



**68th Annual
AFT-Oregon Convention**

**Proposed Amendments to the
Constitution & Bylaws
and
Proposed Resolutions**

AFT-Oregon, AFT, AFL-CIO
Virtual Convention
April 23-25, 2021

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AMENDMENT SUBMISSION GUIDELINES

Provisions for submitting amendments to the Constitution to the 2018 AFT-Oregon Convention are contained in Article X, Section 2 and 3 of the AFT-Oregon Constitution:

Section 2. Proposed amendments to the Constitution may be submitted to the annual Convention either by request of the Executive Council, by the Convention body, or by request of a local. All amendments shall bear the signature of at least two elected officers of the Federation introducing the amendment. The officers signing the amendment shall certify that the amendment was approved for submission to the Convention by the Executive Council or membership of the local or by the Executive Council or previous Convention of AFT-Oregon.

Section 3. If a proposed amendment is to be considered by the Convention, it must be submitted to the AFT-Oregon office post-marked or date stamped at least sixty (60) days before the date of the Convention and must be sent by the State Office to the locals for consideration at least forty-five (45) days before the Convention convenes.

Provisions for submitting amendments to the Bylaws to the 2018 AFT-Oregon Convention are contained in Article VIII, Section 2 and 3 of the AFT-Oregon Bylaws:

Section 2. Proposed amendments to the Bylaws may be submitted to the annual Convention either by request of the Executive Council, by the Convention body, or by request of a local. All amendments shall bear the signature of at least two elected officers of the Federation introducing the amendment. The officers signing the amendment shall certify that the amendment was approved for submission to the Convention by the Executive Council or membership of the local or by the Executive Council or previous Convention of AFT-Oregon.

Section 3. In the case of Constitutional or Bylaw amendments, the timelines provided in Constitution Article X, Section 3, apply. The Bylaws shall be amended at the Convention by a simple majority vote of votes cast by delegates.

The following amendments were postmarked according to the above provisions.

Proposed Bylaw Amendment - 1

Note: All new text is bold, all removed text is struck. Wherever a percentage calculation appears in new text in this proposed amendment, adjustment of that percentage to any other number is within scope of notice for this proposed amendment. Similarly, wherever a percentage calculation appears in new text in this proposed amendment, changing that percentage calculation to any alternative calculation, including but not limited to a flat dollar amount per capita, or a progressive bracketed calculation, is within scope of notice for this proposed amendment. Similarly, wherever a dollar amount is specified in new text in this proposed amendment, adjustment of that to any other dollar amount is within scope of notice for this proposed amendment. Similarly, wherever the purpose of an action fund is specified in new text, redefining that purpose is within scope of notice for this proposed amendment. Similarly, any restructuring of the mechanism specified in new text for distributing per capita revenue to the action funds, including the threshold mechanism, is within scope of notice for this proposed amendment.

ARTICLE II – PER CAPITA

- 1 Section 1. Each local shall pay directly to the state office for each member or fair share
2 contributor a per capita per month based on the schedule in subsection (a).
3
- 4 a. Effective November 1, 2018, each local shall pay a monthly per capita tax based
5 on a percentage of annual salary with a floor dollar amount:
6
- 7 1. For each member whose annual salary is greater than or equal to
8 \$92,500, the local shall pay a per capita tax of 0.064285% of annual
9 salary or \$59.46, whichever is larger.
10
- 11 2. For each member whose annual salary is greater than or equal to \$40,000
12 and less than \$92,500, the local shall pay a per capita tax of 0.055582%
13 of annual salary or \$28.48, whichever is larger.
14
- 15 3. For each member whose annual salary is greater than or equal to \$28,000
16 and less than \$40,000, the local shall pay a per capita tax of 0.071208%
17 of annual salary or \$21.40, whichever is larger.
18
- 19 4. For each member whose annual salary is greater than or equal to \$17,000
20 and less than \$28,000, the local shall pay a per capita tax of 0.076415%
21 of annual salary or \$12.99, whichever is larger.
22
- 23 5. For each member whose annual salary is greater than or equal to \$10,000
24 and less than \$17,000, the local shall pay a per capita tax of 0.071321%
25 of annual salary or \$7.13, whichever is larger.
26

- 27 6. For each member whose annual salary is less than \$10,000, the local
28 shall pay a per capita tax of 0.055019% of annual salary.
29

30 Note 1: Floor dollar amounts are included to ensure that when a member
31 in one tier has a larger annual salary than a member in another tier, the
32 per capita for the member who makes more is at least as large as the per
33 capita for the member who makes less. Each floor is the current tier's
34 minimum annual salary multiplied by the percentage for the tier below.
35

36 Note 2: The percentage for each tier is computed by multiplying each of
37 the following base percentages by a scaling factor: (Tier 6, 0.065%), (Tier
38 5, 0.0562%), (Tier 4, 0.072%), (Tier 3, 0.077265%), (Tier 2, 0.072114%),
39 (Tier 1, 0.055631%). The current scaling factor is 0.989. Scaling factors
40 of 0.94 through 0.99903, inclusive, shall be considered within scope of
41 amendments for this proposal. Changing the scaling factor adjusts the
42 total AFT-OR revenue while approximately maintaining the shape of the
43 graph. Additionally, adjustments to each base percentage of +/- 0.002%,
44 inclusive, will be considered within scope of amendments for this
45 proposal. Changing the base percentages adjusts the impact to locals
46 with different annual salary distributions, changing the shape of the graph
47

48 ~~b. Three dollars (\$3.00) of per capita prorated on the schedule of per capitas in~~
49 ~~Section (a) shall be set aside each month in a political action account. Effective~~
50 ~~September 1, 2012, the amount shall be increased to three dollars and fifty cents~~
51 ~~(\$3.50). The funding generated will be used in candidate and ballot measure~~
52 ~~campaigns in support of the goals of AFT-Oregon and in the cause of its members, their~~
53 ~~work places, and their occupations in our education, health care, other valued services,~~
54 ~~and to raise the voice of working people. In addition, the funds will be used to support~~
55 ~~candidates and ballot measures, endorsed by AFT-Oregon, in cooperation with the~~
56 ~~AFL-CIO, to advance the cause of our members.~~
57

58 **eb.** Locals having members who pay a fair share fee to another employee organization
59 for representation within the local's jurisdiction may submit per capita for the income
60 category which is one-half (1/2) of the full income category of those members.
61

62 **ec.** The per capita rate on members who are laid-off or on unpaid leave shall be
63 one dollar (\$1.00) per month.
64

65 **ed.** There shall be no per capita requirement from the local to the state federation for
66 an active member who retires from their represented position and who remains a retiree
67 member of
68 their local.
69

70 **fe.** Effective July 1, 2019 the income thresholds and floor dollar amounts listed in
71 Section 1 shall be adjusted annually on July 1st by the preceding calendar year's US
72 Western Region CPI-U percentage.

73
74 Section 2. AFT-Oregon members-at-large dues shall be equal to the sum of AFT-
75 Oregon, AFT and Oregon AFL-CIO percapitas, according to the schedule of percapitas
76 for each organization, and shall be paid monthly to the state office.

77
78 Section 3. The treasurer of each affiliated local shall fill out and forward to the state
79 office on or before the 15th of each month the percapita report, to include:
80 a. Number of members in good standing as of the first day of that month;
81 b. An amount of the appropriate percapita for members in good standing as
82 identified in (a);
83 c. Names and addresses of any new members not included in previous months'
84 reports;
85 d. Corrections of names or addresses in error or changed from previous months'
86 reports;
87 e. The requirements of (c) and (d) of this Section may be fulfilled by timely
88 submission of the required information in reports to the American Federation of
89 Teachers.

90
91 Section 4. Any affiliated local not paying its percapita tax on or before the 15th day of
92 the month:
93 a. Shall be notified of the fact by the state office.
94 b. Shall, if in arrears for sixty (60) days or longer, pay a 5 cent penalty percapita
95 per member per month or portion thereof upon action of the executive council.

96
97 ~~Section 5. Three cents of each percapita shall be set aside for the defense fund. The~~
98 ~~fund shall not be utilized initially until it has accumulated at least \$5,000. At no time will~~
99 ~~the fund be decreased below \$1,000.~~

100
101 ~~Section 6. Two cents of each percapita shall be set aside each month in a building fund~~
102 ~~to finance the purchase of an AFT-Oregon building. The fund shall continue until such~~
103 ~~time as the purchase has been completed and any additional financial costs of the~~
104 ~~building not covered by income from the building have been met.~~

105 ~~b. Three dollars (\$3.00) of per capita prorated on the schedule of per capitas in~~
106 ~~Section (a) shall be set aside each month in a political action account. Effective~~
107 ~~September 1, 2012, the amount shall be increased to three dollars and fifty cents~~
108 ~~(\$3.50). The funding generated will be used in candidate and ballot measure~~
109 ~~campaigns in support of the goals of AFT-Oregon and in the cause of its members, their~~
110 ~~work places, and their occupations in our education, health care, other valued services,~~
111 ~~and to raise the voice of working people. In addition, the funds will be used to support~~
112 ~~candidates and ballot measures, endorsed by AFT-Oregon, in cooperation with the~~
113 ~~AFL-CIO, to advance the cause of our members.~~

114
115 **Section 5. Effective July 1, 2021 (any date in 2021 here is in scope of notice for**
116 **this proposed amendment), ten percent (10%) of each percapita shall be set aside**
117 **upon receipt by AFT-Oregon, to be distributed into action funds specified in this**
118 **section. The default distribution of funds from percapita revenue to action funds**

119 shall be ninety-five percent (95%) to the Solidarity Fund, one percent (1%) to the
 120 Defense Fund, and four percent (4%) to the Building Fund. Each fund has a
 121 threshold dollar amount, specified in this section. When funds from percapita
 122 revenue are distributed to the action funds, if some funds are below their
 123 threshold dollar amounts, while others are above their threshold dollar amounts,
 124 all percapita revenue set aside for the action funds will be divided evenly among
 125 the funds currently below their threshold dollar amounts. If all funds are at or
 126 above their threshold dollar amounts, then any undistributed percapita revenue
 127 set aside for the action funds shall be divided among the funds according to the
 128 default distribution. The Executive Council may vote to move money between
 129 action funds.

- 130 a. The Solidarity Fund shall be used to support candidate and ballot measure
 131 campaigns in accordance with the goals of AFT-Oregon and its members,
 132 to improve workplace conditions, and to raise the voice of working people.
 133 In addition, the Solidarity Funds will be used to support candidates and
 134 ballot measures, endorsed by AFT-Oregon, in cooperation with the AFL-
 135 CIO, to advance the cause of our members. The threshold dollar amount
 136 for the Solidarity Fund is \$100,000.
- 137 b. The Defense Fund shall be used to support locals requesting assistance
 138 when facing legal challenges. The threshold dollar amount for the Defense
 139 Fund is \$50,000.
- 140 c. The Building Fund shall be used to finance the purchase and maintenance
 141 of AFT-Oregon owned property. The threshold dollar amount for the
 142 Building Fund is \$100,000.

Rationale: The existing system for allocating percapita revenue to the action funds does not respond to changes in percapita rates. This means that if we increase percapita rates, the funds will not grow faster, and more importantly, if we decrease percapita rates, the funds will not grow more slowly. Unless the distribution to action funds is proportional to AFT-Oregon's percapita revenue, we will end up putting too large a share of our revenue into the action funds in lean times, and too small a share of our revenue into the action funds in times of plenty. Making the allocation to the action funds a percentage of percapita revenue makes the distribution proportional, solving this particular problem with the existing system. The threshold dollar amount is intended to ensure that funds are rapidly refilled as needed when they go below a specified level. The threshold amounts currently included are not deeply considered, and changing them is within scope of notice for this proposed amendment. Additionally, we have removed the requirement that the Defense Fund never go below \$1000, as unspendable money serves no purpose and reduces the utility of the Defense Fund.

Submitted by the GEU Executive Board

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

Proposed Bylaw Amendment - 2

Statement of Intent:

*The purpose of this proposed amendment to the AFT-OR Bylaws is to offer financial assistance to those Locals which are managed and overseen by **paid** full or part-time staff, thus requiring fewer services of AFT-Or staff.*

ARTICLE III* - STAFF ASSISTANCE GRANTS

(*All subsequent Articles shall advance in numbering)

- 1 Section 1. AFT-Oregon shall provide funds, hereafter referred to as “Staff Assistance
2 Grants”, to cover a portion of the salary and benefits of any Local-funded staff employed
3 by an AFT-Oregon Local.
4
- 5 Section 2. Such Staff Assistance Grant requests shall be submitted in writing by the
6 governing body of the requesting Local to the AFT-Oregon Executive Council, or its
7 designee committee.
8
- 9 Section 3. For 2021-2022, these Staff Assistance Grants shall be awarded at 25% of
10 the Local-paid portion of Local staff salaries and benefits.
11
- 12 Section 4. For 2022-2023, and years thereafter, these Staff Assistance Grants shall
13 be awarded at 40% of the Local-paid portion of Local staff salaries and benefits.

Certified as Approved for Submission by the Executive Board of PFSP 2/21/2021

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

RESOLUTION SUBMISSION GUIDELINES

Provisions for submitting resolutions to the 2019 AFT-Oregon Convention are contained in Article IV, Section 1 of the Bylaws of the AFT-Oregon Constitution:

Section 1. Resolutions to the Convention may be introduced by locals or the Executive Council of AFT-Oregon in this manner:

- a. A resolution must be mailed or e-mailed to the AFT-Oregon Office postmarked or date stamped no later than thirty (30) calendar days prior to the opening of the Convention if it is to be considered;
- b. It shall contain the title and shall be submitted to the AFT-Oregon President as a text based document and a pdf. The resolution shall bear the signature of at least two elected officers of the local submitting the resolution;
- c. The officers signing the resolution shall certify that the resolution was approved for submission to the Convention by the local executive board or membership, or by the Executive Council of AFT-Oregon.

The following resolutions were postmarked according to the above provisions.

NOTE: Substitutions for these committee chairs may be made if, for any reason, the appointees are unable to serve.

COLLECTIVE BARGAINING

Resolution 2021-1

Resolution to Support Equality, Diversity, and Inclusion in the Workplace

1 **Whereas:** Providing union representatives to promote the welfare of support staff
2 employees; fighting all forms of bias throughout the workplace and promoting the
3 welfare of workers by improving the standards for said workers; guarding and protecting
4 the rights of all members is the goal of the American Federation of Teachers;
5

6 **Whereas:** Promoting broader support and representation for intersectional identities
7 that acknowledges the effect leadership has on communities of color, of widely varying
8 economic backgrounds, of abilities, of gender or sexuality, of those with multiple
9 identities that impact the way they interact with management, coworkers, peers, etc. is a
10 workplace imperative;
11

12 **Whereas:** Appropriately navigating and altering the credentials for new employees to
13 promote equal hiring opportunities; similarly, finding ways to promote retention of
14 employees from underrepresented or underserved backgrounds in order to create an
15 inclusive, equitable, and diverse work force.
16

17 **Therefore be it Resolved:** That AFT-Oregon shall support all employee's human rights
18 and community relations. That there are acknowledgements and actions that can and
19 will be taken to promote the equality and support for intersectional identities and
20 communities.
21

22 **Be it further Resolved:** That AFT-Oregon shall promote inclusive and equal hiring
23 opportunities as well as retention of those underrepresented or underserved
24 communities.

Submitted by Local 4912 Lewis & Clark College Support Staff Association

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

ECONOMIC

Resolution 2021-2

Resolution to Meet Housing Needs

1 **Whereas**, the COVID-19 pandemic continues to wreak havoc on the economy; it is
2 the most vulnerable populations that are disproportionately impacted. According to
3 a survey of 460 Oregon tenants conducted by Homelessness Research & Action
4 Collaborative at Portland State University, 34.8% of general respondents owe back
5 rent.

6
7 **Whereas**, Oregon has a long history of structuring inequitable and racist housing
8 practices such as redlining and steering,

9
10 **Whereas**, housing costs make up a large portion of most workers' budgets, the
11 most vulnerable members of AFT-Oregon bear the burden of potentially being
12 further displaced from their places of employment.

13
14 **Whereas**, as evidenced by requirements for credit scores, rental history,
15 substandard summer wages, and the difficulties associated with attaining off-
16 campus employment as international students, accessing rental housing remains
17 significantly harder for international graduate students.

18
19 **Whereas**, AFT-OR members have a diversity of material conditions in relation to
20 housing affordability, housing struggle is something that is increasingly a topic of
21 concern for workers and labor unions.

22
23 **Therefore Be It Resolved**, that AFT-Oregon shall lobby to recognize housing as a
24 primary point of concern for the most vulnerable members of AFT-OR, including,
25 but not limited to, international workers.

26
27 **Be It Further Resolved**, AFT Oregon shall establish a policy to enforce renter
28 protection for vulnerable renter demographics.

29
30 **Be It Further Resolved**, that AFT-Oregon shall encourage its affiliated unions to
31 address housing issues in their collective bargaining.

32
33 **Be It Further Resolved**, that AFT-Oregon shall urge employers to validate housing
34 issues in bargaining proposals.

35
36 **Be It Further Resolved**, that AFT-Oregon shall support the Senate bill 282-1,
37 extending renter protections and the Oregon eviction moratorium to February 2022.

38
39 **Be It Finally Resolved**, that this resolution will be suitably edited and forwarded to
40 the conventions of the Oregon AFL-CIO and AFT for action by those bodies.

Submitted by Local 3544 Graduate Teaching Fellows Federation

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

HUMAN RIGHTS AND COMMUNITY RELATIONS

Resolution 2021-3

Free College for the Descendants of Chattel Slavery and the Descendants of the Survivors of the Genocide of Indigenous Peoples

- 1 **Whereas**, the United States of America is built on dual foundations of genocide of
2 Native Peoples and Chattel slavery of Africans; and
3
- 4 **Whereas**, the theft of land and theft of labor created enormous wealth for the settler
5 colonialists; and
6
- 7 **Whereas**, the state of Oregon was founded to separate its citizens from an integrated
8 American society as a white supremacist state; and
9
- 10 **Whereas**, the state of Oregon was founded as a white supremacist state through
11 settlers' genocide of the Indigenous Peoples of the Pacific Northwest; and
12
- 13 **Whereas**, the state of Oregon was founded as a white supremacist state through
14 exclusion laws targeted at Black people living in the state following Emancipation; and
15
- 16 **Whereas**, the legacy of Native Genocide and Chattel Slavery deeply impacts the
17 descendants of those murdered, raped, tortured, held as property and displaced from
18 their homes; and
19
- 20 **Whereas**, *de facto* racism has replaced *de jure* racist laws and practices in our current
21 moment, i.e., post-Emancipation "chain gangs" to prison labor to the school-to-prison
22 pipeline constitutionally supported by the 13th Amendment; and
23
- 24 **Whereas**, the continued practice of Settler Colonialism and the repercussions of Chattel
25 Slavery continue to disproportionately keep Black and Indigenous young people from
26 entering and staying in higher education,
27
- 28 **Whereas**, Oregon's higher education system has only begun to take tentative steps to
29 address the historical legacy of Native Genocide, Chattel Slavery, displacement and
30 exclusion; and
31
- 32 **Whereas**, Oregon's higher education system strives to be a tool for the advancement of
33 all people and has recognized the need to address the unequal ways Black and
34 Indigenous students navigate higher education; now
35
- 36 **Therefore Be It Resolved**, that AFT-Oregon believes that the descendants of Chattel
37 Slavery in the United States and the descendants of the survivors of the genocide of
38 Indigenous Peoples who are members of a federal and/or state recognized tribe should
39 be able to attend an Oregon community college or university free of charge; and

40
 41 **Be It Further Resolved**, that the delegates of the 2021 AFT-Oregon Convention desire
 42 that the AFT-Oregon Executive Council work to craft a bill to introduce in the Oregon
 43 Legislature to enable the descendants of Chattel Slavery and the descendants of the
 44 survivors of the genocide of Indigenous Peoples who are members of a federal and/or
 45 state recognized tribe to attend an Oregon community college and university free of
 46 charge, and
 47
 48 **Be It Finally Resolved**, that this resolution will be suitably edited and forwarded to the
 49 conventions of the Oregon AFL-CIO for action by that body.

Submitted by Local 3209, United Academics of the University of Oregon

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

Resolution 2021-4

Remove Slavery and Involuntary Servitude from the Oregon Constitution

1 **Whereas** the Oregon Constitution has prohibited slavery and involuntary servitude,
2 which is the coerced service of one individual for the benefit of another, since
3 1857; and
4

5 **Whereas** the prohibition on slavery and involuntary servitude, by its express
6 terms, does not apply to individuals when imposed as punishment for a crime for
7 which the individual has been duly convicted; and
8

9 **Whereas** the state should not have the power to compel individuals to labor
10 against their will; and
11

12 **Whereas** the state recognizes that allowing individuals convicted of a crime to
13 perform work incident to such convictions, including labor at penal institutions or
14 pursuant to work release programs, assists in the individuals' rehabilitation,
15 teaches practical and interpersonal skills that may be useful upon reintegration
16 into society and contributes to healthier and safer penal environments; and
17

18 **Whereas** because work provides myriad individual and collective benefits, the
19 purpose of SJR 10 is not to withdraw legitimate opportunities to work from
20 individuals who have been convicted of a crime, but instead to merely prohibit
21 compulsory labor from such individuals; now, therefore,
22

23 **Therefore, Be it resolved that** AFT-Oregon will communicate support of SJR 10, which
24 eliminates reference to slavery and involuntary servitude from the state constitution, to
25 the resolution sponsors, all members of the Oregon Legislature, all AFT-Oregon locals,
26 and to the Oregon AFL-CIO
.

Submitted by Local 2278 Western Oregon University Federation of Teachers

Enclosures: SJR 10 & SJR 10 one-pager located at end of booklet

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

LEGISLATIVE

Resolution 2021-5

Resolution in Support of Public University Governance Reforms

- 1 **Whereas** the dissolution of the Oregon University system led to the creation of
2 institutional Boards of Trustees consisting of representatives based on nominations
3 made by university administration and confirmed by the Governor,
4
- 5 **Whereas** institutional Boards of Trustees were touted as a desirable form of
6 governance for public universities due to their ability to be responsive to the needs of
7 the individual institution,
8
- 9 **Whereas** institutional Boards exercise significant institutional decision making, including
10 the hiring, review, and firing of university Presidents,
11
- 12 **Whereas** universities already have Foundation Boards whose members play a
13 significant role in fundraising and alumni relations,
14
- 15 **Whereas** Boards of Trustees function most effectively when they are informed by and
16 responsive to the needs of students, staff and faculty, community members, and other
17 institutional stakeholders,
18
- 19 **Therefore, Be it resolved that** AFT-Oregon will support LC 3629 [insert Bill # and Title
20 when available] to reform public university governing board appointments and alter the
21 composition and rules of the Higher Education Coordinating Commission (HECC).
22
- 23 **Therefore, Be it further resolved that** AFT-Oregon will communicate its support to the
24 Oregon Legislature and provide updates on the bill to higher education locals within
25 AFT-Oregon.

Note to local: (therefore be it internally resolved that we from here on out call this the "Doug Morse bill". It may be Betty whose leadership has been lacking but, in my estimation, he is the epitome of why the Board's composition needs to change!).

Submitted by Local 2278 Western Oregon University Federation of Teachers

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

Resolution 2021-6

Resolution in Support of Student Food and Housing Security

1 **Whereas**, 71% of Oregon higher education students experienced food insecurity in the
2 last 12 months;

3
4 **Whereas**, in 2018-2019, housing and food accounted for 48% of college costs for public
5 higher education students in Oregon;

6
7 **Whereas**, there is currently no centralized resource on most public campuses in
8 Oregon for students experiencing food or housing insecurity;

9
10 **Whereas**, Oregon State University has successfully piloted a benefits navigator
11 program that connected OSU students with \$875,000 in federal funding to meet food
12 and housing needs;

13
14 **Therefore be it resolved** that AFT-Oregon supports the passage of HB 2835, "Benefits
15 Navigator Bill," which requires and funds each public higher education campus in
16 Oregon to employ a full-time benefits navigator that would connect students with
17 resources to address food and housing insecurity.

Submitted by Local 2278 Western Oregon University Federation of Teachers

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

Sources:

<https://oregonhunger.org/hunger-free-campuses/>

<https://wou.edu/foodpantry/statistics/>

<https://www.opb.org/article/2021/02/17/oregon-universities-student-housing-food-help/>

<https://www.streetroots.org/news/2020/11/18/students-face-housing-insecurity-oregon-colleges-find-creative-ways-boost-graduation>

RESOLUTIONS

Resolution 2021-7

Recommending General Henry M. Robert for Renaming of Military Bases

1 **Whereas**, public events have raised discussion on names of military installations,
2 notably, military bases named after Confederate military leaders; and

3
4 **Whereas**, changing those base names is an important element in removing remnants of
5 treason and treasonous acts against the United States; and

6
7 **Whereas**, bills in the U.S. Congress seek to rename military installations, including
8 some in Defense Department appropriations bills; and

9
10 **Whereas**, names of bases and installations should reflect honorable service to the
11 United States; and

12
13 **Whereas**, General Henry M. Robert was such an officer in the United States Army
14 serving in the Union Forces during the Civil War an continuing in a fruitful military career
15 following the war, retiring in 1901 after 44 years' service in combat and engineering
16 operations; and

17
18 **Whereas**, notwithstanding that reputation, General Robert is best and nearly universally
19 known for his Rules of Order, the most common parliamentary guide in use for
20 organizations and membership societies in the country; and

21
22 **Whereas**, graduating forth in his West Point Class in 1857, and remaining with the
23 Union Army when many of his fellow graduates resigned and took up arms for the
24 Confederacy, his service included the 1859 "pig war" on San Juan Island; assignment
25 as chief engineer for the military division of the Pacific, including supervision of the
26 lighthouse and harbor; assignment in 1873 to Milwaukee, Wisconsin, where he
27 supervised the construction of lighthouses on Lake Michigan and the Milwaukee harbor;
28 and appointment by President Cleveland to a board of engineers to develop a deep
29 water port on the Gulf of Mexico, helping to select Galveston, Texas, then as the
30 engineer on the project for the Corps of Engineers, completing it in 1895; appointment
31 by President McKinley as brigadier general and commander of the Army Corps of
32 Engineers; and, continuing his engineering profession after retirement, designed the
33 seawall for Port of Galveston storm protection; and

34
35 **Whereas**, following his retirement, General Robert continued actively writing and
36 improving his for parliamentary procedure prescriptions, producing his revised 1915
37 edition; and

38

39 **Whereas**, his Rules of Order manual, now revised and modernized by the Robert's
40 Rules Association, most recently as its 2020 edition, has become an American
41 standard for parliamentary procedure, and
42

43 **Whereas**, the American Institute of Parliamentarians has adopted its own resolution
44 recommending the name of General Henry M. Martin as a name for a base, noting him
45 as: “. . . a person whose military career was distinguished ad whose contribution to our
46 civil society and civil discourse through his teaching, his civic activities, and his writings
47 in parliamentary procedure cannot be paralleled by any other American civil or military
48 commander;” now
49

50 **Therefore, Be It Resolved**, that American Federation of Teachers-Oregon Retirees
51 Chapter recommends naming a military base or other installation for General Henry M.
52 Robert, writing as well to members of Oregon’s congressional delegation to support this
53 recommendation, including forwarding by them his name to appropriate Congressional
54 committees and base-naming commissions or other bodies; and
55

56 **Be It Further Resolved**, that Chapter request the AFT-Oregon Executive Council
57 support this recommendation by adopting it, and recommending its adoption by all
58 Oregon AFT affiliates and also writing Oregon’s congressional delegation; and
59

60 **Be It Finally Resolved**, that the Chapter forward this resolution to the AFT Executive
61 Council and AFT Retiree Chapters through AFT, requesting support and
62 recommendation to their respective state Congressional delegations
.

Submitted by Local 8035R, AFT-Oregon Retirees

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	

Resolution 2021-8

Resolution Calling for the AFL-CIO to Suspend Affiliation with the International Union of Police Associations

- 1 **Whereas**, Black, Brown and Indigenous People face police violence, prosecution and
2 incarceration in disproportionate numbers; and,
3
- 4 **Whereas**, systemic racism is present in all functions of our society; and,
5
- 6 **Whereas**, systemic racism and the legacy of slavery and the genocide of Indigenous
7 Peoples have not been sufficiently addressed in our society and continue to do harm to
8 millions of our siblings across this country; and,
9
- 10 **Whereas**, racism, misogyny and other forms of bigotry are used by the owner class to
11 divide working people and exploit our labor and pillage our resources; and,
12
- 13 **Whereas**, throughout our history, law enforcement has been used to perpetuate and
14 enforce systemic racism through the brutalization of Black, Brown, and Indigenous
15 People; and
16
- 17 **Whereas**, AFT-Oregon members experience direct consequences of systematic racism
18 in our lives and in our workplaces; and,
19
- 20 **Whereas**, AFT-Oregon leaders and members have joined the protests demanding
21 action to end police violence and address systemic racism throughout our society; and,
22
- 23 **Whereas**, many police and law enforcement unions across the country have refused
24 common-sense steps to reform departments, address systemic bias in law enforcement
25 and hold their own members accountable; and,
26
- 27 **Whereas**, systemic racism is an economic issue that negatively harms all working
28 people to benefit the owner class; and,
29
- 30 **Whereas**, our union and our labor movement fight for the principle that an injury to one
31 is an injury to all; and,
32
- 33 **Whereas**, the labor movement has played a powerful role in the work to dismantle
34 inequality and injustice, and organized labor has a unique set of resources and
35 experience to support efforts to achieve racial, economic and social justice; and,
36
- 37 **Whereas**, who we affiliate with expresses our values; now
38
- 39 **Therefore Be It Resolved**, that AFT-Oregon calls on the Executive Council of the AFL-
40 CIO to enact the process described in Article X, section 8(b) of the AFL-CIO
41 Constitution to suspend the AFL-CIO's affiliation with the International Union of Police

42 Associations (IUPA), on the constitutional grounds that “the policies or activities of [the
43 IUPA] are consistently directed toward the achievement of the program or purposes of
44 authoritarianism, totalitarianism, terrorism and other forces that suppress individual
45 liberties and freedom of association and oppose the basic principles of free and
46 democratic trade unionism.”

47
48 **Be It Further Resolved**, that AFT-Oregon urges the officers, staff, and leadership
49 within AFT locals who represent police or corrections officers to commit to contracts that
50 do not evade accountability, to do the work of eradicating racism within their ranks, and
51 uphold their promise to serve and protect all people equally.

52
53 **Be It Finally Resolved**, that this resolution will be suitably edited and forwarded to the
54 conventions of the Oregon AFL-CIO and American Federation of Teachers for action by
55 those bodies.

Submitted by Local 3209, United Academics of the University of Oregon

Adopted	Adopted as Amended	Defeated	Tabled
Precluded by _____		Referred to _____	