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# 2014 AFT-Oregon Convention Committee Reports

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## CONSTITUTION

### Article VI: ELECTION AND RECALL OF OFFICERS

#### Section 2. Term of Office

- a. Officers shall be elected in the odd-numbered year to serve for a term of two years.

#### Section 3. Election of Officers.

- g. If, after an election, vacancies remain for any office, nominations for open offices will be accepted from the floor and shall remain open for a minimum of ten (10) minutes. A member may be eligible for nomination even if that person was a nominee for another office in the previous election. After the nomination period the presiding officer shall declare a ten (10) minute recess. Following the recess the candidates will be introduced according to Section 3(d), and balloting will proceed following Section 3(e).
- h. Ballots shall be impounded and kept by AFT-Oregon for not less than one year.
- i. New officers shall assume their duties on July 1 following their election.

## BYLAWS

### Article VII: SPECIAL RULES OF ORDER FOR CONVENTIONS

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

- b. After a roll-call vote has been ordered, further debate on the question being considered shall be limited to ten (10) minutes. In the case of a roll-call vote for an election, the presiding officer shall immediately declare a recess, as in subsection (c).
- c. Following the ten (10) minutes of debate, the presiding officer shall declare a ten (10) minute recess for the purpose of delegation caucus.
- 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:

## Resolutions

Resolution No. 2014-1

Committee Recommends Adoption as Amended

### **Support the Right to Form and Grow Unions' Rights to Exist, Grow, and Collectively Bargain**

**Whereas**, ~~unionized workers members~~ earn better wages and benefits than ~~workers who are not~~ non-union workers; ~~members~~, for example, average union workers' wages are 27 percent higher than their non-union counterparts; and

**Whereas**, unions help employers create a more stable, productive workforce—~~where~~ in which workers have a say in improving their jobs; and

**Whereas**, the major corporate-driven, anti-union battles over collective bargaining and union rights in states like Wisconsin, Indiana, Ohio, and Michigan have highlighted the severity and sophistication of those that want to eliminate unions and undermine workers' rights; and

**Whereas**, these same corporate interests ~~in Oregon~~ are pushing Bill Sizemore's ideas to the Oregon ballot to further threaten working people and middle-class families; and

**Be It Further Resolved**, that AFT-Oregon will implement a comprehensive political, ~~field~~ and communications program in an effort to defeat any and all such measures aimed at eliminating unions.

Resolution No. 2014-2

Committee Recommends Referral to Executive Council

### **Oppose Tuition Debt SchemesSupport for Affordable Higher Education, Not Tuition Debt Schemes like "Pay-It-Forward"**

**Whereas**, higher education student debt with its continuing financial burden is a serious threat to a quality of life beyond educational pursuits; and

~~Whereas~~, ~~even serious, well intentioned people can produce bad ideas; and~~

**Whereas**, higher education "~~pay it forward~~ Pay-It-Forward" is just another side of the same debt coin and fails or ignores investigation, examination and assignment of the root causes of the rapid rise in student debt, including sharp increases in tuition and cost-shifting away from state government, usually in the name of state budget management in the persistent shadow of low taxes and pandering to small- government and anti-government pressures; and

**Whereas**, "~~pay it forward~~ Pay-It-Forward" maintains the full burden of higher education costs on the student, ignoring even the many reports of the increasing difficulty for graduates to secure employment in their field, employment in any endeavor or any employment at all; and

~~**Whereas**, "pay it-forward Pay-It-Forward" indentures employment earnings; and~~  
~~**Whereas**, since then these financial circumstances have not changed significantly for higher education, except for the continuing rise in tuition; and~~  
~~**Whereas**, while legislators may be afraid of the shadows, AFT-Oregon should not be; now~~

**Therefore Be It Resolved**, that AFT-Oregon emphasize exploration, debates and proposals on the issue of higher education costs and student debt, its position in support of free affordable higher education and in opposition to proposals and programs that merely move around the debt burden or debt direction; and

**Be It Further Resolved**, that AFT-Oregon state and local leaders and representatives will work to expose and highlight the real cost drivers, such as ~~exploding~~ bloated administration, and cost-shifting in higher education and in the state's tax system in general; and

**Be It Further Resolved**, that AFT-Oregon support Oregon State Senate Bill 1524 guaranteeing free tuition to community colleges; and

*Resolution No. 2014-3*

*Committee Recommends Adoption as Amended*

### **Banking at a Credit Union**

~~**Whereas**, it is logical that AFT-Oregon support a local banking system based on community values and local developments; and~~

~~**Whereas**, AFT's current relationship with a big bank profit-driven bank whose primary goal is to make profits that are not kept local is at the peril of our local brothers and sisters working hard every day; and~~

~~**Whereas**, big bank profit-driven banks belong to stockholders whose sole interests lie in making profits; and~~

~~**Whereas**, credit unions belong to their members, whose and their interests lie in serving these members; and~~

~~**Whereas**, credit unions have the status as are not-for-profit organizations, ultimately using any earnings to lower fees or improve interest rates for their members; and~~

~~**Therefore Be It Resolved**, that AFT-Oregon take a leadership position in regards to local banking by supporting, to the extent that is feasible to support organizations that choose to use credit unions instead of international banks profit-driven banks; and~~

~~**Be It Further Resolved**, that AFT-Oregon actively communicates to all local labor unions that it strongly encourages using credit unions instead of using profit-driven banks; and~~

~~**Be It Further Resolved**, it is logical that AFT-Oregon support a financial institution headquartered in the state, based on community values and local~~

development; and

**Be It Finally Resolved**, that AFT-Oregon support local investment based on solidarity by ~~dissolving~~ developing ~~its current awkward~~ relationships with a big bank and ~~convert all further banking to a local credit union~~ local credit unions whenever feasible.

Resolution No. 2014-15

Committee Recommends Referral to Executive Council

**Tell Senator Wyden We Need Tax Fairness Now**

**Whereas**, ~~Americans for Tax Fairness, Oregon Action and other Oregon groups and national networks are engaged in work on tax fairness especially corporate tax loopholes and deferral; and~~

~~Whereas~~, ~~AFT-Oregon is on record supporting Tax Fairness; and~~

**Whereas**, ~~AFT-Oregon~~ in Resolution 2009-4 declared that: "...it is the proper role of labor unions to address the fundamental economic health and well-being of the society that affects all working people and to demand accountability in all areas of finance...;" and

**Whereas**, in 2013 AFT-Oregon resolved that it will support the termination of tax expenditures that are loopholes for wealthy corporations and individuals to avoid paying their fair share in taxes; and

**Whereas**, AFT in 2010 resolved that our national union support policy decisions at all levels of government that ~~measure~~ identify tax gaps loopholes, ~~reduce~~ increase chances to ~~avoid~~ of taxes reform, and simplification of tax laws so they are more clear and reduce opportunities to avoid ~~or manage~~ taxes liabilities; and

~~Whereas~~, ~~Americans for Tax Fairness, Oregon Action and other Oregon groups and national networks are engaged in work on tax fairness especially corporate tax loopholes and deferral; and~~

**Whereas**, Senator Ron Wyden's new role as Chair of the Senate Finance Committee presents a special opportunity to AFT-Oregon members and other Oregonians to make needed corrections to the tax code to advance tax fairness; and

**Whereas**, Senator Ron Wyden has advocated for a tax reform package that includes corporate tax loopholes; and

~~Whereas~~, ~~buried within a tax break package already publicly prioritized by Senator Wyden are two loopholes that let corporations launder overseas profits they've made in the U.S. allowing them to become offshore profits to avoid paying their fair share of taxes here; and~~

~~Whereas~~, that deferral allows companies to avoid taxes here on those offshore profits until they are repatriated to the U.S. resulting in an estimated revenue loss from deferral of some \$600 billion over 10 years; now

**Therefore Be It Resolved**, that AFT-Oregon, its members and affiliates ~~go on record in support of~~ call upon Senator Wyden's to fulfill his promises ~~effort~~ to eliminate corporate tax breaks and loopholes, and to end revenue loss from deferral; and

**Be It Finally Resolved**, that this resolution be suitably edited for forwarding to the conventions of the national American Federation of Teachers, and for submission to

the Oregon AFL-CIO convention by deleting the whereas references to AFT-Oregon and AFT resolutions and replacing them with appropriate references to AFT-Oregon, respectively, with AFT and Oregon AFL-CIO; and deletion of this final resolved.

*Resolution No. 2014-6*

*Committee Recommends Adoption as Amended*

### **Support for Marriage Equality**

**Whereas**, AFT-Oregon proudly recognizes that lesbian, gay, bisexual, and transgender, and queer workers are part of our membership; and

**Whereas**, marital status plays a key role in determining legal rights and the eligibility for numerous workplace benefits and protections including but not limited to healthcare coverage, retirement benefits, and workers' compensation; and

**Whereas**, the benefits of marital status are currently denied to same sex couples in Oregon; and

**Whereas**, we recognize that economic justice and equality go hand in hand; and

~~**Whereas**, marital status plays a key role in determining the eligibility for numerous workplace benefits and protections including healthcare coverage, retirement benefits, and workers' compensation; and~~

~~**Whereas**, we recognize that economic justice and equality go hand in hand; and~~

~~**Therefore Be It Resolved**, that AFT-Oregon will do everything in its power to support actively support and lobby for marriage equality in Oregon; and~~

*Resolution No. 2014-4*

*Committee Recommends Adoption as Amended*

### **Resolution Supporting the Safe Roads Act**

**Whereas**, requiring all drivers on the road to pass a drivers test and get auto insurance will reduce accidents, make our roads safer, and protect everyone using our roads from preventable injury or financial losses; and

**Therefore Be It Resolved**, AFT-Oregon supports the Oregon Safe Roads Coalition, made up of members and leaders from law enforcement, business, labor, and faith communities, in their efforts to make drivers licenses available to all Oregonians in order to keep our roads safe for everyone; and

**Be It Further Resolved**, AFT-Oregon will encourage our affiliates in the community and labor to join us in supporting the Oregon Safe Roads Coalition; and

*Resolution No. 2014-7*

*Committee Recommends Adoption as Written*

*Resolution No. 2014-8*

*Committee Recommends Adoption as Written*

*Resolution No. 2014-12*

*Committee Recommends Adoption as Amended*

**Full Participation of All University Community Members on Institutional Boards**

**Whereas**, current graduate employees and non-tenure track faculty are not specifically included in representation on the Institutional Boards; and

**Therefore Be It Resolved**, that AFT-Oregon will work to secure an additional appointment for a graduate employee representative and a non-tenure track faculty representative to each Institutional Boards; and

**Be It Further Resolved**, that AFT-Oregon will continue to work to secure voting rights for all members of each Institutional Board; and

**Be It Further Resolved**, that AFT-Oregon will continue to work to have student, graduate employee, faculty, and non-tenure track faculty representatives be elected from among their respective classes rather than appointed by the Governor.

*Resolution No. 2014-11*

*Committee Recommends Adoption as Written*

*Resolution No. 2014-16*

*Committee Recommends Referral to the Executive Council*

**'Higher' Education**

**Whereas**, ~~the harms of marijuana consumption~~ empirical evidence indicates that marijuana consumption has been scientifically proven to be less is no more harmful than currently legal consumer substances (i.e. alcohol and tobacco) and, indeed, medically beneficial for many; and

**Therefore Be It Resolved**, AFT- Oregon supports the taxation of legalization of marijuana in the state of Oregon in 2014 order to support public funding of higher and K-12 education.

*Resolution No. 2014-9*

*Committee Recommends Referral to the Executive Council*

# CONVENTION ACTION

## CONSTITUTION

### Article VI: ELECTION AND RECALL OF OFFICERS

#### Section 2. Term of Office

- a. Officers shall be elected in the odd-numbered year to serve for a term of two years.

#### Section 3. Election of Officers.

- g. If, after an election, vacancies remain for any office, nominations for open offices will be accepted from the floor and shall remain open for a minimum of ten (10) minutes. A member may be eligible for nomination even if that person was a nominee for another office in the previous election. After the nomination period the presiding officer shall declare a ten (10) minute recess. Following the recess the candidates will be introduced according to Section 3(d), and balloting will proceed following Section 3(e).
- h. Ballots shall be impounded and kept by AFT-Oregon for not less than one year.
- i. New officers shall assume their duties on July 1 following their election.

## BYLAWS

### Article VII: SPECIAL RULES OF ORDER FOR CONVENTIONS

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

- b. After a roll-call vote has been ordered, further debate on the question being considered shall be limited to ten (10) minutes. In the case of a roll-call vote for an election, the presiding officer shall immediately declare a recess, as in subsection (c).
- c. Following the ten (10) minutes of debate, the presiding officer shall declare a ten (10) minute recess for the purpose of delegation caucus.
- 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:



# Resolutions Adopted by Convention

*Resolution No. 2014-1*

## **Support Unions' Rights to Exist, Grow, and Collectively Bargain**

**Whereas**, unionized workers earn better wages and benefits than non-union workers; for example, average union workers' wages are 27 percent higher than their non-union counterparts; and

**Whereas**, unionized workers are 60 percent more likely to have employer-provided pensions; and

**Whereas**, more than 85 percent of union workers have jobs that provide health insurance benefits, but only 54 percent of non-union workers do; and

**Whereas**, unions help employers create a more stable, productive workforce - in which workers have a say in improving their jobs; and

**Whereas**, unions help bring workers out of poverty and into the middle class; and

**Whereas**, unions are good for Oregon and all our residents, since unions are associated with higher productivity, lower employee turnover, improved workplace communication, and a better-trained workforce; and

**Whereas**, union members benefit from the union's collective bargaining power to negotiate with employers on their behalf; and

**Whereas**, corporations across the country are grabbing record profits by cutting wages, benefits, and hours while working to eliminate unions; and

**Whereas**, the major corporate-driven, anti-union battles over collective bargaining and union rights in states like Wisconsin, Indiana, Ohio, and Michigan have highlighted the severity and sophistication of those that want to eliminate unions and undermine workers' rights; and

**Whereas**, these same corporate interests are pushing Bill Sizemore's ideas to the Oregon ballot to further threaten working people and middle-class families; and

**Whereas**, these types of measures are being pushed by big corporations in an attempt to lower everyone's benefits, wages, and working hours and to take away the ability for workers to come together and advocate for their jobs and the health of their community; now

**Therefore Be It Resolved**, that AFT-Oregon will work strategically with labor and community groups to resist efforts to eliminate unions and fight for the rights of working people; and

**Be It Further Resolved**, that AFT-Oregon will implement a comprehensive political, field, and communications program in an effort to defeat any and all such measures aimed at eliminating unions.

*Resolution No. 2014-3*

**Banking at a Credit Union**

**Whereas**, labor unions and credit unions share many of the same values of solidarity; and

**Whereas**, AFT's current relationship with a profit-driven bank whose profits are not kept local is at the peril of our local brothers and sisters working hard every day; and

**Whereas**, profit-driven banks belong to stockholders whose sole interests lie in making profits; and

**Whereas**, credit unions belong to their members, and their interests lie in serving these members; and

**Whereas**, credit unions are not-for-profit organizations, ultimately using any earnings to lower fees or improve interest rates for their members; and

**Whereas**, credit unions, like working people, are better represented when they are supported by their peers; now

**Therefore Be It Resolved**, that AFT-Oregon take a leadership position in regards to local banking by supporting, to the extent that is feasible, organizations that choose to use credit unions instead of profit-driven banks; and

**Be It Further Resolved**, that AFT-Oregon actively communicates to all local labor unions that it strongly encourages using credit unions instead of using profit-driven banks; and

**Be It Further Resolved**, it is logical that AFT-Oregon support a financial institution headquartered in the state, based on community values and local development; and

**Be It Finally Resolved**, that AFT-Oregon support local investment based on solidarity by developing relationships with local credit unions whenever feasible.

*Resolution No. 2013-4*

**Resolution Supporting the Safe Roads Act**

**Whereas**, "all Oregonians should have a safe way to get to work, to take their kids and grandkids to school, and to fully take part in our local economy" (Tom Chamberlain President, Oregon AFL-CIO); and

**Whereas**, requiring all drivers on the road to pass a driver's test and get auto insurance will reduce accidents, make our roads safer, and protect everyone using our roads from preventable injury or financial losses; and

**Whereas**, Oregonians who lack proof of legal presence in the United States (including many citizens who have lost their birth certificates) cannot be issued driving privileges, despite being able to demonstrate safe driving

skills and knowledge of traffic laws; and

**Whereas**, lawmakers from both parties passed, and Governor John Kitzhaber signed into law, a remedy to this issue with SB 833, the Safe Roads Act, allowing the issuance of driver cards to those who can meet all driving requirements except providing proof of lawful presence; and

**Whereas**, opponents of this law have successfully referred a challenge to it, Referendum 301, to the 2014 general election ballot; and

**Whereas**, "compared to licensed drivers, suspended/revoked and unlicensed drivers are nearly three times more likely to cause a fatal crash" (California Department of Motor Vehicles); and

**Whereas**, "this law will enhance the safety and well-being of all Oregon drivers" (Mike Reese, Chief, Portland Police Bureau); now

**Therefore Be It Resolved**, AFT-Oregon supports the Oregon Safe Roads Coalition, made up of members and leaders from law enforcement, business, labor, and faith communities, in their efforts to make drivers licenses available to all Oregonians in order to keep our roads safe for everyone; and

**Be It Further Resolved**, AFT-Oregon will encourage our affiliates in the community and labor to join us in supporting the Oregon Safe Roads Coalition; and

**Be It Finally Resolved**, that AFT-Oregon supports the extension of driving privileges to qualified drivers, regardless of their ability to provide proof of legal presence in the United States, and endorses a "yes" vote on SB 833, Referendum 301.

*Resolution No. 2014-6*

### **Support for Marriage Equality**

**Whereas**, AFT-Oregon proudly recognizes that lesbian, gay, bisexual, transgender, and queer workers are part of our membership; and

**Whereas**, marital status plays a key role in determining legal rights and the eligibility for numerous workplace benefits and protections including but not limited to healthcare coverage, retirement benefits, and workers' compensation; and

**Whereas**, the benefits of marital status are currently denied to same sex couples in Oregon; and

**Whereas**, we recognize that economic justice and equality go hand in hand; and

**Whereas**, we believe all working people are entitled to fair and equal treatment in the workplace; and

**Whereas**, we believe supporting marriage equality is an example of

our core beliefs in solidarity and fairness; and

**Whereas**, recognition of same-sex marriage would offer millions of families the benefits of their labor and the ability to support their families; and

**Whereas**, on behalf of our diverse membership, all members and their families should have access to all the benefits afforded their colleagues; now

**Therefore Be It Resolved**, that AFT-Oregon will actively support and lobby for marriage equality in Oregon; and

**Be It Finally Resolved**, that this resolution be suitably edited and forwarded to the AFT for action at its convention.

*Resolution No. 2014-7*

### **Resolution in Support of Comprehensive Immigration Reform**

**Whereas**, the United States of America is a nation built on successive waves of immigration that have enriched our country throughout its history; and

**Whereas**, the legal process for immigration has become increasingly convoluted and unequal over the past 50 years, resulting in waiting periods for immigration and naturalization that can reach up to 20 years; and

**Whereas**, as of 2014, there are an estimated 11 million undocumented immigrants living in this country; and

**Whereas**, there are workers in Oregon who still participate in society without equal rights or protections; and

**Whereas**, there are workers in Oregon who live in constant fear of being deported and separated from their families; and

**Whereas**, separation of families by deportation strains government services and resources; and

**Whereas**, there are workers in Oregon who are still exploited because they are denied coverage under fundamental labor laws; and

**Whereas**, the present economic system incentivizes hiring undocumented workers over those with legal status through wage disparity; and

**Whereas**, the continued existence of the present immigration system perpetuates economic and social inequality; and

**Whereas**, members of the legislative and executive branches of government have not followed up on promises to address comprehensive immigration reform; and

**Whereas**, the AFL-CIO has already resolved to support comprehensive immigration reform; now

**Therefore Be It Resolved**, that AFT-Oregon will support

comprehensive immigration reform that complements strong, well-resourced, and effective labor standards enforcement initiatives that prioritize workers' rights and workplace protections; and

**Be It Further Resolved**, that AFT-Oregon will actively lobby in favor of comprehensive immigration reform at the state and federal level; and

**Be It Finally Resolved**, that this resolution be suitably edited and forwarded to the American Federation of Teachers for action.

*Resolution No. 2014-8*

**Resolution for Gaining Police and Fire PERS for Portland Community College Coffee Creek Employees**

**Whereas**, Portland Community College employees work at Coffee Creek Correctional Institution; and

**Whereas**, the employees who work at Coffee Creek share the same risks as other employees who work at the Correctional Institution; and

**Whereas**, in the event of an emergency at the Coffee Creek Institution all employees including Portland Community College employees working there would be subject to the same security measures as all employees; and

**Whereas**, all State of Oregon employees working at Coffee Creek Correctional Institution, in recognition of their risks at work, receive as their retirement plan, Police and Fire PERS; and

**Whereas**, Portland Community College employees who regularly work at the Coffee Creek Correctional Institution do not receive the Police and Fire PERS retirement plan; now

**Therefore Be It Resolved**, that Oregon AFT members in coalition with others support and will dedicate funds and legal resources to pursue, through the legislative process, the inclusion of these Portland Community College employees who regularly report to and work at the Coffee Creek Correctional Institution into the Police and Fire PERS retirement plan of the State of Oregon.

*Resolution No. 2014-11*

**Opposition to the ALEC and ALEC Education Agenda**

**Whereas**, the American Legislative Exchange Council (ALEC) is a private and privately-funded collaborative of businesses that work in carefully guarded secrecy with selected state legislators and national leaders to draft and lobby business-friendly legislation, which is often introduced to states word-for-word as drafted by ALEC, and without notifying voters of their source; and

**Whereas**, ALEC's members are actively promoting the funding of for-profit "virtual schools" at the same level as brick-and-mortar schools, virtual schools from which their members would profit; and

**Whereas**, ALEC's members support privatization of public schools through vouchers, tuition tax credits, and charters, with the potential for their corporate profit from these structures; and

**Whereas**, ALEC's draft legislation calls for curriculum that essentially ignores scientific findings regarding climate change and insists on action as if there were no evidence of climate change, curriculum which supports their corporate positions designed to maximize their profits; and

**Whereas**, ALEC has threatened academic freedom on several levels with their "Academic Bill of Rights" to "English Fluency Among Lecturers in State Institutions," and "Intellectual Diversity Act" that attack higher education faculty's use of professional judgment and professor-student dialogue; and

**Whereas**, ALEC members have taken extreme anti-union positions and have promoted legislation that would end union rights including but not limited to dues deductions, fair share, and even collective bargaining, and urging reduction or elimination of pensions and pension security for public employees; and

**Whereas**, ALEC is deeply represented within the Oregon Legislature, as reported in 2012 by Federation News in a three-part series, which identified then some 14 Legislators, all Republicans, with those still in the Legislature including: Representative C. Gene Whisnant (HD 53), ALEC Oregon State Chairman and 2011 ALEC State Legislator of the Year; Representative John Huffman (HD 59); Representative Tim Freeman (HD 2); Representative Michael R. McLane (HD 55); Representative Jason Conger (HD 54); Representative Wally Hicks (HD 3); Representative Sal Esquivel (HD 6); Representative Bill Kennemer (HD 39); Representative Bruce Hanna (HD 7); Representative Kim Thatcher (HD 25); and some 23 in the Washington State Legislature; and

**Whereas**, Common Cause has requested the investigation of ALEC's classification as a Section 501(c)(3) charitable organization; and

**Whereas**, major corporate sponsors have left ALEC in the wake of the Trayvon Martin shooting death under Florida's Stand Your Ground law, which was based on ALEC model gun legislation; now

**Therefore Be It Resolved**, that AFT-Oregon, its members and affiliates, go on record in opposition to ALEC's education agenda; and

**Be It Further Resolved**, that AFT-Oregon support a campaign to actively oppose ALEC's agenda, a campaign which includes but is not limited

to informing union members about ALEC, and encouraging their involvement in sharing this information and the reasons for our opposition with other voters; and

**Be It Further Resolved**, that AFT-Oregon support and participate in efforts to remove ALEC's tax exempt status, require legislators to report their membership in and receipt of any direct or indirect financial support including travel, dues, per diems, scholarships, grants and similar payments on or behalf of elected officials; and

**Be It Finally Resolved**, that this resolution be suitably edited for forwarding to the conventions of the national American Federation of Teachers and the Oregon AFL-CIO by replacing the references to AFT-Oregon, respectively, with AFT and Oregon AFL-CIO, and for submission to the AFT convention by replacing the "whereas" listing the Oregon Legislators with an appropriate statement relating to all state Legislatures with their numbers of ALEC members; and deletion of this final resolved.

*Resolution No. 2014-12*

### **Full Participation of All University Community Members on Institutional Boards**

**Whereas**, the state of Oregon recently allowed its public universities to create Institutional Boards to govern the individual universities; and

**Whereas**, these Institutional Boards are appointed by the Governor and include representatives of the students, classified employees, and faculty; and

**Whereas**, the representatives of the students, classified employees, and faculty are not automatically voting members of the institutional boards; and

**Whereas**, all members of our university communities should have the opportunity to fully participate in the governance of their university; and

**Whereas**, current graduate employees and non-tenure track faculty are not specifically included in representation on the Institutional Boards; and

**Whereas**, graduate education is vital to the research and educational mission of our universities; now

**Therefore Be It Resolved**, that AFT-Oregon will work to secure an additional appointment for a graduate employee representative and a non-tenure track faculty representative to each Institutional Boards; and

**Be It Further Resolved**, that AFT-Oregon will continue to work to secure voting rights for all members of each Institutional Board; and

**Be It Further Resolved**, that AFT-Oregon will continue to work to

have student, graduate employee, classified employee, faculty, and non-tenure track faculty representatives be elected from among their respective classes rather than appointed by the Governor.

*Resolution No. 2014-17*

*Submitted as Special Order of Business during Session 2*

**Support Members of the American Association of University Professors (AAUP) in their Announcement of an April 16<sup>th</sup> Strike Date at Portland State University (PSU)**

**Whereas**, AFT-Oregon is committed to protecting and promoting top quality higher education; and

**Whereas**, AFT-Oregon supports the principle that all employees-including full-time and part-time faculty, academic professionals, researchers, classified employees, and graduate employees-deserve fair contracts with reasonable wages, benefits, and working conditions; and

**Whereas**, essential requirements for achieving such working conditions and quality education standards include the right to maintain academic freedom, shared governance, job security, fair processes for promotion and tenure, and salary increases that not only keep pace with inflation but keep PSU employees competitive with other comparator institutions; and

**Whereas**, PSU AAUP has now bargained in good faith with PSU Management for over 11 months, but achieved little to no progress in these negotiations; and

**Whereas**, PSU AAUP has endured an abusive negotiation and exhaustive mediation process, but PSU Management has still failed to offer a reasonable compromise on the aforementioned principles; and

**Whereas**, after exhausting all other options, 94% of the membership of PSU AAUP has voted to authorize a strike, which if it occurs, would be the first time in Oregon history that faculty at a public university go on strike; and

**Whereas**, PSU AAUP has now submitted a notice of Intent to Strike on April 16<sup>th</sup>, 2014; now

**Therefore Be It Resolved**, that AFT-Oregon, its members and affiliates, go on record supporting the legitimate grievances expressed by PSU AAUP and supporting their right to strike, if necessary, to protect education quality and working conditions at PSU; and

**Be It Finally Resolved**, that AFT-Oregon will work to develop strategies and tactics to show further support for PSU AAUP, encourage others to show their support, and to stand in solidarity with them.



## Resolutions Referred to Executive Council

*Resolution No. 2014-2*

### **Support for Affordable Higher Education, Not Tuition Debt Schemes like “Pay-It-Forward”**

**Whereas**, higher education student debt with its continuing financial burden is a serious threat to a quality of life beyond educational pursuits; and

**Whereas**, the prospect of debt intrudes what to study and even the decision to pursue higher education, while debt load invades all decisions about residence location, career and employment choices, and personal relationships; and

**Whereas**, one means of addressing that burden known as “Pay-It-Forward” has emerged as another method of re-payment, and has been directed by the Oregon Legislature in 2013 HB 3472B for study by the Oregon Higher Education Coordinating Commission which, in the Legislative summary, “Is to consider creation of Pay Forward, Pay Back pilot program to replace current system of tuition and fees required to attend institution of higher education;” and

**Whereas**, its chief sponsors included State Representative C. Gene Whisnant (HD 53), American Legislative Exchange Council (ALEC) Oregon State Chairman and 2011 ALEC State Legislator of the Year; and

**Whereas**, even Oregon U.S. Senator Jeff Merkley quickly jumped on the bandwagon announcing August 9, 2013, his bill “to replace federal loans and the debts that accompany them with upfront payment of college costs in exchange for repayment on the graduate’s income.” He observed in his own press release that “with students starting their working lives burdened by tens of thousands of dollars in debt, it is clear the old models are not working anymore. We need bold new initiatives that put opportunity for middle class Oregonians at the heart of our economy;” and

**Whereas**, higher education “Pay-It-Forward” is just another side of the same debt coin and fails or ignores investigation, examination and assignment of the root causes of the rapid rise in student debt, including sharp increases in tuition and cost-shifting away from state government, usually in the name of state budget management in the persistent shadow of low taxes and pandering to small- government and anti-government pressures; and

**Whereas**, “Pay-It-Forward” maintains the full burden of higher education costs on the student, ignoring even the many reports of the increasing difficulty for graduates to secure employment in their field, employment in any endeavor or any employment at all; and

**Whereas**, "Pay-It-Forward" indentures employment earnings; and  
**Whereas**, AFT-Oregon has decried the permanence of student debt as a corollary to higher education access, intellectual pursuit, satisfaction and completion; and

**Whereas**, AFT-Oregon in Resolution No. 2004-3 adopted a policy in support of free higher education, noting among several reasons, that "increased demand on the state budget has forced a steady decline in state support for the Oregon University System. Though OUS funding in the State Budget has grown from \$560-million in 1993-1995 biennium, to \$708-million in 2001-2003, that support as a portion of the state budget has declined in the same period from 10.3 percent to a dwindling 6.9 percent, an amount barely half the 12.2 percent in the 1987-1989 biennium;" and

**Therefore Be It Resolved**, that AFT-Oregon emphasize exploration, debates and proposals on the issue of higher education costs and student debt, its position in support of affordable higher education and in opposition to proposals and programs that merely move around the debt burden or debt direction; and

**Be It Further Resolved**, that AFT-Oregon state and local leaders and representatives will work to expose and highlight the real cost drivers, such as bloated administration, and cost-shifting in higher education and in the state's tax system in general; and

**Be It Further Resolved**, that AFT-Oregon support Oregon State Senate Bill 1524 guaranteeing free tuition to community colleges; and

**Be It Finally Resolved**, that the AFT-Oregon Executive Council prepare a parallel resolution addressing the national circumstances in place of Oregon circumstances for submission to the 2014 Biennial Convention of the American Federation of Teachers.

#### *Resolution No. 2014-9*

#### **Support for Voter Registration Efforts**

**Whereas**, AFT-Oregon has always strongly supported Oregonians' active participation in the decisions of our local government; and

**Whereas**, this includes students enrolled in Oregon's state universities and community colleges; and

**Whereas**, it is extremely important for students to take an active role in the decision making process that governs their schools, and be encouraged to vote on important matters that affect them; and

**Whereas**, a statewide effort led by the Oregon Student Association in 2012 was responsible for over 50,000 college students registering to vote; and

**Whereas**, becoming civically active and involved is a recognized goal

of education; now

**Therefore Be It Resolved**, that AFT-Oregon will support efforts to make voter registration and education for students available throughout the school year; and

**Be It Further Resolved**, we will encourage our members to participate and plan these efforts in conjunction with their institutions, student and community groups.

*Resolution No. 2014-15*

**Tell Senator Wyden We Need Tax Fairness Now**

**Whereas**, Americans for Tax Fairness, Oregon Action and other Oregon groups and national networks are engaged in work on tax fairness especially corporate tax loopholes and deferral; and

**Whereas**, AFT-Oregon in resolution 2009-4 declared that: "...it is the proper role of labor unions to address the fundamental economic health and well-being of the society that affects all working people and to demand accountability in all areas of finance...;" and

**Whereas**, in 2013 AFT-Oregon resolved that it will support the termination of tax loopholes for wealthy corporations and individuals to avoid paying their fair share in taxes; and

**Whereas**, AFT in 2010 resolved that our national union support policy decisions at all levels of government that identify tax loopholes, increase chances of tax reform, and simplification of tax laws so they are more clear and reduce opportunities to avoid taxes; and

**Whereas**, corporate tax loopholes cost some \$90-billion over the last 11 years; and

**Whereas**, Senator Ron Wyden's new role as Chair of the Senate Finance Committee presents a special opportunity to AFT-Oregon members and other Oregonians to make needed corrections to the tax code to advance tax fairness; and

**Whereas**, Senator Ron Wyden has advocated for a tax reform package that includes corporate tax loopholes; and

**Therefore Be It Resolved**, that AFT-Oregon, its members and affiliates call upon Senator Wyden to fulfill his promises to eliminate corporate tax breaks and loopholes, and to end revenue loss from deferral; and

**Be It Further Resolved**, that AFT-Oregon its members and affiliates work with organizations, such as Oregon Action and others, to develop strategies and tactics in Oregon that will help accomplish those goals; and

**Be It Finally Resolved**, that this resolution be suitably edited for forwarding to the conventions of the national American Federation of

Teachers, and for submission to the Oregon AFL-CIO convention by deleting the whereas references to AFT-Oregon and AFT resolutions and replacing them with appropriate references to AFT-Oregon, respectively, with AFT and Oregon AFL-CIO; and deletion of this final resolved.

*Resolution No. 2014-16*

**'Higher' Education**

**Whereas,** empirical evidence indicates that marijuana consumption is no more harmful than currently legal consumer substances (i.e. alcohol and tobacco) and, indeed, medically beneficial for many; and

**Whereas,** the history of marijuana criminalization is rooted in racist warrants; and

**Whereas,** the criminalization of marijuana sends many K-12 students through the juvenile detention system; and

**Whereas,** minimum sentencing requirements clog our prisons; and

**Whereas,** the state of Oregon is currently looking for more funding for higher education;

**Therefore Be It Resolved,** AFT- Oregon supports the taxation of legal marijuana in the state of Oregon in order to support public funding of higher education and K-12 education.

# AFT-Oregon Elections Summary

Local No.	Local	Votes Authorized	Delegatges Authorized	Delegatges Registered	Delegatges Seated	Delegatges Voting	OFFICE	
							Collette Keele	Devin Hunter
111	PFSP	1,043	22	9	8	8		1043
2277	PCCFFAP	1,863	38	18	17	17	1645	218
2278	WOUFT	233	6	6	6	5	195	
2417	LCCEF	944	20	4	3	3	314	
3190	SWOCCFT	56	2	2	1	1		56
3209	UAUO	1,753	36	9	4	4	876	877
3432	WVCCF							
3466	BMFT							
3544	GTFF	1,279	27	27	23	22	779	445
3571	PSUFA	680	15	5	2	2		680
3662	SFCE	94	3	3	3	3		
3809	WSCCFA							
3922	PCCFCE	766	16	6	5	5	613	153
3972	SWOCCCF	91	3	3	3	3	91	
4671	HCU	1,169	24	8	6	6		1164
4754	UECGCC							
4912	LCCSSA							
6020	AFTOCUE	18	2	1	1	1		18
6069	CGE	1,006	21	21	18	18	224	782
6200	AAP	121	3	3	2	2	121	
8035R	Retiree Chapter	1	1	1	1	1		1
		=	=	=	=	=	=	=
TOTALS	<i>Present</i>	11,117	239	126	103	101	4,858	5,437
TOTALS	<i>Sequestered*</i>	0	0	0	0	0	0	0
TOTALS	<i>Allowable</i>	11,117	239	126	103	101	4,858	5,437

# 2014 Awards Recipients

## John Connor Memorial Award

- John Davidson, Local 3209 (UAUO)

## Outstanding Contribution to Public Awareness

- Paul Evans, former member of Local 2278 (WOUFT)

## Treasurer's Award

- Thomas Morrill, Local 6069 (CGE)

## Political Action Awards

- Local 2278 (WOUFT): Gold Award

## Anniversary

- Local 4671 (HCU): 25 years
- Local 3809 (WSCCFA): 35 years
- Local 3922 (PCCFCE): 35 years
- Local 3972 (SWOCCCF): 35 years
- Local 111 (PFSP): 95 years

## Scholarships

**Carl J. Megel:** Roopa Ramanujam, daughter of Usha Ramanujam, a member of Local 2277 (PCCFFAP). Roopa is graduating from Westview High School this spring and will major in chemical engineering.

**Albert F. Shanker:** Gisela Gonzalez-Montiel, daughter of Eva Gonzalez, Local 111 (PFSP). Gisela is currently attending University of Portland.

**Shirley J. Gold:** Sarah Grider is a member of Local 3922 (PCCFCE), and formerly VP Political Action. Sarah is attending Marylhurst University.

## Achievement Award for Outstanding Service to Union Families

- Vickie Burns

## Communication Awards

- Local 3544 (GTFF): General Excellence
- Local 6069 (CGE): Best Website
- Local 6069 (CGE): Best Social Media

## Membership Awards

### *Numerical Growth*

- Local 4671 (HCU)
- Local 6069 (CGE)

### *Percentage Awards*

- Local 6020 (AFTOCUE)
- Local 6069 (CGE)

### *100% Voluntary Membership*

- Local 3432 (WVCCF)
- Local 3466 (BMFT)
- Local 3662 (SFCE)

# AFT-Oregon Executive Council

(Terms are two years effective July 1, 2013.  
All terms expire June 30, 2015.)

**David Rives**  
President

**Belinda Reagan**  
Executive Vice-President

**Devin Hunter**  
Secretary

**Steve McAllister**  
Treasurer

**Jaime Rodriguez**  
Vice President of Political Action

## Vice-Presidents

John Copp  
Vickie Brumit  
Kelly Cowan  
Jeff Grider  
Elizabeth Hardardt  
Bernadette Kapocias  
Joe Lowndes  
Dana Rognlie  
Tim Taylor  
Kevin Weitemier

## Liaisons

Val Jack  
(President, Local 8035R, AFT-Oregon  
Retirees)

Tim Stoelb  
(President, Local 6732, OSEA)

Elex Tenney  
(President, Local 5017, OFNHP)

Stephen Rooney  
(President, Oregon Nurses Associaton)

**AFT-Oregon**  
**10228 SW Capitol Hwy**  
**Portland, OR 97219**

**Affiliated with**  
**American Federation of Teachers**  
**Oregon AFL-CIO**