby to lift the ban on all forms of rent control; and
2. AFT-Oregon will lobby for strict rent control that is less than the previous seven percent increase in addition to the Consumer Price Index increase every 12 month period which includes properties built within 15 years; and
3. AFT-Oregon develops a working group to address the previous cooperative housing resolution and how to firmly implement designated funding to AFT-OR locals; and
4. AFT-Oregon creates a report that details where the cooperatives are being established, and the budget for each establishment; and
5. AFT-Oregon establish policy to protect sex workers and those struggling with substance abuse from eviction within 24 hours; and
6. AFT-Oregon establish policy to enforce pet owner protection as seen in HB 2683; and
7. AFT-Oregon endorses any legislation which prohibits additional rent charges for pet owners; and
8. AFT-Oregon endorses any legislation which prohibits the requirement of medical documents for pet owners to rent; and
9. AFT-Oregon lobby for the changes within this housing resolution at the National AFT Convention.

Action Taken:

1. Join allies for testimony and hearings in 2020 session.
2. Legislation was passed for some forms of rent control in 2019 and 2020.
3. With CGE/GTFF this is ongoing.
4. No report due to staff capacity.
5. No policy has been established.
6. AFT-Oregon awaits legislation to support.
7. AFT-Oregon awaits legislation to support.
8. AFT-Oregon awaits legislation to support.
9. Taken to 2020 AFT Convention but did not make floor vote.

Resolution #2019 -16

Title: Provide Past Resolutions on the AFT-OR Website

1. AFT-OR will post archived copies of passed resolutions and dispositions of these resolutions to the website; and
2. AFT-OR will devote and fairly compensate worker power to maintaining and updating information about resolutions on their website; now
3. AFT-OR will also publicly report on actions taken in response to resolutions.

Action Taken:

1. Continue work on this is being done.
2. AFT-Oregon has hired a full time Data/Communications Specialist as of January 2020 and the resolutions are on the website.
3. Disposition of resolutions will be on the website.

Resolution #2019 -17

Title: Advocating for a “Community Schools” Model for Oregon Education

1. AFT-OR endorses the community model of education, and promote this model among the membership; and
2. That in endorsement of this model, AFT-OR works to oppose continued privatization of the education system; now
3. AFT-OR will bring this resolution to AFT National for national adoption of the community schools model.

Action Taken:

1. AFT-Oregon continues to support this model.
2. AFT-Oregon continues to oppose privatization of the education system.
3. AFT-Oregon will be submitted this resolution at the AFT Convention on July 27 – 30, 2020.

Resolution #2019 -18

Title: Resolution for Distributing a Long-Term Financial Plan for AFT-Oregon

1. AFT-Oregon Executive Council will hold a special meeting with all Executive Council members and members representing at least four locals to write up a 1-2 page long-term financial plan for AFT-Oregon to be distributed to all locals; and
2. This financial plan will describe the current location of AFT-Oregon reserves and outline a plan for alternative investment options if the committee deems that alternative investment options are in the best long-term financial interests of AFT-Oregon.

Action Taken:

1. Executive committee decides for a small group.
2. Jaime, Melody and Jeff will be holding a small group meeting of 10 members and staff representing units and locals of AFT-Oregon.
3. First meeting is scheduled for March 17th, 2021. In preparation of that meeting assessments have been made regarding the building sale, insurance coverages, and Chase bank accounts.