

# ***“Gearing Up!”***

## **AFT-Oregon’s 70<sup>th</sup> Convention**

**Seaside, Oregon and online**

**May 9-11, 2025**

*2025 Convention Summary*



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# AFT-Oregon 2025 Elections

## AFT-Oregon Executive Council

Term: July 1, 2025 - June 30, 2027

- President: **Ariana Jacob** (incumbent), PSUFA Local 3571
- Executive Vice-President: **Thea (Ted) Cooper** (incumbent), GEU Local 6666
- Secretary: **Shannon Burruss** (incumbent), SWOCCCF Local 3972
- Treasurer: **Carver Goldstein**, GTFF Local 3544
- Vice-President of Bargaining: **Tiffany St. Claire-King**, HCU Local 4671
- Vice-President of Political Action: **Hollie Oakes-Miller** (incumbent), PCCFFAP Local 2277
- Vice-President of Solidarity: **Charlotte Fisher**, PFSP Local 111
- Vice-President of Training and Education: **Sienna Fitzpatrick**, GTFF Local 3544
- Vice-President of Union Democracy: **Noah Prentice**, CGE Local 6069
- Vice-President of Classified Staff Affairs: **Jeff Grider**, PCCFCE Local 3922
- Vice-President of Full-Time Faculty Affairs: **Melanie Landon-Hayes**, WOUFT Local 2278
- Vice-President of Part-Time Faculty Affairs: **Alex Vuilleumier**, PCCFFAP Local 2277
- Vice-President of K-12 Affairs: **Amy Ransom**, PFSP Local 111
- Vice-President of Graduate Employee Affairs: **Luke Nearhood**, CGE Local 6069
- Vice-President of Academic Professionals and Professional Faculty Affairs: **Zach Willms**, SWOCCCF Local 3972
- Vice-Presidents at Large
  - **Briar Schreiber**, PCCFCE Local 3922
  - **Marisa Chappell**, UAOSU Local 9609
  - **Colin Vurek** (incumbent), LCCEF Local 2417
  - **April Hamilton**, HCU Local 4671

## Conference Delegates

**Delegate to the Oregon AFL-CIO Convention** Sept. 4-6, 2023 Seaside, OR

- Elizabeth Held, PFSP Local 111

**Delegate to the AFT Convention** July 16-19, 2026 Washington, DC


- Briar Schreiber, PCCFCE Local 3922

# 2025 Election Results

Certified by the **AFT-Oregon Elections Committee**

Co-chairs: **Emalydia Flenory**, GTFF 3544 and **Jessie Heine**, GTFF 3544

Online Election Provider: **BallotPoint Election Services**

 <small>A Union of Professionals</small> <b>AFT-OREGON</b> <small>AFL-CIO</small> voting system			
<b>2025 AFT-Oregon Officer Election</b>			
<b>Official Results</b>			
Ballot ending: 05/11/2025 11:49:00 (Pacific)			
The ballots were cast and tallied as follows.			
<b>TOTAL</b>			
<b>President (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>			
Ariana Jacob (Local 3571)	<b>Total</b>	5709	<b>Percent</b> 100.00
<b>Total</b>	<b>5709</b>		
Minimum number of votes required to be elected: 2855			
<b>Executive Vice President (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>			
Ted Cooper (Local 6666)	<b>Total</b>	5709	<b>Percent</b> 100.00
<b>Total</b>	<b>5709</b>		
Minimum number of votes required to be elected: 2855			
<b>Secretary (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>			
Shannon Burruss (Local 3972)	<b>Total</b>	5709	<b>Percent</b> 100.00
<b>Total</b>	<b>5709</b>		
Minimum number of votes required to be elected: 2855			
<b>Treasurer (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>			
Carver Goldstein (Local 3544)	<b>Total</b>	5709	<b>Percent</b> 100.00
<b>Total</b>	<b>5709</b>		
Minimum number of votes required to be elected: 2855			
<b>Vice-President of Bargaining (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>			
Tiffany St. Claire-King (Local 4671)	<b>Total</b>	5709	<b>Percent</b> 100.00
<b>Total</b>	<b>5709</b>		
Minimum number of votes required to be elected: 2855			
<b>Vice-President of Political Action (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>			
Hollie Oakes-Miller (Local 2277)	<b>Total</b>	5709	<b>Percent</b> 100.00
<b>Total</b>	<b>5709</b>		
Minimum number of votes required to be elected: 2855			
<b>Vice-President of Solidarity (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>			
Charlotte Fisher (Local 111)	<b>Total</b>	5709	<b>Percent</b> 100.00

<b>Total</b>	<b>5709</b>
Minimum number of votes required to be elected: 2855	

<b>Vice-President of Training and Education (rank your choices)</b> <a href="#">IRO Log</a>	<b>Total</b>	<b>Percent</b>
<a href="#">IRO Detailed Log</a>		
Sienna Fitzpatrick (Local 3544)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

<b>Vice-President of Union Democracy (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO</a>	<b>Total</b>	<b>Percent</b>
<a href="#">Detailed Log</a>		
Noah Prentice (Local 6069)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

<b>Vice-President of Classified Staff Affairs (rank your choices)</b> <a href="#">IRO Log</a>	<b>Total</b>	<b>Percent</b>
<a href="#">IRO Detailed Log</a>		
Jeff Grider (Local 3922)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

<b>Vice-President of Full-Time Faculty Affairs (rank your choices)</b> <a href="#">IRO</a>	<b>Total</b>	<b>Percent</b>
<a href="#">Log IRO Detailed Log</a>		
Melanie Landon-Hays (Local 2278)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

<b>Vice-President of Part-Time Faculty Affairs (rank your choices)</b> <a href="#">IRO</a>	<b>Total</b>	<b>Percent</b>
<a href="#">Log IRO Detailed Log</a>		
Alex Vuilleumier (Local 2277)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

<b>Vice-President of K-12 Affairs (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO</a>	<b>Total</b>	<b>Percent</b>
<a href="#">Detailed Log</a>		
Amy Ransom (Local 111)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

<b>Vice-President of Graduate Employee Affairs (rank your choices)</b> <a href="#">IRO</a>	<b>Total</b>	<b>Percent</b>
<a href="#">Log IRO Detailed Log</a>		
Luke Nearhood (Local 6069)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

<b>Vice-President of Academic Professionals and Professional Faculty Affairs (rank your choices)</b> <a href="#">IRO Log</a> <a href="#">IRO Detailed Log</a>	<b>Total</b>	<b>Percent</b>
Zach Willms (Local 3972)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

**Vice-President At-Large (rank your choices)** [IRO Log](#) [IRO Detailed Log](#)

	Total	Percent
Briar Schreiber (Local 3922)	5709	100.00
Marisa Chappell (Local 9609)	5709	100.00
Colin Vurek (Local 2417)	5709	100.00
April Hamilton (Local 4671)	5709	100.00
<b>Total</b>	<b>5709</b>	
Minimum number of votes required to be elected: 2855		

- There were 102 eligible voters, of which 89 cast a ballot, representing 87.3% of the eligible voters.
- There were 0 ballots cast in which the voter did not make a selection.
- There were 0 ballots declared void.

These Official Results witnessed and certified by Emalydia Flenory, Election Co-Chair; Jessie Heine, Election Co-Chair; and Robert Thompson, BallotPoint Election Services.

Emalydia Flenory, Election Co-Chair  
witness

  
signature

5/11/2025

Jessie Heine, Election Co-Chair  
witness

  
signature

5/11/2025

Robert Thompson, BallotPoint Election Services  
witness

  
signature

5-11-2025

Report generated: 05/11/2025 12:10:42 (Pacific)

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9115 SW Oleson Rd, Suite 203, Portland, OR 97223







A Union of Professionals

**AFT-OREGON**  
AFL-CIO

voting system

**2026 AFT National Convention Delegate / 2025 Oregon AFL-CIO Convention Delegate  
Election**

**Official Results**

Ballot ending: 05/11/2025 12:04:00 (Pacific)

The ballots were cast and tallied as follows.

**TOTAL**

<b>Delegate to 2026 AFT National Convention in Washington DC (July 16-19) (rank your choices) IRO Log IRO Detailed Log</b>	<b>Total</b>	<b>Percent</b>
Briar Schreiber (Local 3922)	3092	52.86
April Hamilton (Local 4671)	1193	20.40
Amy Ransom (Local 111)	1062	18.16
Charlotte Fisher (Local 111)	502	8.58
<b>Total</b>	<b>5849</b>	
Minimum number of votes required to be elected: 2925		

<b>Delegate to 2025 Oregon AFL-CIO Convention in Seaside, Oregon (Sept. 4-6) (rank your choices) IRO Log IRO Detailed Log</b>	<b>Total</b>	<b>Percent</b>
Elizabeth Held (Local 111)	4425	75.65
Kenny Maes (Local 9609)	1424	24.35
<b>Total</b>	<b>5849</b>	
Minimum number of votes required to be elected: 2925		

- There were 0 ballots cast in which the voter did not make a selection.

These Official Results witnessed and certified by Emalydia Flenory, Election Co-Chair; Jessie Heine, Election Co-Chair; and Robert Thompson, BallotPoint Election Services.

Emalydia Flenory, Election Co-Chair  
witness

signature

5/11/2025

Jessie Heine, Election Co-Chair  
witness

signature

5/11/2025

Robert Thompson, BallotPoint Election Services  
witness

signature

5-11-2025

Report generated: 05/11/2025 12:08:33 (Pacific)

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**BallotPoint**   
Election Services

## 2025 Scholarship Recipients

### **Shirley J. Gold Scholarship, \$3000**

*Victoria Olajide*

Graduate Teaching Fellows Federation, Local 3544

### **Deirdre Mackey, \$3000**

*Chen Su*

Graduate Teaching Fellows Federation, Local 3544

### **Grace Misztal, \$3000**

*William Jordan*

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

### **Oregon Tribal Student, \$3000**

No applicants



## 2025 Local Award Recipients

### **\$250 Each**

Laura Wadlin	2277	Organizer of the Year
Presence O'Neill	3544	Organizer of the Year
Vasiliki Touhouliotis	3571	Organizer of the Year
Maddy Duong	6069	Organizer of the Year
em barrett	6069	Organizer of the Year
Ryan Brusco	4754	Organizer of the Year
Shannon Burruss	3972	Organizer of the Year
Chandler James	3209	Excellence in Activism
Andrew Ducharme	3544	Excellence in Activism
Bethany Schaffner	4671	Excellence in Activism
Kaito Campos de Novais	3544	Excellence in Activism
Ciara Hartzell	4671	Empowering Local Leader
Karla Brokaw	4671	Empowering Local Leader
Mohammed Shakibnia	3544	New Leader of the Year
Chen Su	3544	New Leader of the Year
Jersi King	3922	New Leader of the Year
UO Student Workers		Solidarity in Action
Portland Jobs with Justice		Solidarity in Action

# Constitution and Bylaws Amendments

## Submitted to the Convention

### Constitution 2025-01 - Article VI: Election and Recall of Officers

Approved as amended:

#### ARTICLE VI – ELECTION AND RECALL OF OFFICERS

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##### ***Section 3. Election of Officers.***

Challenges and objections to the election must be submitted in writing, with a statement of supporting reasons that includes specific facts as well as any documentation, to the Elections Committee within fifteen (15) days of the ballot count. The Elections Committee shall investigate and issue its written opinion regarding the specific challenges and objections no later than thirty (30) days after receipt of such challenges and objections. The Elections Committee shall be guided in its investigation of the complaint and in reaching its determination by the requirements in the American Federation of Teachers Constitution for affiliate elections, and those provisions in this Constitution and Bylaws for elections, the conduct of elections, and conduct affecting the outcome of the election. The committee's determination may be appealed to AFT.

##### ***Section 4. Recall of Elected Officers.***

**7.** The polling officer shall tabulate the votes sent in by the members. The tabulations by the polling officer shall be verified at the next meeting of the executive council. Recall shall require an affirmative vote of more than 50% of the returned ballots.

**8.** Challenges and objections to the recall election shall be submitted and conducted in the same manner as in Election of Officers in Section 3(h).

### Constitution 2025-02 (Not Approved) - Article XI: Referenda

Not approved:

#### ARTICLE XI- REFERENDA

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##### ***Section 11.***

The number of the local shall appear on the ballot and only those ballots of members of locals in good standing shall be counted. These votes shall not exceed in number the number of members for which per capita was last paid prior to the date on which the ballots were sent from the state office. Should the number of ballots cast by any local exceed the number to which that local is entitled then the "ayes" and the "nays" shall be

reduced proportionately to come within the required number. Adoption of the question(s) in the referendum shall require a return of not less than fifty percent (50%) of the membership who were mailed ballots.

**Section 12.**

A. The president shall notify the locals of the results of the referendum as soon as possible, but no later than two weeks following receipt of the count. The president shall also publish the results in the official publication of AFT-Oregon.

B. Challenges and objections to the referendum will be submitted and conducted in the same manner as in Election of Officers in Article VI Section 3(h).

## **Bylaws 2025-03 - Article V: Convention Committees**

**Approved as amended:**

### **ARTICLE V - CONVENTION COMMITTEES**

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**Section 1. a. 1.** The elections committee and the credentials committee shall: 1. Each be at least five members appointed by the president and approved by the executive council; except that, effective July 1, 2025, the elections committee shall not include a candidate for office in the current election; an appointee who becomes a candidate shall be removed from the committee;

## **Constitution 2025-04 - Article VI: Re-adding Acclamation and a Second Election as Needed to Fill Vacancies**

**Approved as amended:**

### **ARTICLE VI – ELECTION AND RECALL OF OFFICERS**

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**Section 3. Election of Officers.**

- a.** Offices open for election shall be announced at the opening session of the convention.
- b.** Nominations of officers shall be by petition signed by at least ten (10) delegates and presented to the secretary no later than noon on the second day of the convention. Declination of nominations shall be made no later than 1:00 p.m. on the same day. No individual shall hold more than one (1) elective office, nor be allowed to be a candidate for more than one (1) elective office in any given election. In the event an election results in a violation of Article V, Section 2 (not more than two persons from the same local holding office at the same time), and beginning in the order the officers are listed in Article V, Section 1(a), the first candidate elected to office from that local shall be declared elected; then the second candidate elected to office from that local shall be declared elected; and subsequent candidates from that local shall be eliminated until all positions of the executive council are filled.
- c.** Candidates shall be introduced to the convention during the next scheduled general

session following submission of nominations.

- d.** At the time of introduction, candidates may make a five-minute speech of acceptance of the nomination.
- e.** Balloting for election of officers shall take place under the supervision of the Elections Committee during the last general session of the Convention. Elections will be conducted by a single ballot listing all offices. Delegates will rank candidates in the order of their preference for each office. The number of votes for a local shall first be distributed evenly, without fractional votes, to the seated delegates of the local and then any remaining votes shall be distributed one at a time in the order of the delegate ranking.
- f.** In elections for positions with a single seat, if a candidate receives a majority of first preference votes, that candidate is elected. If no candidate receives a majority of first preference votes, an instant runoff shall be tabulated by eliminating the candidate with the lowest total votes and awarding those votes to other candidates in the order of the delegate's preference ranking. The instant runoff tabulation is repeated until a candidate receives a majority of the vote. If a delegate's ballot reaches the last preference, those votes remain with their last candidate preference. In the event of a tie for lowest vote total, those candidates who tie for lowest vote total are eliminated. In the event that a winner could not be awarded, a choice between the two candidates with the most votes in the final tabulation shall be made by a roll-call vote, and the winner of that vote elected.
- g.** In elections for positions with multiple seats, the seats will be filled in a sequence of single-seat elections as described in Section 3(f). The winner of each seat will be elected, and the next seat will be considered without any candidates who have already won.
- h.** When nominations result in only one candidate for a seat, the convention may conduct the election by acclamation. Acclamation, as defined here, is a process by which unopposed candidates can be elected by the body without balloting allowing for one person, running unopposed, to be voted into a seat. A vote by acclamation shall be taken only on a motion to elect by acclamation made and seconded by properly credentialed and seated delegates.
- i.** 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, may speak according to Section 3(d), and balloting will proceed following Section 3(e).
- j.** Ballots shall be impounded and kept by AFT-Oregon for not less than one year.
- k.** New officers shall assume their duties on July 1 following their election.

# Resolutions Submitted to the Convention

## Human Rights Committee

### Resolution 2025-01 - AFT-Oregon Resolution in Support of Equal Rights for All

#### Approved as amended:

**WHEREAS**, the American Federation of Teachers-Oregon (AFT-Oregon) is committed to fighting for the rights, dignity, and well-being of all workers, including those who have historically faced discrimination based on gender identity, sexual orientation, age, race, ethnicity, disability, language, immigration status, or economic status; and

**WHEREAS**, all workers should have the freedom to make decisions about their lives, families, and healthcare without political control, discrimination, or interference; and

**WHEREAS**, equal rights and freedoms—including the right to bodily autonomy, marriage equality, reproductive healthcare, and protection from discrimination—are fundamental to the labor movement's fight for justice; and

**WHEREAS**, systemic inequities continue to disproportionately harm marginalized communities, including people of color, LGBTQ+ individuals, women, rural workers, immigrants, and people experiencing poverty; and

**WHEREAS**, attacks on transgender, nonbinary, and gender-nonconforming people continue to escalate, including efforts to restrict access to gender-affirming healthcare, deny legal recognition, and limit their full participation in society; and

**WHEREAS**, the Supreme Court's decision to overturn *Roe v. Wade* has undermined reproductive rights nationwide and threatens to erode additional protections, including access to contraception, same-sex marriage, and other fundamental rights; and

**WHEREAS**, the same political forces attacking LGBTQ+ rights, reproductive freedoms, immigrant rights, and racial justice are also attempting to weaken unions and undermine worker power; and

**WHEREAS**, explicit protections in state constitutions and laws are critical to safeguarding equal rights, and Oregon's constitutional language does not currently reflect the state's values of inclusivity and justice; and

**WHEREAS**, polling consistently shows that the vast majority of Oregonians support LGBTQ+ rights, reproductive freedom, and equal access to healthcare, demonstrating that attacks on these rights are out of step with the will of the people;

**THEREFORE, BE IT RESOLVED**, that AFT-Oregon affirms and recommits to the principle that equal rights are workers' rights, and that every worker—regardless of gender identity, sexual orientation, race, age, ability, language, immigration status, or economic status—deserves to live and work with dignity, free from discrimination, harassment, and political interference; and

**BE IT FURTHER RESOLVED**, that AFT-Oregon will work to educate, mobilize, and organize its members and allies in the fight for gender justice, LGBTQ+ rights, reproductive freedom, immigrant rights, and racial equity, recognizing that these struggles are deeply interconnected with economic justice and worker power; and

**BE IT FURTHER RESOLVED**, that AFT-Oregon will advocate for explicit protections in Oregon's constitution to safeguard the right to bodily autonomy, reproductive healthcare, gender identity and expression, gender-affirming care, and marriage equality; and

**BE IT FINALLY RESOLVED**, that AFT-Oregon will continue to collaborate with community partners, labor allies, and policymakers to defend against legislative attacks on marginalized communities and to proactively push for policies that advance justice and equity for all Oregonians.

## **Resolution 2025-02 - AFT-Oregon Sanctuary Union Resolution**

### **Approved as amended:**

**Whereas**, AFT-Oregon has consistently defended immigrant workers, recognizing the contribution of immigrant workers to the quality of social, cultural, political, and economic life in the United States, and

**Whereas**, immigrant workers are a central part of labor, vital to our labor organizations, and their rights are inseparable from those of the rest of the working class, and

**Whereas**, U.S. government leaders have stirred up racist, anti-immigrant hatred, threatening the mass deportation of millions of workers without immigration status, turning struggling U.S.-born workers against their immigrant neighbors, rather than against the billionaire class, and

**Whereas**, anti-immigrant violence is on the rise, and



**Whereas**, these attacks, either from the government or from groups of racist individuals, pose a danger to workers everywhere, and

**Whereas**, employers hire workers without immigration status at low pay, even below minimum wage, use them to keep all workers' wages down and to divide and bust unions, and threaten to have them deported if they complain or try to organize, and

**Whereas**, Immigration and Customs Enforcement (ICE) agents are raiding and arresting immigrants, on the flimsiest of pretexts, with no regard for how long they've lived in the U.S, how dependent their families are upon them, or the ties they have with their communities, and

**Whereas**, the federal government's attempts at mass deportations also target those with immigration status and U.S. citizens in addition to those without immigration status, and

**Whereas**, a union is a self-defense organization for the working class as a whole; an injury to one is an injury to all; and it is the duty of unions to defend our fellow workers against oppression and racist attacks, and

**Whereas**, AFT-Oregon is committed to ensuring that our Union is a safe and welcoming place for all our members, their families, and for our communities, regardless of their immigration status, and

**Whereas**, the state of Oregon as a sanctuary state, and many cities such as Portland, have declared themselves Sanctuary Cities, and universities and schools such as Portland State University and Portland Public Schools, Sanctuary Campuses, where officials have vowed not to volunteer the immigration status of their residents, workers, or students, nor to cooperate with ICE.

**Therefore, be it resolved that the AFT-Oregon:**

- Declares itself a "Sanctuary Union," that will protect the rights and safety of all of our members, their families and the communities we proudly serve, and pursue and defend the fullest extent of due process for all legal matters affecting our members regardless of immigration or refugee status
- Will not voluntarily cooperate with federal agents in the arrest, prosecution or attempted deportation of our members, their families or our community members,
- Will not collect immigration or refugee status information from our members, their families or our community members that may be used against them, to the extent allowed by law;
- Declares support for Sanctuary States, Cities and Sanctuary Campuses;
- Calls on AFT-Oregon locals to collectively bargaining contract language that strengthens workplace protections for immigrant and refugee members;
- Will, to the best of our ability, facilitate and/or host trainings for legal observation of ICE activity, accompaniment to mandatory immigration proceedings, and others to act in solidarity with immigrant workers and community members;
- Will continue to build alliances in the community with others engaged in similar work, to protect the those without immigration status and refugees, and

participate in labor-led protests in response to ICE raids or employer collaboration for the sake of union-busting;

- Commits to creating a legal defense fund for the purpose of assisting members or their family members who are targets of unlawful or suspect enforcement conduct by ICE or U.S. Customs, Border Protection (CBP), and all other federal, state and local governmental authorities empowered to do the same as these groups;
- Will, to the best of our ability, facilitate and/or host trainings for non-citizen members to act as union organizers in AFT locals as rank-and-file members or leaders; and encourage non-citizen members to participate in AFT spaces and activities such as summer/winter school and MOI programs

**And be it finally resolved,** that this resolution be forwarded to other labor unions and associations for concurrence.

# Collective Bargaining Committee

## Resolution 2025-03 - AFT-Oregon Resolution in Support of Building Organizing Capacity and Solidarity for Mass Collective Action and a General Strike

### Approved as amended:

**WHEREAS**, workers across Oregon and the country are facing attacks on wages, benefits, working conditions, and the right to organize, while corporate profits soar and economic inequality continues to widen; and

**WHEREAS**, the right to strike is a fundamental tool for workers to demand fair wages, safe working conditions, and dignity on the job, yet many public sector workers in Oregon and across the U.S. remain subject to restrictive no-strike laws; and

**WHEREAS**, our locals and unions across the country have won historic victories in recent years, demonstrating the power of worker solidarity in securing fair contracts, better working conditions, and stronger labor protections; and

**WHEREAS**, the labor movement is experiencing a resurgence in public support, with 71% of Americans and 88% of young workers expressing favorable views of unions, providing an opportunity to grow and strengthen worker power; and

**WHEREAS**, organized labor must expand its capacity for coordinated action, including aligning contract expirations, increasing strike readiness, and fostering cross-sector and community solidarity to maximize economic and political influence; and

**WHEREAS**, major unions, including the United Auto Workers (UAW) and the Chicago Teachers Union (CTU), have taken steps toward aligning contract expirations for May 1, International Workers' Day, with the goal of increasing worker power and the potential for a general strike; and

**WHEREAS**, Oregon's labor movement has a unique opportunity to lead in building cross-sector solidarity and preparing for mass collective action – including but not limited to mass strikes, direct actions, civil disobedience, and new unionization efforts – to fight for not just stronger worker protections and fair contracts, but broader societal change including universal healthcare, childcare for all, fully funded education from cradle to career, and a more just economy; and

**WHEREAS**, the strength of the labor movement lies in our ability to organize, educate, and mobilize members to take bold, strategic action in the fight for economic, racial, and social justice;

**THEREFORE, BE IT RESOLVED**, that AFT-Oregon supports efforts to build the organizing capacity necessary for a general strike, including leadership development, strike preparation, and cross-union collaboration; as well as promote wider cross-sector public/community support; and

**BE IT FURTHER RESOLVED**, that AFT-Oregon will coordinate with labor allies across the state and region to explore aligning contract expirations, where possible, to increase collective bargaining power and create opportunities for unified action; and

**BE IT FURTHER RESOLVED**, that AFT-Oregon will commit to supporting affiliated locals and the broader labor movement in organizing, bargaining, and engaging in direct action—including strikes—when necessary to secure just and equitable contracts; and

**BE IT FURTHER RESOLVED**, that AFT-Oregon will prioritize endorsing legislative candidates who commit to amending PECBA to include ULP strikes and the right to not cross picket lines, and otherwise lobby to expand the right of public workers to strike; and

**BE IT FURTHER RESOLVED**, that AFT-Oregon deliver an interim report to the membership by July 1, 2026 describing the financial and staff resources which were committed in support of the preparation efforts described herein, and the specific concrete actions taken by AFT-Oregon in support of the effort, and plans for the following year; and

**BE IT FINALLY RESOLVED**, that AFT-Oregon will call on AFT, Oregon AFL-CIO, and allied unions to stand in solidarity with efforts to build toward mass coordinated action, ensuring that the labor movement remains a powerful force for justice, democracy, and economic equality.

# Legislative Committee

## Resolution 2025-04 - Defending and Supporting Social Security

### Approved as amended:

**Whereas**, Social Security is under siege by the current administration and Elon Musk who labeled the 90-year-old social safety program “the greatest Ponzi scheme ever;” and

**Whereas**, thousands of Oregonians are affected by these gross and irresponsible characterizations of this helpful, responsible and invaluable program for retirees, surviving spouses and children, and disabled Oregonians; and

**Whereas**, many AFT members and their families are counted among those helped and able to survive under the Old-Age, Survivors, and Disability Insurance (OASDI), commonly known as Social Security; and

**Whereas**, committing strong support through convention action, AFT and AFT-Oregon have long been strong supporters of Social Security; and

**Whereas**, AFT-Oregon Resolution 2005-03, *Opposition to Privatization of Social Security*, resolved “that AFT-Oregon, its members and affiliates are opposed to the privatization of Social Security;” and

**Whereas**, AFT-Oregon Resolution 2011-02, *Social Security and the Federal Budget Deficit*, resolved “that Social Security must be held apart from proposals for reducing the federal government deficit;” and “AFT-Oregon, its members and affiliates support and encourage only such changes in Social Security as are reasonable and necessary to improve benefits and for self-funding of the program;” and

**Whereas**, AFT-Oregon Resolution No. 2011-03, *Social Security and the Cost of Living*, resolved that “AFT-Oregon, its members and affiliates support the development, enactment and implementation by the Social Security Administration of a cost-of-living formula for Social Security that more accurately measures the true increases in living costs for this group of Americans;” and

**Whereas**, Social Security in Oregon, according to the most recent reports covers nearly 928,000 Oregonians, reflecting nearly 730,000 retired workers, 46,000 widow(ers) and parents, 24,000 spouses, and 41,000 children; and 90,000 disabled Oregonians; with 83 percent of total beneficiaries age 65 and older; and

**Whereas**, the total monthly benefits to Oregonians injects nearly \$1.7-billion, \$1.4-billion of that going to retired workers, into the state's economy; and

**Whereas**, all currently employed members, along with their employers are making regular monthly payroll tax payments into the program; now

**Therefore, Be it Resolved**, that AFT-Oregon re-affirm Resolutions No. 2005-03, 2011-02, and 2011-03 and continue its support for current member-beneficiaries and future beneficiaries; and be on guard and vigilant against efforts to diminish the program in any way; and

**Be It Finally Resolved**, that AFT-Oregon demands that the entire Oregon Congressional delegation publicly support the maintenance and perpetuation of Social Security as a major feature of the social safety net for Oregonians and all citizens of the country.

## **Resolution 2025-05 (Not Approved) - Restoring AFT-Oregon Non-partisan Political Status**

### **Not Approved:**

**Whereas**, AFT-Oregon, like American Federation of Teachers, its national organization, has always been a non-partisan organization, not joining or working on behalf of any political party; and

**Whereas**, a non-partisan organization is not beholden to the word or requirements, or direction of any political party; and

**Whereas**, *non-partisan* does not mean abandonment of its values and objectives, but allows AFT-Oregon to express itself in any electoral or legislative activities that reflects the State Federation's values on behalf of its member-affiliates and their members, through its support of specific political campaigns, candidates and their legislative goals regardless of the political party, including contributions to a party's Political Action Committee (PAC); and

**Whereas**, the 2006 AFT-Oregon convention rejected a resolution (No. 2006-08) to join the Working Families Party with a substantial financial commitment of \$1 per member per year, and in addition seek to establish "fusion" voting in Oregon elections; and

**Whereas**, the convention stripped requiring AFT-Oregon to join and financially support Working Families Party from the resolution, leaving only the goal of "fusion" voting and a recommendation that it contribute to allowing "fusion" voting in Oregon: "Fusion" voting, is the opportunity of a political candidate to be the nominee of more than one party, was achieved in 2009; and



**Whereas**, nevertheless and notwithstanding the instructions of the 2006 convention, AFT-Oregon recently joined the Working Families Party at a cost of \$4,000, giving it a role and vote in the agenda, public positions, mechanics and operations of the political party; and

**Whereas**, after nearly 20 years, voter registration with the Working Families Party in 2024 was only hundredths (.27) of one percent of voters; its turnout in the 2024 general election was only half of its own registrations and 18 hundredths (.18) of one percent of the votes cast; and

**Whereas**, the funding and officer and staff participation in the governance and operation of the Working Families Party would be best spent on independently pursuing the goals and objectives of AFT-Oregon; now

**Therefore Be It Resolved**, that the AFT-Oregon Executive Council should re-examine its action to abandon its historic non-partisan status, joining and supporting a specific political party; and

**Be It Further Resolved**, being a non-partisan organization provides maximum political flexibility and does not interfere with AFT-Oregon support for any party PAC or candidate or legislative objective that align with its values, goals and objectives.

# Resolutions #1 Committee

## Resolutions 2025-06 - AFT-Oregon Organizing Goals

### Approved as amended:

Whereas AFT-Oregon and all our locals have more power the better organized and coordinated we are, and

Whereas, at the 2023 Convention AFT-Oregon resolved to commit significantly more time and resources into organizing across our federation, and

Whereas, our executive council, staff and members need clear shared goals, strategies and tactics in order to be able to accomplish the changes we need to make our workplaces, our lives and our communities so they become what we want and deserve them to be, and

Whereas, AFT-Oregon executive council and staff have created a draft multi-year strategic plan that includes goals and tactics for organizing, bargaining, training, politics, finances, data and communications for the next 5 years, and

Whereas, to move forward with a strategic plan for our federation requires our locals to have buy in for the plan, therefore

We resolve to adopt this federation-wide, multi-year strategic plan, recognizing that it will need to be updated and adapted to meet the reality of each changing year, and furthermore this plan will be ratified by the locals after they've had the opportunity to collaborate on how the plan grows and changes at annual federation-wide organizing meetings with the first meeting starting in 2025, and therefore

We resolve that each year, the locals will be provided with media tools with which to explain the existing plan and any proposed changes to members prior to ratification, and therefore

We resolve that each year AFT-OR will share a [summary](#) of the organizing goals for that year, how those build towards our 5 year goals and a calendar of tactics to accomplish those goals.

## Resolutions 2025-07 (Not Approved) - Re-vitalizing Direct-Member Communications

### Not Approved:

**Whereas**, direct-member communications is an important, even critical, labor organization program to build and maintain informed affiliates, leaders and members, and central to solidarity; and

**Whereas**, direct-member communications are elemental to organizing, political and legislative action, member activation, leadership development, exchange of affiliate news and updates, and holding the attention of members to the activities and programs of the organization; and

**Whereas**, current AFT-Oregon communications consist primarily of the Leader List of less than 300, announcing regular Executive Council meetings, and occasional direct notices from the President, VP Political Action or other officers, or forwarded notices of events or activities from affiliates or other organizations, though appreciated but which do not include a regular, direct-to-member communications program; and

**Whereas**, for decades AFT-Oregon produced, and won recognition -- including from the International Labor Communications Association, an expansive direct-member communications program consisting of:

- *Federation News* published every other month and mailed to all members and fair share payers;
- *Leader Action* published electronically every other week to all local leaders, covering information for leaders in their roles as leaders of locals in AFT and AFT-Oregon;
- *Political Action* published electronically in alternate weeks from Leader Action to all members for which e-mail addresses were available, covering legislation and political action information;
- *I Am Political Action* published quarterly and mailed to all political action fund voluntary contributors covering information on the AFT-Oregon political action program, activities, events and related items;
- *AFT+You* published electronically each calendar quarter to all members with an e-mail address, covering updates and details of AFT+ member benefit programs for developing, maintaining and improving Local knowledge of the program;
- *Take Action* published electronically as needed to alert members of events, rallies, hearings and other activities of immediate interest for which a response and member action was needed;

- *Web-edAction* published electronically as needed to alert members to AFT-Oregon on-line Webinar training opportunities for local leaders; and

**Whereas**, e-Mail-only Leader List communications add a burden to local leaders to assure wider communications of state federation information to local members; and

**Whereas**, e-Mail is convenient but insufficient for developing and maintaining solidarity among affiliates, their leaders, and especially local affiliate members; now

**Therefore Be It Resolved**, that the AFT-Oregon Executive Council re-visit its communications activities and evaluate the purpose and reach of its communications; and

**Be It Further Resolved**, that AFT-Oregon make every effort and provide sufficient staffing and funds, including any consultation that may be needed from AFT, for establishing and maintaining a comprehensive, direct-member communications program of identifiable, regularly scheduled publications whether print and/or digital; and

**Be It Finally Resolved**, that the articulated program commence not later than January 1, 2026.

## Resolutions #2 Committee

### Resolutions 2025-08 (Tabled) - Re-visiting AFT-Oregon Pledge for Transparency and Accessibility

#### Tabled:

**Whereas**, the 2019 AFT-Oregon Convention amended the Bylaws (Article 9 Transparency and Accessibility), with Section 6 requiring that “AFT-Oregon Convention proceedings and resolutions shall be made available online within 45 days to all members. At least 10 years of resolutions will be made available online to all members,” and

**Whereas**, AFT-Oregon staff decades ago researched and compiled resolutions beginning from 1985 into a Word document searchable through ordinary document search features; and was continued through at least 2016; and

**Whereas**, the archive of resolutions is an historical resource that does not require original development, provides greater examination of AFT-Oregon policy positions adopted the State Federation convention, and allows leaders to build on these policy resolutions without re-inventing them; and

**Whereas**, institutional memory is preserved and available to new leaders when there is significant turnover of leaders and staff; and

**Whereas**, the critical preservation of governing records was modified by the Executive Council in 2014 by deleting from the *Business Document Retention/Destruction Schedule* the requirement for listing minutes among those items that should be permanently retained, as described in the *AFT Records Retention Guide for Locals* available through AFT Leadernet; and

**Whereas**, the guide recommendations follow federal guidelines on retention and have been adjusted for best practices recommended by the AFT archivist at the Walter P. Reuther Library; and

**Whereas**, the guide specifically includes that “Board Meeting minutes/agendas and related documents” are to be kept “permanently”; and

**Whereas**, with respect to the keeping minutes and agendas permanent, AFT-Oregon Executive Council may be inadvertently obscuring a complete record of its business through its recent practice of conducting substantial business and votes outside of meetings and meeting records when the subject and discussion or outside of regular meetings; and

**Whereas**, while the Executive Council *Electronic Mail Standards* (2023-25 Executive Council Handbook, Page 20) allows for electronic voting, it recognizes that “Official business requires a succinct, clear and retrievable record for verification of the actions of the Council should questions arise, for audits and for an historical record.” But when choosing to conduct an electronic vote, “It is not intended to supplant the face-to-face decision making processes of AFT-Oregon Executive Council;” and

**Whereas**, the policy on voting between meetings (2023-25 Executive Council Handbook, Page 29) makes clear that the Executive Council only may conduct votes between meetings “when an emergency or other matter requires action between meetings and before the next scheduled meeting. The Executive Council may conduct votes when an emergency or other matter requires action between meetings and before the next scheduled meeting.” And

**Whereas**, the Executive Council use of significant voting outside of its regular meetings -- with more than 100 votes identified since beginning in July 2023 -- is inconsistent with the promise of transparency and maintenance of permanent records; now

**Therefore, Be It Resolved**, that the AFT-Oregon Executive Council visit availability of resolutions; and

**Be It Finally Resolved**, that the AFT-Oregon Executive Council visit its decision-making outside of its meetings, permanent record-keeping requirements, and its obligation as a governing body to make and maintain accessible records consistent with legal requirements and Bylaw requirements for transparency and accessibility.