

Summary of Resolutions – ASEA 15th Biennial Convention

1 **Resolution No. 1 – PASSED**

2 WHEREAS, Union busting is going on within the United States and efforts have
3 happened and continue happening within our state;

4 WHEREAS, attempts of union busting are being made on the Anchorage Municipality
5 Union members at this time;

6 WHEREAS, we have no type of communication with which to inform the public of the
7 multitude of services that ASEA members provide with great pride to our communities;

8 WHEREAS, we as ASEA members are public employees and members of every
9 community;

10 THEREFORE, BE IT RESOLVED that the ASEA/AFSCME Local 52 Executive Board shall
11 actively coordinate with AFSCME International to produce a media campaign including,
12 but not limited to, print, radio, TV, and online ads and information to begin airing to the
13 public as soon as possible, but not later than six (6) months from the adoption of this
14 resolution. The campaign will focus on the education of the public about the work ASEA
15 members do, and how that work positively impacts the communities in which we live
16 and work.

17 **Status: Contact has been made with AFSCME International. They are formulating a
18 media and messaging campaign that can be used nationwide. They didn't provide a
19 date when this will be available. It is important to be on message with AFSCME
20 International and integrate that in any media campaign conducted by ASEA.**

21 **Resolution No. 2 – PASSED**

22 WHEREAS, legislation has been passed into law prohibiting employers from requiring
23 nurses to work mandatory overtime.

24 WHEREAS, other direct health care personnel, including, but not limited to Certified
25 Nurses Aides (CNA's) and Psychiatric Nurses Aides (PNA's) are still required to work
26 mandatory overtime.

27 WHEREAS, CNA's and PNA's perform identical and or similar duties as other nursing
28 personnel in the State of Alaska;

29 THEREFORE, BE IT RESOLVED, that the ASEA Executive Board support the development
30 and furtherance of legislation prohibiting direct healthcare personnel, including, but not
31 limited to CNA's and PNA's, from being required or coerced, directly or indirectly, to
32 work in excess of 14 consecutive hours in a 24 hour period.

33 **Status: ASEA recognizes that this is a serious issue for the CNAs and PNAs. We have
34 agreement from a legislator to sponsor the legislation. It is currently being drafted for
35 introduction.**

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Resolution No. 3

WHEREAS, there is legislation currently pending before the Alaska State Legislature (SB 114 and HB 101) to amend AS 33.50.040 to read:

The caseload of a probation officer supervising probationers or the combined caseload of a probation officer or parole officer supervising probationers and persons on parole as provided for in (a)(5) of this section may not exceed 60 persons, except in temporary or extraordinary circumstances approved by the Commissioner.

THEREFORE BE IT RESOLVED that the ASEA Executive Board continue to support any and all legislation limiting probation officer or parole officer caseloads to a maximum of 60 persons.

Status: ASEA was successful in having legislation, HB 22, introduced to address this issue. The first hearing on the bill was held on Tuesday, February 24. We are also seeking a sponsor for a like bill in the Senate.

Resolution No. 4 - FAILED

Resolution No. 5 - FAILED

Resolution No. 6 – PASSED

WHEREAS, the last Alaskan Geographic Study was completed in 2008; and,

WHEREAS, by statute a new study shall be completed every five years; and,

WHEREAS, as the result of the last study members in the communities of Glennallen, Tok and Delta Junction have had their salaries frozen doing irreparable harm to these members families; and,

WHEREAS, the full recommendations of the last study were never implemented and several Southeast communities received no differential or an adjusted differential significantly below the indicated rates;

BE IT THEREFORE RESOLVED, that ASEA Local 52 through the efforts of the political action committee, the elected leadership, the Executive Director, and staff urge, cajole, and otherwise encourage the Alaska State Legislature to initiate and undertake a new Alaska Geographic Differential Study.

Status: An appropriation to fund an Alaska Geographic Differential study has to be made by the legislature prior to conducting a study. ASEA is advocating for an appropriation in the FY 2016 operating budget. The Governor didn't include an appropriation for this purpose in his recommended FY 2016 budget.

Resolution No. 7 - FAILED

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1 **Resolution No. 8 – PASSED**

2 WHEREAS:

3 Governments are increasingly enacting legislation designed to prevent Americans and
4 Alaskans from voting, if they do not possess photo identification; and,

5 These laws disproportionately tend to affect young, rural, minority, and elderly voters; and,

6 The people most affected by photo identification laws are more likely to have a favorable
7 view of labor issues and vote for candidates who support labor issues.

8 THEREFORE, LET IT BE RESOLVED: That the Alaska Legislature be compelled to increase the
9 opportunity for all residents, but especially rural and bush residents, to obtain a State of
10 Alaska Identification Card.

11 LET IT BE FURTHER RESOLVED: That prior to implementing laws restrict voting only to those
12 Alaskans who possess a photo identification, the Alaska Legislature be lobbied to establish
13 and fund a mobile identification card program.

14 **Status: A bill has been introduced in the State House to require photo identification. ASEA
15 is actively monitoring this legislation. If the bill should begin to move through the process
16 we will actively oppose it or work to minimize its negative impact.**

17 **Resolution No. 9 – PASSED**

18 WHEREAS:

19 Children, elderly and disabled Americans comprise 75 percent of recipients of the
20 Supplement Nutrition Assistance Program (SNAP), commonly known as food stamps.

21 Forty percent of SNAP recipients have jobs, and one in seven Americans relies on SNAP.

22 The current United States Congress has not passed one jobs bill and one party has voted to
23 cut job training programs.

24 After the last cuts in October 2013, the amount a family of four in Alaska receives each
25 month was reduced by \$41. In Alaska, the maximum daily food budget for a household of
26 four is \$24.82 for the entire family – a little more than \$6.00 per person.

27 Changes to the Federal Agricultural Farm Bill will likely reduce these benefits even more
28 drastically.

29 Unions have traditionally supported issues that affect the less fortunate among us and
30 have led the charge in changing those conditions.

31 THEREFORE, LET IT BE RESOLVED: That ASEA urges President Obama and our Congressional
32 Representatives to expand and protect SNAP funding.

33 THEREFORE, LET IT BE FURTHER RESOLVED: That ASEA urges Governor Parnell and our
34 State Representatives to fill the void left by lack of Federal SNAP funding.

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1 Status: ASEA did express our support of expansion during the 2014 Congressional session.
2 We will be urging the legislature to fully fund this important program during the current
3 State Legislative session.

4 **Resolution No. 10 – PASSED**

5 WHEREAS: Lack of medical coverage for uninsured Alaskans increases the cost of insurance
6 premiums for Alaskans that are covered by insurance.

7 The Federal government has offered to provide 100 percent of Medicaid expansion to
8 uninsured Alaskans; and,

9 After 20 years the State would be responsible for only ten percent of the costs of the
10 program expansion; and,

11 THEREFORE, LET IT BE RESOLVED: That ASEA urges Governor Parnell and the Alaska State
12 Legislature to ensure that the full impact of potential Medicaid expansion is considered,
13 and to take complete advantage of federal resources to expanding Medicaid coverage to
14 improve the health of Alaskans and to improve the Alaskan economy.

15 Status: ASEA strongly supports the expansion of Medicaid coverage and is actively working
16 with the legislature to support Governor Walker's request for Medicaid expansion.

17 **Resolution No. 11 – Referred from Constitutional Committee (CA4)/Did Not Report/ 18 Resolutions Committee Removed**

19 **Resolution No. 12 – PASSED**

20 AFSCME EDUCATION AND TRAINING SUPPORT

21 WHEREAS, AFSCME has and is taking action to recruit, engage and educate new and
22 young members to step up and carry on legacy, that AFSCME leaders before us have
23 built and created the NEXT WAVE COMMITTEE; and

24 WHEREAS, AFSCME women make up to 60% of the union's membership, and AFSCME
25 supports preparing AFSCME women for future leadership roles in our union; and

26 WHEREAS, ASEA/AFSCME – LOCAL 52 has had members appointed to serve as liaisons
27 for our state and National committees; and

28 WHEREAS, these appointed members have engaged themselves in disseminating
29 information from national AFSCME headquarters to share with our members;
30 THEREFORE BE IT RESOLVED, THAT any information, flyers, newsletters, training
31 opportunities be disseminated to our membership within 10 days of receipt

32 Status: Information regarding training opportunities will be posted to the ASEA website
33 after notification is received by ASEA. The posting will indicate that E-Board budget
34 approval is required for any expenses that are not covered by AFSCME International or
35 the sponsoring organization. Business Leave will be approved by the Executive Director

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1 for training that is endorsed by AFSCME International and/or the ASEA State Executive
2 Board.

3 **Resolution No. 13 – PASSED**

4 WHEREAS, allowing lactation breaks in the workplace improves the health and
5 productivity of working women and their newborn children.

6 WHEREAS, Section 4207 of the Patient Protection Act and Affordable Care Act provides
7 for working women to take these breaks.

8 And WHEREAS, State of Alaska has left each department to deal with their individual
9 worker’s needs, which results in a disparity amongst departments.

10 WHEREAS, there is a not statewide standard to ensure compliance with federal law.

11 WHEREAS. THE ASEA PAC supports the passage of HB 228

12 THEREFORE BE IT RESOLVED THAT ASEA encourages the development of a statewide
13 standard providing for adequate break time and space for working nursing mothers.

14 THEREFORE BE IT FURTHER RESOLVED, THAT ASEA/AFSCME LOCAL 52 develop and have
15 available to the membership a pamphlet informing our members of their rights for
16 adequate breaks and an uninterrupted area for lactation purposes. Such pamphlet will
17 be added to all new hire packets and given to each Chapter for dissemination to existing
18 members.

19 **Status: Pamphlet is in the final stages of development. The pamphlet will be posted on
20 our website for member access. We will also bring the pamphlet to the attention of our
21 new members during orientation and make it available to those requesting it.**

22 **Resolution No. 14/31 - PASSED**

23 RESOLUTION URGING THE ALASKA DEPARTMENT OF ADMINISTRATION TO RE-CLASSIFY
24 WILDLAND FIRE-TECHNICIANS & DISPATCHERS AS FIRST RESPONDERS

25 WHEREAS, the employees of the Wildland Fire & Aviation Program in the Division of
26 Forestry are Alaska’s first line of defense against the ravages of wildfire; and,

27 WHEREAS, those employees are classified by the state as clerical workers starting at a
28 range 8, dating back decades when Forestry’s primary job was scaling timber; and,

29 WHEREAS, those employees regularly put themselves at great risk in containing,
30 controlling and extinguishing wildfires; and,

31 WHEREAS, a wildfire, particularly around inhabited areas is the very definition of an
32 emergency; and,

33 WHEREAS, by definition, the people who respond to those fires clearly are first
34 responders; and,

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1 WHEREAS, classifying those employees as clerical, denies them the benefits and
2 recognition which they richly deserve;

3 THEREFORE, BE IT RESOLVED, that ASEA Local 52 encourages the State of Alaska
4 Department of Administration to reclassify Wildland Firefighting Technicians & Wildland
5 Fire Dispatchers as First Responders.

6 **Status:** In accordance with Article 17.02 A of the Collective Bargaining Agreement prior
7 to March 31 of each year, the Union submits a list of job classes we would like reviewed
8 for reclassification. For several years, including 2014, we have requested review of this
9 job classification. The State started this review in February of 2015.

10 **Resolution No. 15 – PASSED**

11 WHEREAS, ASEA members employed by The Department of Health and Social Services
12 have excessive mandated caseloads; and,

13 WHEREAS, travel of staff is often affected by weather and distance; and,

14 WHEREAS, these caseloads have legal time constraints to complete interviews, contacts
15 and documentation, etc.; and,

16 WHEREAS, these locations have difficulties filling vacancies; and,

17 WHEREAS, vacant positions are often left unfilled, resulting in higher caseloads; and,

18 THEREFORE, BE IT RESOLVED, that ASEA Local 52 encourages the State of Alaska to
19 increase staffing in all Divisions of the Department of Health and Social Services in order
20 to reduce caseloads.

21 **Status:** ASEA is working with the Administration and State Legislature during the 2015
22 session to bring this issue to their attention and to urge increased staffing.

23 **Resolution No. 16 - PASSED**

24 WHEREAS: Often there are people or businesses that have publicly demonstrated anti-
25 union sentiment.

26 WHEREAS: It is not in the best interest of the Union to support businesses that are anti-
27 union.

28 THEREFORE LET IT BE RESOLVED: That ASEA compile a database of Union/Labor friendly
29 businesses at locations around the State.

30 LET IT BE FURTHER RESOLVED: The list of Union friendly businesses be posted on the
31 ASEA website and that this list be actively updated as new union-friendly businesses are
32 identified.

33 **Status:** A list of Union friendly businesses in Alaska is posted on the ASEA website,
34 "Shop Union." The list will be updated as more businesses are identified.

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1 **Resolution No. 17 – PASSED**

2 WHEREAS, Most ASEA/AFSCME Local 52 members acknowledge the need to liaison with
3 other local/state/national unions, associations, and their movements - the need to
4 organize our members continuously and that some areas of state service are more
5 contentious and incompetently managed than others, and;

6 WHEREAS, ASEA/AFSCME Local 52 GGU Members are the principle / primary income
7 source of ASEA/AFSCME Local 52, and all ASEA/AFSCME Local 52 members pay dues in
8 expectation of receiving certain work related representational services, and;

9 WHEREAS, Unfortunately, as is now commonplace throughout the nation, ASEA
10 members are operating under an anti-union Governor’s office, administration, and in
11 many cases, hostile local governance and worksite management, and;

12 WHEREAS, ASEA/AFSCME Local 52 GGU Members / stewards dealing with unfortunate
13 work related and this outright anti-union sentiment have found Business Agents
14 overloaded, sometimes hard to reach, and occasionally unresponsive, and;

15 WHEREAS, All ASEA/AFSCME Local 52 Members deserve “service first” treatment from
16 their union, and:

17 WHEREAS, ASEA/AFSCME Local 52’s attempted unionization of the UA system was
18 rejected and tainted by scandal. Said attempt cost ASEA/AFSCME members much
19 needed public goodwill, tens and tens of thousands of dollars, and hundreds of man
20 hours from both Organizers and Business Agents, and;

21 WHEREAS, ASEA/AFSCME Local 52’s protracted, though eventually successful,
22 annexation of the FNSB Supervisors was accomplished with almost or seemingly no
23 assistance from Anchorage-based Organizers, and resulted in taking local business
24 agents away from their regular duties;

25 THEREFORE, LET IT BE RESOLVED: That the ASEA/AFSCME Local 52 Statewide Executive
26 Board recognize the above issues and request the Executive Director change at least 1 -
27 Organizer position (back) to a Business Agent position or change at least 1 “Organizer”
28 position to part-time (internal/external) “Organizer” and part-time “Business Agent. This
29 is to ensure that the people and families represented by ASEA/AFSCME Local 52 are
30 afforded the most productive and responsible resources available from their union.

31 Be It Further Resolved: That the Executive Board instructs the Executive Director to
32 prioritize services to, and representation of, current members over any external
33 organizing activities.

34 **Status: In the current budget, which was presented to and approved by the Convention**
35 **Delegates, one of the external organizers was moved to internal organizer. We**
36 **currently have 1 external organizer and 2 internal organizers. An increased emphasis on**
37 **chapter training and internal organizing occurs under this budget structure and will be**
38 **continued in future budgets.**

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Resolution No. 18 – PASSED

WHEREAS: Delegates to the 15th Biennial Convention were not queried for their preference of committee assignment.

WHEREAS: At least one member of the State Executive Board was not consulted concerning the experience, expertise, or preference of committee assignment of delegates he represents.

WHEREAS: One delegate was assigned to the Class I Committee, though he is not a Class I employee.

WHEREAS: One member of the State Executive Board was not given a Chair of a committee, while other representatives to the State Executive Board were given two Chairs

THEREFORE, LET IT BE RESOLVED: That the State Executive Board be instructed to modify the ASEA Policies and Procedures to consider that selection for committee assignments be based on the following criteria, listed in order of priority: member preference; member background and experience; and recommendations of the Chapter President and their representative to the State Executive Board.

Status: The ASEA State E-Board will amend the ASEA Policy and Procedures prior to the next Convention.

Resolution No. 19 - PASSED

WHEREAS: Alternate Delegates to the 15th Biennial Convention were not provided with Convention packets prior to arrival in Anchorage.

WHEREAS: The contents of the packets are critical to understanding the proceedings of the Convention.

WHEREAS: If an alternate is called upon to replace a Delegate, they should have already received and reviewed the same materials available to the elected Delegate, in order to be able to effectively participate at the convention and represent their Chapter.

THEREFORE, LET IT BE RESOLVED: That that all Alternates to the Biennial Conventions be provided delegate packets prior to attending the Convention, under the same schedule and conditions as if they were elected delegates.

Status: Packets will be provided to delegates and alternates prior to the next convention.

Resolution No. 20 – PASSED

WHEREAS, ASEA/AFSCME Local 52 Contract Negotiating Committee did effectively negotiate in the 2013-2016 Collective Bargaining Agreement new language which provides greater protection for members from workplace bullying;

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1 WHEREAS, ASEA/AFSCME Local 52 members now have greater protections in the
2 workplace from bullying,

3 Therefore be it resolved, that the ASEA/AFSCME Local 52 staff be afforded those same
4 protections and respect in their workplace.

5 **Status: ASEA staff is treated with respect at the worksite. The staff is represented by Local
6 341 and would address any issue in this regard with their union for corrective action.**

7 **Resolution No. 21 – PASSED**

8 WHEREAS, Members personal email addresses are collected at worksite meetings.

9 WHEREAS, The private email list is not currently used by ASEA for purposes of political
10 or Union advocacy.

11 WHEREAS, members provide those email addresses with the expectation that they will
12 be contacted during member outreach.

13 THEREFORE, LET IT BE RESOLVED: That the ASEA utilize the member private email list to
14 contact members, upon member approval to mobilize them for either political and/or
15 Union activities.

16 LET IT BE FURTHER RESOLVED; That the ASEA Internal Organizers contact members to
17 ascertain how and when it is acceptable to use their personal emails. Email addresses
18 shall be collected, compiled and maintained by the Business office and shall be updated
19 and forwarded to Chapter Presidents and Committee chairs every 90 days.

20 **Status: The ASEA State Executive Board has fully discussed and considered this
21 resolution. The majority of the intent of this resolution is being followed. Private e-mail
22 addresses of members are being collected at worksite meetings and in other venues
23 where members are present. The emails are collected with the assurance that they will
24 be held confidential by the Union headquarters and used for political activity, Union
25 advocacy and other messages that are not appropriate to be sent over the State of
26 Alaska email system. During the past election season and during the legislative sessions
27 numerous messages have been sent using the private email system. The current
28 process for sending broadcast email is specified in ASEA Policy and Procedure 23.02.000.
29 This policy doesn't allow for the distribution of private emails to Chapter Presidents and
30 Committee Chairs and requires Union approval of all broadcast emails. This process of
31 email distribution was discussed with Chapter Presidents at their meeting with the State
32 E-Board on February 18 and 19. Sixteen (16) of the twenty-one (21) chapters were
33 represented by either their President or Vice-President. No concerns were expressed by
34 the Chapters regarding the current process nor was there a request by any Chapter to
35 have private email addresses sent to them and Committee Chairs. The E-Board
36 subsequently determined that the intent of the resolution was being followed to a great
37 extent and in a manner that is in the best interest of the members who gave their emails
38 with the understanding they would be held confidential and the established process**

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1 assures that broadcast emails will carry a message that is in accord with the overall
2 goals and objectives of the Union.

3 **Resolution No. 22 – PASSED**

4 WHEREAS, currently the ASEA/AFSCME Local 52 Executive Board can alter or change the
5 union Policy and Procedures at their will, and;

6 WHEREAS, at this time, there are limited checks and balances with effective response to
7 these proposed alterations or changes;

8 THEREFORE, LET IT BE RESOLVED: that any alterations or changes to the ASEA/AFSCME
9 Local 52 Policy and Procedures be presented to the next Biennial Convention;

10 Status: The ASEA Secretary always includes an update of changes to Policy and Procedure
11 in his/her report to the Convention delegates and will continue to do so at future
12 conventions.

13 **Resolution No. 23 – PASSED**

14 WHEREAS: A recent staff hiring has exposed deficiencies in the ASEA staff hiring
15 procedures.

16 Be it resolved: That the ASEA Policies and Procedures be modified to require that 5 days
17 prior to the Executive Director advertising for posting a staff vacancy, the State
18 Executive Board reviews the acceptability of the hiring policy, in order to ensure hiring is
19 done in accordance with the ASEA Policies and Procedures. Absent any dissent from the
20 State Executive Board, the Executive Director shall proceed with hiring for the vacancy.

21 Status: The Executive Director has kept the State E-Board fully informed of the hiring
22 procedures used to fill vacancies. One position was filled since the last convention and
23 recruitment is ongoing for a position that will be vacant May 1. The E-Board was fully
24 and timely informed of the vacancy and the hiring process.

25 **Resolution No. 24 – PASSED**

26 WHEREAS: Currently, there are no reporting requirements of Business Leave usage
27 beyond member position or title, and purpose; and

28 WHEREAS: With the high employee turnover rate, there are large amounts of Business
29 Leave being accrued; and;

30 WHEREAS: With upcoming assaults on organized labor, there will be increasing demand
31 for use of Business Leave; and;

32 WHEREAS: There are increasing demands for more autonomy of chapters in determining
33 usage of Business Leave, and;

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1 THEREFORE, LET IT BE RESOLVED: That the State Executive Board modify the ASEA
2 Policies and Procedures to require that total Business Leave Usage by Chapter be
3 included in the quarterly Business Leave Reports

4 LET IT BE FURTHER RESOLVED: That Business Leave Usage Reports contain such details
5 of individual and chapter use as are currently required under the Policies and
6 Procedures.

7 **Status: Recent reports of Business Leave usage have been modified to include the title**
8 **of the position using Business Leave. Beginning in May of 2015 the report will be**
9 **modified further to break Business Leave usage out by chapter.**

10 **Resolution No. 25 - PASSED**

11 WHEREAS PHN's are overtime exempt and required to treat their patients past the
12 prescribed normal overtime provisions and end up working many hours for the state
13 without being compensated.

14 WHEREAS services in remote villages are often non-existent or minimal at best.

15 THEREFORE, BE IT RESOLVED that Executive board ASEA local 52 urge the CNC to work
16 with the state in contract negotiations to make the considerations for these nurses to be
17 change from overtime exempt to overtime eligible.

18 **Status: This resolution will be brought to the attention of the elected contract**
19 **negotiating committee as they prepare to begin negotiations in late 2015.**

20 **Resolution No. 26 – (Did Not Report/Resolutions Committee Removed)**

21 **Resolution No. 27 – PASSED**

22 WHEREAS: Working People organizing through the labor movement built the middle
23 class in America, and as a result, raised living standards and working conditions; and

24 WHEREAS: Union density is now at its lowest level since the Great Depression and this
25 resulted in an economy where workers are more productive than ever before, but are
26 experiencing stagnant wages, eroding benefits and increasing workloads; and

27 WHEREAS: Corporate interests understand that AFSCME is the last obstacle to their
28 control of labor markets so they exploit vast resources to fund attacks on pension,
29 health care benefits and collective bargaining; and

30 WHEREAS: Corporate-funded politicians of all political persuasions have stripped union
31 members of their rights and benefits in states like Wisconsin, Indiana and Michigan, and
32 states like New York, Illinois and Rhode Island have also singled out public service
33 employees for attack; and

34 WHEREAS: The Supreme Court is currently considering whether to ban collective
35 bargaining for public sector workers; and

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1 WHEREAS: The attacks we currently face are unprecedented in their scale,
2 relentlessness and level of coordination; and

3 WHEREAS: Working people must mobilize like never before to force elected political
4 leaders to respect collective bargaining, economic justice and worker empowerment;
5 and

6 WHEREAS: AFSCME was built by women and men who stood firm, in solidarity, in the
7 face of insurmountable odds and for the greater good, whether in Memphis,
8 Philadelphia or Wisconsin; and

9 WHEREAS: We must draw inspiration from those who passed us the torch and ensure
10 that the next generation faces a brighter future than the last; and

11 WHEREAS: AFSCME leaders from across the nation recently came together and assessed
12 the Power to Win program, which convention delegates adopted in 2006 to strengthen
13 the Union to withstand political attacks, improve public services and raise living
14 standards for public service workers and the citizens they serve, and set specific goals
15 and urged councils to adopt volunteer member organizer (VMO) programs to grow the
16 union; and,

17 WHEREAS: These leaders concluded that Power to Win is still the strongest plan to
18 rebuild the middle class, along with the following four pillars:

- 19 1. Strengthening our foundation with local unions.
- 20 2. Growing the union by organizing the unorganized.
- 21 3. Building political power.
- 22 4. Strengthening the union through coalitions and allies; and

23 WHEREAS: We will strengthen our locals through internal organizing campaigns at the
24 local level between now and the 2014 AFSCME International Convention; and

25 WHEREAS: This program will only be successful with the deep commitment of local
26 union leaders and activists across the country.

27 THEREFORE, BE IT RESOLVED: Together we will join AFSCME'S efforts to sign up 50,000
28 new AFSCME members from those who were previously fee payers or non-members,
29 and we will encourage a higher level of activism through education and mobilization.
30 We will join AFSCME's efforts to train 800 activists to educate our co-workers and their
31 families about what's at stake and what our Power to Win goals are.

32 BE IT FURTHER RESOLVED: The Executive Board of ASEA/AFSCME Local 52 pledges full
33 support to engage non-members and encourage them to fully participate in the union as
34 part of the "50,000 Stronger" Campaign.

35 ASEA/AFSCME Local 52 adopts a new PAC membership goal of 1000.

36 To reach this goal we will establish a written plan by which we will hold ourselves
37 accountable along the way. The plan will include the following elements:

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1 VMO Training. One-on-one communication is the most effective way to activate co-
2 workers. We will recruit and train – volunteer member organizers who will gain the skills
3 to educate and mobilize and sign-up more members.

4 Local Union Plans and Resolutions. ASEA/AFSCME Local 52 Board members will urge the
5 executive boards of our constituent local unions to adopt a similar resolution in support
6 of the campaign and to develop their own plans.

7 Information is Power. We will work to establish the most effective data program in
8 order to communicate with and mobilize members.

9 Political Power. Our plans will include goals to grow our political strength through
10 PEOPLE sign-ups. We commit to sign up 400 MVPs by convention.

11 **Status: ASEA is actively involved in the 50,000 Stronger Campaign and received**
12 **recognition of our participation at the AFSCME International Biennial Convention in July**
13 **of 2014. Our internal organizers continue to develop training and outreach programs to**
14 **activate our members. Increasing the number of members contributing to our PAC is a**
15 **priority and ASEA continues to urge our members to become involved in the PAC.**

16 **Resolution No. 28 - PASSED**

17 WHEREAS, the Alaska Constitution forbids using public resources to fund religious or
18 other private education, and;

19 WHEREAS, SJR 9/HJR 1 proposes to amend the Constitution of the State of Alaska to
20 allow such funding, and;

21 WHEREAS, public schools are accountable to the public and private schools are not
22 accountable to the public, and;

23 WHEREAS, public funding to the private sector decreases funding available to public
24 schools,

25 BE IT RESOLVED, ASEA/AFSCME Local 52 opposes SJR 9/ HJR 1 because this provides
26 public funding to outsource public education jobs to the private sector.

27 **Status: ASEA opposed SJR 9/HR 1 last session. We will continue to oppose every**
28 **attempt to privatize education.**

29 **Resolution No. 29 - PASSED**

30 WHEREAS, Vote Yes – Repeal the Giveaway is composed of Alaskans who reject SB 21
31 and seek to overturn the legislation utilizing the referendum, and;

32 WHEREAS, the Vote Yes – Repeal the Giveaway is composed of Alaskans, urban and
33 rural, Democrats, Republicans, and all other parties who oppose the oil wealth giveaway
34 and are standing up for all Alaskans' Constitutional right to a fair share of the state's oil
35 wealth, and;

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1 WHEREAS, we believe SB 21, which will give oil companies an estimated \$4.6 billion of
2 our money over the next five (5) years with no strings attached, is bad public policy,
3 and;

4 BE IT RESOLVED, that ASEA/AFSCME Local 52 support the referendum process to repeal
5 SB 21.

6 **Status: ASEA was very involved in the effort to repeal SB 21.**

7 **Resolution No. 30 – PASSED**

8 WHEREAS, in commemoration of the March 1964 Alaskan earthquake; and

9 WHEREAS, it is important for every state facility to be properly prepared for natural or
10 other emergency or catastrophic events; and

11 WHEREAS, state employees should be properly trained in community readiness and
12 preparedness;

13 THEREFORE, BE IT RESOLVED that ASEA/AFSCME Local 52 will work with the State of
14 Alaska’s Department of Administration to rely upon the State Fire Marshall and strongly
15 encourage an Annual assessment of emergency preparedness of each state facility,
16 employees’ community readiness, and current preparedness skills;

17 THEREFORE, BE IT RESOLVED that facilities will be made safe, and that community
18 readiness and preparedness training be made widely available to state employees;

19 THEREFORE, BE IT FURTHER RESOLVED that the State of Alaska’s State Fire Marshall
20 strongly be encouraged to report to Facilities General Services with the State of Alaska, and
21 the State Fire Training officer, after assessment of emergency readiness status of facilities
22 and employees, what upgrades are required to meet existing standards, what training is
23 suggested based upon the report, and what change management shall be implemented,
24 which shall be implemented and reviewed within the recommended time frames of the
25 aforementioned state officers.

26 **Status: ASEA is communicating the intent of this resolution to the Administration and the**
27 **State Legislature.**

28 **Resolution No. 14/31 - PASSED**

29 **Resolution No. 32 - PASSED**

30 Whereas, implementation of a Tier V through legislation have been unsuccessful;

31 Whereas Tier V appears unlikely to be passed in the foreseeable future;

32 Whereas, any improvements to the current Tier IV plan are advantageous to ASEA
33 members;

34 Whereas, increasing the value, strength and security of Tier IV retirement plans is
35 beneficial to the members and the economic future of Alaska;

Summary of Resolutions – ASEA 15th Biennial Convention

1 Therefore, be it resolved that ASEA/AFSCME Local 52, support the development and
2 advocacy of legislation which increases the state’s contribution percentage, allows
3 members to voluntarily increase their contribution percentage, and requires the state to
4 match a percentage of the employee’s voluntary contribution.

5 **Status:** No legislation to increase contribution rates has been introduced. However,
6 ASEA continues to actively pursue the passage of legislation that would give those in
7 Tier IV the option to move to a defined benefit retirement program.

8 **Resolution No. 33 – PASSED**

9 WHEREAS, a coalition progressive groups of have drafted a series of common sense
10 initiatives known as the Taxpayer Empowerment Agenda, and;

11 WHEREAS, the Taxpayer Empowerment Agenda seeks to reduce the manipulation of public
12 processes by secretive special interest, and;

13 WHEREAS, the Taxpayer Empowerment Agenda seeks to benefit Americas working
14 families, and;

15 BE IT RESOLVED, that ASEA/AFSCME Local 52 Executive Board utilize the Taxpayer
16 Empowerment Agenda as a guide for drafting new legislation and identifying potential
17 allies in advance of the next session of the Alaska State Legislature.

18 **Status:** ASEA’s lobbyist has reviewed the Taxpayer Empowerment Agenda and will give it
19 consideration as ASEA formulates positions on legislation that affects our membership.

20 **Resolution No. 34 - PASSED**

21 WHEREAS, the current Tier IV of Alaska PERS does not assure a secure long-term
22 retirement for participants, and;

23 WHEREAS, the current Tier IV of Alaska PERS increases the likelihood that participants
24 who retire under such as retirement system will be left in poverty during their retired
25 years and then forced to seek public assistance, and;

26 WHEREAS, the current Tier IV encourages our best and brightest young employees to
27 seek employment elsewhere after obtaining their initial training and experience with
28 the State of Alaska, and;

29 WHEREAS, Public employee should be offered an option to enroll in Tier IV or Tier V,
30 and;

31 THEREFORE BE IT RESOLVED, that ASEA/AFSCME Local 52 make passage of SB30/HB126
32 a priority for the 2014 legislative session and that all Chapter presidents initiate a
33 campaign to encourage members from across the state to contact legislators to seek
34 public hearing immediately and to vote yes to pass SB30/HB126.

35 **STATUS:** Neither of the referenced bills passed the legislature last session. ASEA is an
36 active member of the Public Pension Coalition that is working to get new legislation

Summary of Resolutions – ASEA 15th Biennial Convention

1 introduced this year. We are optimistic a bill with the concepts included in the
2 referenced bills will be introduced this session.

3 **Resolution No. .35 – PASSED**

4 PERS MILITARY CREDIT (SB 165 and HB 116)

5 WHEREAS, both SB165/HB116 serve to worthwhile purpose of providing credit for active
6 duty military service in the Alaska PERS system, and;

7 WHEREAS, members of the Alaska National Guard are not included in the existing
8 legislation as written, and;

9 BE IT RESOLVED, that ASEA/AFSCME Local 52 support SB165/HB116 and also urge that
10 those who have served in the Alaska National Guard given appropriate consideration for
11 service in Alaska PERS system.

12 **Status: ASEA supported the referenced bills. However, they did not pass the legislature.**

13 **Resolution No. 36 – PASSED**

14 WHEREAS, Anchorage Ordinance 37 (AO 37) was introduced in February 2012 with the
15 intent of making drastic changes in the ability of Municipal Workers to organize and
16 effectively bargain with the employer, and;

17 WHEREAS, AO 37 strips away collective bargaining provisions and introduces “managed
18 competition”, and;

19 WHEREAS, this ordinance, if implemented will be a model for other anti-union and anti-
20 worker measures in Alaska, and;

21 BE IT RESOLVED, that ASEA/AFSCME Local 52 be and remain loud in our opposition to
22 AO 37 and all other such measures that limit the organizing and bargaining rights of
23 workers, and;

24 BE IT FURTHER RESOLVED, that ASEA/AFSCME Local 52 continues efforts to coordinate
25 with other Alaskan labor organizations to oppose AO 37 and all other anti-worker and
26 anti-union legislation.

27 **Status: ASEA strongly opposed AO 37 and worked with other Unions to oppose it. We
28 were successful as the voters repealed the ordinance.**

29 **Resolution No. 37 – PASSED**

30 WHEREAS, the historical and current wages of maritime public employees residing in the
31 State of Alaska have been indexed on the basis of Seattle, WA cost of living, and;

32 WHEREAS, the job classes encompassing maritime public employees must remain
33 competitive with similar job classes in the continental United States, and;

Summary of Resolutions – ASEA 15th Biennial Convention

1 WHEREAS, anticipated budget cuts by the State of Alaska are likely to result in wage
2 decreases which will diminish the capability to attract qualified employees willing to
3 reside in the State of Alaska, and;

4 WHEREAS, maritime public employees residing within the State of Alaska are a financial
5 benefit to the state economy, and;

6 BE IT RESOLVED, ASEA/AFSCME Local 52 opposes SB 182 and encourages members to
7 contact their legislator to oppose.

8 **Status: ASEA opposed the legislation. It did not pass.**

9 **Resolution No. 38 – PASSED**

10 ELIMINATE SCHOOL EMPLOYEE HEALTH TRUST COVERAGE SB 90

11 WHEREAS, the School District compose a large percent (%) of the Health Care Cost
12 Management Corporation of Alaska (HCCMCA), and;

13 WHEREAS, losing their participation would hurt the purchasing power HCCMCA, and;

14 WHEREAS, ASEA/AFSCME Local 52 Health Benefit Trust is a member of HCCMCA, and;

15 WHEREAS, this action would set a precedent for future impediments to controlling
16 health care costs in Alaska, and;

17 WHEREAS, ASEA/AFSCME Local 52 will be injured, and;

18 BE IT RESOLVED, ASEA/AFSCME Local 52 will be opposed to SB90 and encourage all
19 members to immediately contact their respective legislators to oppose this legislation.

20 **Status: ASEA opposed the legislation and it didn't pass. Legislation regarding this has
21 not been introduced this session.**

22 **Resolution No. 39 – PASSED**

23 RESOLUTION SUPPORTING A BALLOT INITIATIVE TO INCREASE ALASKA'S MINIMUM WAGE

24 WHEREAS, raising the minimum wage benefits workers at all wage levels, and;

25 WHEREAS, raising the minimum wage reduces costly employee turnover and increases
26 productivity according to research, and;

27 WHEREAS, Alaska's current minimum wage of \$7.75, adopted in January of 2010, has
28 not kept pace with inflation, and;

29 WHEREAS, an individual working full time at Alaska's minimum wage of \$7.75 per hour
30 earns just \$16,120 per year, more than \$8,000 below the federal poverty level of
31 \$24,740 for a family of three, and;

32 WHEREAS, raising the minimum wage increases consumers' purchasing power especially
33 in a struggling economy, which drives 70% of the economy, and;

Summary of Resolutions – ASEA 15th Biennial Convention

1 WHEREAS, the ballot measure group ‘Alaskans for a Fair Minimum Wage’ submitted
2 43,000 signatures to the state Division of Elections and await certification to have the
3 measure appear on the 2014 statewide primary election ballot, and;

4 THEREFORE BE IT RESOLVED, that the ASEA/AFSCME Local 52 supports increasing the
5 minimum wage to \$8.75 on January 1, 2015, then to \$9.75 on January 1, 2016, and
6 adjusted annually for inflation thereafter, and;

7 BE IT FURTHER RESOLVED, that the ASEA/AFSCME Local 52 opposes any bills introduced
8 in the second half of the 28th Alaska Legislature to increase the minimum wage and/or
9 to provide an employer credit for tipped workers, as such an attempt can only be
10 viewed as undermining the forthcoming ballot initiative.

11 **Status: ASEA endorsed and actively supported passage of the minimum wage initiative.**
12 **It was passed by the voters at the last election.**

13 **Resolution No. 40 - PASSED**

14 WHEREAS, ASEA/AFSCME Local 52 policy and procedure 2.03.100 regarding the *Next*
15 *Wave Committee* states the committees’ purpose is created for “members 40 years of
16 age and under, to address issues and concerns of these younger members...” and;

17 WHEREAS, AFSCME International defines *Next Wave’s* purpose to “recruit, engage and
18 educate new and young members to step up and carry on the legacy that AFSCME
19 leaders have built.” and;

20 WHEREAS, there is no committee to advocate or involve newly active members;

21 WHEREAS, it is just as important to recruit, engage and educate new members as well as
22 young members;

23 THEREFORE, BE IT RESOLVED policy and procedure 2.03.100 *Next Wave Committee* is re-
24 written to state “is created for ASEA members who are either newly active or 40 years
25 of age and under, to recruit, engage, educate and address the issues and concerns of
26 those members”.

27 **Status: ASEA Policy and Procedure has been amended to reflect the language in the**
28 **resolved clause.**

29 **Resolution No. 41 – PASSED**

30 WHEREAS, Division of Motor Vehicles (DMV) provides revenue to the State of Alaska
31 General Fund, and;

32 WHEREAS, \$8,000,000 would be lost to State of Alaska General Fund, and;

33 WHEREAS, outsourcing to for-profit companies is not in the best interest of the State of
34 Alaska, and;

Summary of Resolutions – ASEA 15th Biennial Convention

1 WHEREAS, SB127 “Vehicle Transaction Agents” refers to private vendors already
2 compensated with services fees, and;

3 BE IT RESOLVED, ASEA/AFSCME Local 52 stands opposed to this legislation.

4 Status: ASEA opposed this legislation and it didn’t pass.

5 **Resolution No. 42 – PASSED**

6 That at all future ASEA Biennial Conventions, the State Executive Board will make their
7 prior year and YTD budget report available for Convention Budget Committee’s review
8 when said Committee is reviewing the proposed budget for presentation to the
9 Convention floor with said budget report to be returned to the Treasurer upon
10 completion of Committee work.

11 Status: Prior year and YTD budget reports will be available to the Convention’s Budget
12 Committee at the next convention.