

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

Resolution No. 1 – FAILED

Resolution No. 2 – DO NOT REPORT

Resolution No. 3 – FAILED

Resolution No. 4 – PASSED

WHEREAS: Resolutions from the Conventions are referred to the ASEA State Executive Board for final implementation; and

WHEREAS: Delegates of the ASEA Biennial Conventions disperse across the state at the close of each session, and after returning home to their normal routines and often hectic lives, may neglect keeping abreast of the implementation of the Resolutions; and

WHEREAS: Resolution 17 was adopted at the 16th ASEA Biennial Convention, and implemented with great success and little to no cost to the union.

THEREFORE, BE IT RESOLVED THAT: ASEA Policies and Procedures Section 98.01.000 be amended to add the relevant language of Resolution 17 from the 16th ASEA Biennial Convention as follows:

“When the State Executive Board proposes to modify the Policies & Procedures, all ASEA members shall be notified of the proposed change(s). Such notification shall be sent by email. For any member who does not have email access, the notification shall be mailed to the address on file. The notification shall provide the web link where the proposed changes are outlined, and shall include a discussion of the rationale for making the changes.”

STATUS: Implemented. Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes adopted by the ASEA Convention delegates become effective as of the date of passage. The published P&P has been revised to include this change.

Resolution No. 5 – PASSED

WHEREAS: ASEA/AFSCME Local 52 Policies and Procedures Manual currently states in Section 17.01.020 Roster of Chapter Members that rosters shall only be released to a Chapter President, Secretary, or Chief Steward; and

WHEREAS: Committee Chairs have a legitimate need for member rosters to solicit interest in the committee, to organize Union building activities for a target audience, or otherwise notify of committee happenings; and

WHEREAS: The Union needs and is encouraging its leadership to engage one-to-one conversations for the AFSCME Strong Campaign due to the Supreme Court Case, Janus vs. AFSCME; and

39 WHEREAS: Judicial Panel charges may be brought against any member, Committee Chair, Steward, or
40 Union Officer for the misuse or breach of confidentiality of member information, such that those who
41 possess such information are compelled not to misuse it.

42 THEREFORE, BE IT RESOLVED THAT: Member Rosters shall be released to State Executive Board
43 Committee Chairs and to the Chapter Committee chairs, as long as Information Request form has been
44 filled out and sent to the Executive Director with explanation of a valid purpose for receipt and use of
45 such information.

46 BE IT FURTHER RESOLVED THAT: Member rosters will be required to be submitted back to the Union
47 Headquarters office after the need for the information no longer exists.

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49 **STATUS: Implemented. This information will be made available pursuant to the terms of this**
50 **Resolution. Notice has been sent to all statewide Committee Chairs and Chapter Presidents to inform**
51 **them of this Resolution.**

52
53 **Resolution No. 6 – PASSED**

54 WHEREAS: ASEA Policies & Procedures Section 4.02.015 allows a majority of the Executive Board to call
55 a meeting in addition to the regularly scheduled quarterly meetings; and

56 WHEREAS: The current policy requires the Executive Director to first determine if a quorum will be met;
57 and

58 WHEREAS: In the past, this policy has been misinterpreted to mean that if a quorum of the Board does
59 not request such a meeting, the meeting will not be called – even if a majority have requested it.

60 THEREFORE, BE IT RESOLVED THAT: ASEA Policies & Procedures Section 4.02.015 (A)
61 shall be amended as follows:

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63 “Request of a majority: In accordance with Article 8.01 of the ASEA/AFSCME Local 52 Constitution, the
64 President or a majority of the State Executive Board may call a meeting in addition to the regularly
65 scheduled quarterly meetings. If the President, or in his or her absence the Secretary, fails to respond
66 within a 24-hour period to the requests of a majority of the State Executive Board to set up a meeting,
67 then the Executive Director shall be notified by a majority of the Executive Board to request a meeting.
68 He or she shall then set up the meeting immediately and notify the chapter presidents of the date, time,
69 and purpose of the meeting. If the President, Secretary, or Treasurer are absent, the remaining board
70 members shall select a chair by a vote of the majority.”

71
72 **STATUS: Implemented. Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P)**
73 **changes adopted by the ASEA Convention delegates become effective as of the date of passage. The**
74 **published P&P has been revised to include this change.**

75
76 **Resolution No. 7 – PASSED**

77 WHEREAS: Committees may use funds to pay for member attendance at various conferences and events;
78 and

79 WHEREAS: Members who attend such conferences and events are not currently required to disseminate
80 information they learn or obtain there; and

81 WHEREAS: Committee funds should be used to further union principles and to benefit the ASEA
82 membership at large.

83 THEREFORE, BE IT RESOLVED THAT: The ASEA Policies & Procedures Section 2.01.000 shall be amended
84 to add the following:

85
86 “Whenever Committee funds are used to fund, in whole or in part, a member’s attendance at a
87 conference or event (hereinafter, “event”), the member shall be required to submit a written report to
88 the Committee within 21 days following the event. Committees may also assign additional tasks to the
89 member, such as in-person presentations or trainings for other members. Prior to any expenditure, the
90 member shall be given written notice of these requirements. Provided such written notice is given, if the
91 member does not write the report or fulfill the other requirements as assigned by the Committee, the
92 member may be required to reimburse the Committee for the expended funds.

93
94 **STATUS: Implemented. Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P)**
95 **changes adopted by the ASEA Convention delegates become effective as of the date of passage. The**
96 **published P&P has been revised to include this change. Additionally, the ASEA State Executive Board**
97 **President has notified all Committee Chairs and Chapter Presidents of this requirement.**

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99 **Resolution No. 8 – FAILED**

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101 **Resolution No. 9 – FAILED**

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103 **Resolution No. 10 – PASSED**

104 WHEREAS: Resolutions from the Conventions are referred to the ASEA State Executive Board for final
105 implementation; and

106 WHEREAS: Delegates of the ASEA Biennial Conventions disperse across the state at the close of each
107 session, and after returning home to their normal routines and often hectic lives, may neglect keeping
108 abreast of the implementation of the Resolutions; and

109 WHEREAS: Resolution 17 was adopted and passed at the 16th ASEA Biennial Conventions, and was
110 implemented with great success and little to no cost to the union.

111 THEREFORE, BE IT RESOLVED THAT: ASEA Policies and Procedures section 4.05.030 be amended to add
112 the relevant language of Resolution 17 from the 16th ASEA Biennial Convention as follows:

113
114 “Within 30 days following the first quarterly Executive Board meeting after the close of the Biennial
115 Convention, the State Executive Board shall update all Convention delegates and alternates of the ASEA
116 Biennial Convention, and all chapter presidents and stewards, on the progress of implementation of the
117 Resolutions passed during the Convention. Such updates shall be sent on email. For any delegate,

118 alternate, chapter president, or steward who does not have state email access, such updates shall be
119 mailed to the address on file. Such updates shall also be posted to the ASEA website.

120
121 Following each quarterly Executive Board meeting, the State Executive Board shall update all convention
122 delegates and alternates, chapter presidents, and stewards on the progress of the implementation of
123 the Resolutions passed during the Convention. Such updates shall be sent on email. For any delegate,
124 alternate, chapter president, or steward who does not have email access, such updates shall be mailed
125 to the address on file. Such updates shall also be posted to the ASEA website.

126
127 Whenever a resolution has a final outcome, the State Executive Board shall update all Convention
128 delegates and alternates, chapter presidents, and stewards on the final outcome and justification for the
129 outcome, of the resolution. Such updates shall be sent on email. For any delegate, alternate, chapter
130 president, or steward who does not have email access, such updates shall be mailed to the address on
131 file. Such updates shall also be posted to the ASEA website.”

132
133 **STATUS: Implemented.** Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P)
134 changes adopted by the ASEA Convention delegates become effective as of the date of passage. The
135 published P&P has been revised to include this change. The Board will continue to make the required
136 updates as required by this P&P.

137
138 **Resolution No. 11 – PASSED**

139 Whereas: Article 7 of the ASEA/AFSCME Local 52 Constitution currently requires that the State Executive
140 Board be made up of 13 members including (4) Occupational Board Members elected, one each, from
141 the following State GGU occupational groups: Technical Employees, Professional Employees,
142 Administrative Support Employees, and Class I employees; and

143 Whereas: The State of Alaska no longer uses these occupational group designations, and has created
144 new occupational group designations that do not easily match up to the designation required in the
145 constitution; and

146 Whereas: During the election process, staff has been tasked with the duty of reconciling the current
147 employee designations with the prior designations, in order to ensure members get the correct ballot(s),
148 at great effort and cost to the Union; and

149 Whereas: Delegates to this convention may recognize and support changes to the Constitution that
150 would amend the size of the State Executive Board to align to the current occupational group
151 designations in use by the State, but do not have sufficient access to information to make the
152 appropriate Constitutional amendments to ensure such changes take place in a manner that doesn't
153 cause chaos, confusion, or damage to the State Executive Board and the Union as a whole; and

154 Whereas: The State Executive Board and the Executive Director have greater access to information about
155 total membership numbers, and membership by occupational designation than do the delegates to
156 Convention.

157 THEREFORE, BE IT RESOLVED THAT: The State Executive Board shall undertake the task of researching
158 possible changes to the Constitution that would amend the size of the Board, including but not limited

159 to realignment of the four (4) Occupational seats, to match the current State Occupational group
160 designations.

161 BE IT FURTHER RESOLVED THAT: Based upon such research, the State Executive Board shall draft a
162 proposed constitutional amendment addressing these issues, and submit such draft and a summary of
163 all research to all Chapter Presidents, Chapter Secretaries, and 2018 Convention delegates no later than
164 September 30, 2018, and make such information available to any member upon request; and

165 BE IT FINALLY RESOLVED THAT: Any member would then be free to use such information to pursue a
166 constitutional amendment either in an off-convention year, or during the next Biennial Convention.

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168 **STATUS: Completed. The Resolutions Subcommittee distributed a draft Constitutional Amendment**
169 **and the required research for poll vote by the Board on 10/23/2018, and the materials were**
170 **subsequently distributed to the membership at large. In a separate action, an ASEA member brought**
171 **forward this Constitutional Amendment in the most recent election, where it was passed. The**
172 **Amendment has now been submitted to AFSCME International for final approval, after which an**
173 **updated version of the ASEA Constitution will be published.**

174

175 **Resolution No. 12 - PASSED**

176 WHEREAS: Article 1.02 (G) of the ASEA/AFSCME Local 52 Constitution allows members the right to full
177 participation in the decision-making process of the union, and to pertinent information needed for the
178 exercise of this right; and

179 WHEREAS: Article 8.02 (A) (2) of the ASEA/AFSCME Local 52 Constitution states that all meetings of the
180 State Executive Board are open to observation by any member in good standing of the union; and

181 WHEREAS: Many members are unable to attend State Executive Board meetings in person, due to cost
182 considerations, availability of personal leave, geography, or other reasons; and

183 WHEREAS: The regular quarterly meetings of the State Executive Board currently have a “member call-
184 in period,” which members may access via telephone; and

185 WHEREAS: The technology exists to make the entirety of each meeting similarly available.

186 THEREFORE, LET IT BE RESOLVED THAT: ASEA Policies & Procedures Section 4.02.010
187 shall be amended to add the following: “The regular quarterly business meetings of the State Executive
188 Board shall have a telephone access number through which any member who would otherwise be
189 eligible to attend in person, may call in to attend remotely, for all or part of any meeting. Such call-in
190 numbers shall be disseminated to the membership in the agenda for each meeting. Remote
191 attendance at the meeting shall not entitle the member to speak during the meeting, except during a
192 designated member comment period.

193

194 **STATUS: Implemented in part. Pursuant to prior rulings of AFSCME International, Policy & Procedure**
195 **(P&P) changes adopted by the ASEA Convention delegates become effective as of the date of**
196 **passage. The published P&P has been revised to include this change.**

197

198 However, due to the limitations of the current telecommunications system, ASEA is unable to comply
199 with this P&P. For this reason, the State Executive Board voted at its December 2018 meeting to
200 suspend this P&P until implementation is possible. Concurrently, staff is researching ways to provide
201 secure meeting access, subject to budget limitations, and will continue to report status to the Board.
202

203 **Resolution No. 13 – RULED OUT OF ORDER – CONFLICT WITH CONSTITUTION**

204
205 **Resolution No. 14 - PASSED**

206 Whereas: Policy and Procedures Section 2.03.000 APPOINTED COMMITTEES states “In accordance with
207 Article 7 of the ASEA/AFSCME Local 52 Constitution all elections for the State Executive Board and
208 AFSCME convention delegates shall be conducted under the supervision of an Election Committee.”

209 Whereas: Chapters have a vested interest in timely elections for the ASEA convention.

210 Be it Resolved: That the ASEA Policy and Procedures be amended to add Section 1.06.00, Chapter
211 Convention Delegate Elections, “In addition to following the election requirements in individual local
212 Chapter Bylaws, Chapters must also ensure that, when conducting elections for ASEA Biennial
213 Convention delegates, the Election Committee is appointed and holds its organizational meeting no later
214 than 30 days prior to the mailing of nomination forms.
215

216 **STATUS: Implemented.** Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P)
217 changes adopted by the ASEA Convention delegates become effective as of the date of passage. The
218 published P&P has been revised to include this change.
219

220 The ASEA State Executive Board President notified all Chapter Presidents of this requirement via
221 email and at the February 2019 quarterly President’s Committee meeting. The ASEA Elections
222 liaisons shared this information again with all Chapters in April 2019. They are currently preparing
223 another reminder, to include timelines and additional information, that will go out in October 2019,
224 immediately ahead of the 2020 Biennial Convention election cycle.
225

226 **Resolution No. 15 - PASSED**

227 Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.01.000 Steward Goals Paragraph B states, “To
228 ensure that stewards perform their duties in a responsible, knowledgeable, and effective manner;” and
229 Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.04.000 Stewards Paragraph C. states, “The
230 steward’s duty and role is to be an advocate for the member and not to be concerned with their personal
231 relationship with management. The steward’s primary job is to protect and defend the rights of every
232 member; and

233 Whereas each steward should attend at least three quarterly chapter steward meetings and annual
234 mandatory contract training; and

235 Whereas stewards are required to submit a biannual report to their chapter chief steward to validate
236 steward time to ensure accountability.

237 Be it therefore resolved; chapter stewards must be held accountable for their steward release time for
238 the purposes of advocating for members by submitting supporting documentation as biannual reports
239 to their chapter chief steward who will forward the reports to headquarters.
240

241 **STATUS: Implemented. This information was discussed at the April 2018, November 2018, and April**
242 **2019 Steward trainings, and the Executive Director will ensure it is reiterated at all future steward**
243 **trainings. The Chief Steward has also distributed a copy of these requirements to all Chapter Chief**
244 **Stewards.**

245
246 **Resolution No. 16 - PASSED**

247 Resolution Regarding Chapter Elections for Biennial Convention Delegates

248 Whereas; No chapter can conduct a biennial convention delegate election more than 120 days before
249 the start of the convention; and

250 Whereas: every chapter should have time to gather their elected delegation to prepare for biennial
251 constitutional convention; and

252 Whereas; conducting a convention delegate election within a week of the deadline to submit the
253 delegate credentials is detrimental to solidarity and delegate committee participation at the convention.

254 Be it therefore Resolved: Each chapter will conduct their biennial convention delegate election no less
255 than 90 days prior to the start of the biennial convention.
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257 **STATUS: Implemented. The ASEA State Executive Board President notified all Chapter Presidents of**
258 **this requirement via email and at the February 2019 quarterly President’s Committee meeting. The**
259 **ASEA Elections liaisons shared this information again with all Chapters in April 2019. They are**
260 **currently preparing another reminder, to include timelines and additional information, that will go**
261 **out in October 2019, immediately ahead of the 2020 Biennial Convention election cycle.**
262

263 **Resolution No. 17 - PASSED**

264 Resolution in support of changing Policy and Procedure Section 17.00.000 Information Requests

265 Whereas; members in good standing expect transparency from their Executive Board and their Executive
266 Director; and

267 Whereas; members in good standing may require requested information to conduct chapter and or
268 committee business; and

269 Whereas; members in good standing might need the requested information to ensure compliance with
270 ASEA/AFSCME Local 52 ruling documents;

271 Be it resolved that Section 17.00.000 Paragraph C will read:
272

273 “Upon receipt of an Information Request Form the Executive Director will acknowledge to the requestor
274 within ten (10) days of the receipt of the information request and the latest date by which the
275 information request will be completed. Requests routinely will be completed within fifteen (15) business
276 days unless circumstances require an extended period of time.”

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Be it further resolved: Any response will either include the approval and provision of requested information or denial with associated governing document citation supporting the denial.

STATUS: Implemented. Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes adopted by the ASEA Convention delegates become effective as of the date of passage. The published P&P has been revised to include this change.

Resolution No. 18 – RULED OUT OF ORDER – IDENTICAL TO RESOLUTION 12

Resolution No. RB-1 - PASSED

WHEREAS: performance evaluations are often delayed needlessly; and
WHEREAS: this adversely affects morale, members pay and can create a hardship; and
WHEREAS: delays disbursement of back pay may result in a higher tax rate; and
THEREFORE, BE IT RESOLVED THAT: the next contract negotiating committee be strongly encouraged to negotiate a monetary penalty for late performance evaluations to be paid by the State similar to late payment section 21.07 A 3.

STATUS: Completed. The Executive Director disseminated Resolution RB-1 to the ASEA Contract Negotiating Committee. During the 2019 collective bargaining negotiations, the CNC successfully negotiated a Letter of Agreement (LOA) with the State regarding resolving late pay increments. The LOA went into effect on July 1, 2019.

Resolution No. RB-2 - PASSED

WHEREAS: Employees are increasingly required to use their personal vehicles to complete their assigned job duties; and
WHEREAS: Needless delays in the processing of travel reimbursements and mileage reimbursements are causing low morale and financial hardships; and
WHEREAS: Alaska Administrative Manual - Accounting section 60.140 Privately Owned Vehicles language is vague and does not instruct the State to process reimbursements within a reasonable timeframe.
THEREFORE, BE IT RESOLVED THAT: The Contract Negotiating Committee be strongly encouraged to negotiate for additional language to process travel reimbursements and mileage reimbursements within a 30-day timeframe or face penalties”

STATUS: Completed. The Executive Director disseminated Resolution RB-2 to the ASEA Contract Negotiating Committee. The CNC proposed this during negotiations for the 2019-21 Collective Bargaining Agreement. The State rejected it.

315 **Resolution No. C1-1 - PASSED**

316 Whereas, a twenty-year (20) retirement for Juvenile Justice Officers has been consistently supported in
317 past ASEA-AFSCE Local 52 Convention Resolutions; and

318 Whereas, Juvenile Justice Officers perform identical and or similar duties as other Public Safety Personnel
319 in the State of Alaska;

320 Therefore, be it resolved that the ASEA/AFSCME Local 52 Executive Board shall aggressively recommend
321 through legislative action, a twenty-year retirement benefit for Juvenile Justice Officers.

322

323 **STATUS: In progress. The Executive Director and the ASEA Political Action Committee (PAC) worked**
324 **with the ASEA Lobbyist to support a defined benefit (DB) retirement for all public employees (SB 46).**
325 **This included the Executive Director, the PAC and ASEA Lobbyist supporting a DB retirement for peace**
326 **officers and firefighters (HB 79). These bills were heard in committee but did not make it to the House**
327 **or Senate bodies for a vote. They will continue to be heard next session and be part of the ASEA**
328 **Legislative package for the 2019-20 session.**

329

330 **Resolution No. C1-2 - PASSED**

331 WHEREAS the current provision for hazard pay in the contract only covers industrial activities;

332 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”

333 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any
334 other job in the United States as recognized by the US department of labor;

335 Whereas state employees are being subjected to repeated assaults on a daily basis at state facilities by
336 the mentally patients;

337 Whereas GGU member have the right to work in a safe environment and/or be compensated;

338 Whereas states employees are not compensated for working in chronically hazardous work
339 environments.

340 Therefore let it be resolved that the Contract Negotiating Committee be strongly encouraged to
341 aggressively support hazard pay in the contract, and bargain to include members that work at API be
342 included under Article 21.05 Hazard Pay provision”

343

344 **STATUS: Completed. The Executive Director disseminated Resolution C1-2 to the ASEA Contract**
345 **Negotiating Committee. The CNC proposed this during negotiations for the 2019-21 Collective**
346 **Bargaining Agreement. The State rejected it.**

347

348 **Resolution No. C1-3 - PASSED**

349 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”

350 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any
351 other job in the United States as recognized by the US Department of Labor;

352 Whereas Class One employees are being subjected to repeated assaults on a daily basis at state facilities
353 by mentally ill patients, and other wards they are taking care of;

354 Whereas Class One employees have the right to work in a safe environment and/or be compensated;

355 Whereas Class One employees are not compensated for working in chronically hazardous work
356 environments.

357 Therefore, be it resolved that the ASEA/AFSCME Local 52 Executive Board shall be strongly encouraged
358 to seek, through legislative action, a twenty-year (20) retirement benefit for all Class One employees.

359 **STATUS: In progress. The Executive Director worked with the ASEA Lobbyist on this issue and it was**
360 **part of the ASEA Legislative package for the 2018-19 session. (See C1-1 above). Defined benefit**
361 **retirement bills will continue to be heard by the Legislature next year and will be part of the ASEA**
362 **Legislative package for the 2019-20 session.**

363

364 **Resolution No. C1-4 – RULED (PROCEDURALLY) OUT OF ORDER – ACTION TAKEN ON INTENT**

365 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”

366 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any
367 other job in the United States as recognized by the US Department of Labor;

368 Whereas state employees are being subjected to repeated assaults on a daily basis at state facilities by
369 mentally ill patients;

370 Whereas GGU employees have the right to work in a safe environment and have basic human rights
371 afforded them under the Constitution and the Laws of the State;

372 Whereas the state has an Office of Victims’ Rights to help victims of assaults.

373 Therefore let it be resolved that the ASEA Local 52 Executive Board develop and provide training for
374 members that work at API and members who work with mentally ill patients to educate the members
375 about their rights under the law and how to access the office of Victims’ Rights.

376

377 **STATUS: This Resolution was ruled “out of order” on procedural grounds. Nevertheless, we**
378 **recognized that these issues and the substantive intent of the Resolution could still be addressed. Due**
379 **to the seriousness of the safety issues, the Executive Director reached out to the AFSCME International**
380 **Safety Training department, and received a grant to start trainings with members who work in our 24-**
381 **hour facilities. Trainings started in late 2018 with API employees. Additional trainings are planned**
382 **with other units, including trainings in Juneau, Fairbanks, and Anchorage set for mid- October 2019.**
383 **All affected members have been notified of the training opportunities. In addition, the Resolutions**
384 **Subcommittee has recommended to the State Executive Board that we update the “Pink Link” on the**
385 **ASEA website to expand the number of links to victims’ rights organizations, and requested input on**
386 **this from the WIC and Class I committees. We expect to have an update at the December 2019**
387 **meeting.**

388

389 **Resolution No. C1-5 - PASSED**

390 WHEREAS: Article 1.02 (G) of the ASEA/AFSCME Local 52 Constitution allows members the

391 Whereas positive work-life balance results in greater work place productivity and improved employee
392 health and wellness.

393 Therefore, be it resolved that the ASEA/AFSCME Local 52 Bargaining Committee (CNC) shall be
394 recommended to aggressively oppose furloughs, reductions of leave, and any and all losses to the
395 employees’ contract.”

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STATUS: Completed. The Executive Director disseminated Resolution C1-5 to the ASEA Contract Negotiating Committee (CNC). The CNC successfully negotiated a contract containing no furlough language, no leave reductions, an increase in the employer’s healthcare contribution, and wage increases in each of the 3 years of the 2019-21 Collective Bargaining Agreement.

Resolution No. WIC-1 - PASSED

RESOLUTION OF ASEA/AFSCME LOCAL 52 AFFIRMING THE RIGHT OF TRANS PEOPLE TO BE PROTECTED FROM DISCRIMINATION ANCHORAGE MUNICIPAL LAW

WHEREAS respect for people of all gender identities and expressions is an important value of the ASEA Pride Committee; AND

WHEREAS gender transition as a resolution of the experience of gender dysphoria is affirmed and supported by the American Psychological Association, the American Medical Association, and numerous other professional groups who care for transgender people, AND

WHEREAS a vital part of gender transition and the health and safety of trans people is living in their identified, authentic genders, with those genders being affirmed and respected in the various spaces and institutional settings where those individuals live, work, and go to school, AND

WHEREAS for the last two years, Anchorage’s municipal law has ensured basic, fundamental protections for transgender residents and visitors, AND

WHEREAS Proposition 1 would repeal these protections under the guise of safety in restrooms, despite the fact that Anchorage’s non-discrimination law has worked well for two years without incident, AND

WHEREAS these anti-transgender initiatives focus centrally on access to bathrooms and locker rooms, claiming that laws protecting transgender people will enable men and boys to enter bathrooms and locker rooms designated for the use of women and girls, in order to commit voyeuristic harassment or sexual assault; AND

WHEREAS trans people have in fact been using bathrooms that match their identified genders for many decades without any such problem existing; AND

WHEREAS legal protection of gender identity does not in any way render harassment or assault legal, AND

WHEREAS it is in fact trans women who face substantial risk of becoming the victims of violence or persecution in accessing bathrooms; AND

WHEREAS so-called “bathroom bills” (Municipality of Anchorage Proposition 1) have a vastly greater negative impact on trans people than just limiting their ability to access toilets; TO WIT:

- a) These bills deny the reality of gender identity, often using the nonsense phrase “biological gender,” which conflates physical sex characteristics at birth with gender identity in order to delegitimize gender transition as delusional; and
- b) These bills encourage the general public to treat trans people, particularly trans women, with fear, and to see them as potential child molesters and inclined to sexual assault; and
- c) These bills encourage the general public to engage in gender policing, which is a practice of scrutinizing the appearance and behavior of others, framing trans people as deceptive in their gender

437 presentations, and punishing gender-nonconformity—a practice that impacts cisgender individuals as
438 well as trans people; AND

439 WHEREAS the goal of a just society should be that all of its members be treated with dignity and respect,
440 rather than mocked, bullied, stigmatized, falsely accused, banned from equal access to facilities, or
441 otherwise marginalized;

442 NOW, THEREFORE, BE IT RESOLVED:

443 1) ASEA/AFSCME Local 52 reaffirms its longstanding support of the protection of people against
444 discrimination on the basis of gender identity or expression; AND

445 2) ASEA/AFSCME Local 52 is opposed to Proposition 1, which would bring discrimination back to
446 Anchorage and encourage public harassment of trans people

447

448 **STATUS: Completed. The Municipal election took place April 3, 2018. Anchorage voters rejected**
449 **Proposition 1 by a vote of 52.64% to 47.36%. The ASEA Political Action Committee (PAC) did not take**
450 **a position because the Executive Director was out of town during the PAC's next meeting following**
451 **convention (March 20, 2018), so was unable to attend and share this resolution at that time. The**
452 **election was held prior to the April PAC meeting.**

453

454 **Resolution No. WIC-2 - PASSED**

455 Whereas, the Women's Issues Committee was created for members to address challenges, inequalities,
456 and recommendations for improving working conditions for ASEA/AFSCME Local 52 women. Further,
457 the Class One Committee was created to represent members who are strike-ineligible, work in 24-hour
458 facilities and deal with unique situations in their workplaces in a daily basis;

459 Whereas, AFSCME women make up close to 60% of AFSCME International's membership and the union
460 is only as strong as the membership core. AFSCME International is dedicated to working with its affiliates
461 to provide high quality training for its members;

462 Whereas, the International Association of Women Police (IAWP) was first established in 1915 in
463 California by the first American policewomen as an international organization to provide professional
464 development, mentoring, training, networking, and recognition for female law enforcement officers and
465 civilian support staff as well as increase the members of women in law enforcement;

466 Whereas, the IAWP's mission is to strengthen, unite, and raise the capacity of women in law
467 enforcement internationally. Further, IAWP envisions a world where law enforcement reflects the
468 diversity of the communities they serve and where human rights are protected;

469 Whereas, the Women Police of Alaska (WPA) is a multiagency organization comprised of Alaska women
470 and men in law enforcement associated with AFSCME International. WPA is an affiliate of the
471 International Association of Women Police and WPA is committed to bringing together culture and
472 perspectives that broaden the world view of women in law enforcement.

473 Whereas, the Women Police of Alaska have bid and won the contract to host the 57th Annual
474 International Association of Women Police Conference, in Anchorage, Alaska in September of (23 – 27)
475 2019. And, it is expected that 500 law enforcement and support staff will attend and receive expert
476 training at the international conference.

477 Therefore be it resolved, ASEA/AFSCME Local 52 reaffirms its longstanding commitment to women and
478 women in marginalized professions by supporting the 57th Annual International Association of Police
479 Conference, in Anchorage, Alaska

480

481 **STATUS: ASEA has recently been approached for support, and the Executive Director will be following**
482 **up. We will provide support within our financial limitations.**

483

484 **Resolution No. WIC-3 - PASSED**

485 Whereas, the Women’s Issues Committee meets monthly using a teleconference service; and
486 Whereas, this teleconference service incurs a service user fee each dependent on the number of
487 participants monthly; and
488 Whereas, there are other no-cost teleconference services in the marked today; and
489 Whereas, other services (i.e. GoToMeeting) would allow for conversation and document sharing, and
490 might require the purchase of a license.

491 Be it therefore resolved, the Women’s Issues Committee working with their staff liaison, explore the
492 availability, cost and expediency of a GoToMeeting or similar service license for future committee use
493 and present recommendations for service implementation by this committee or other authorized groups
494 conducting ASEA business.

495

496 **STATUS: In progress. A Women’s Issues Committee (WIC) member conveyed the substance of this**
497 **resolution to the rest of the committee at their September 2018 meeting. The ASEA State Executive**
498 **Board President followed up with the WIC chair, and requested the committee report to the State**
499 **Executive Board at the December 2018 State Executive Board meeting. No information about this was**
500 **included in the December 2018 or February 2019 WIC reports. However, in their May 2019 report, the**
501 **committee indicated it was still discussing and working on “technological challenges.” The ASEA**
502 **President further reports that the committee was briefed on various platforms by the ASEA**
503 **Information Technology staff at both the January and February 2019 WIC meetings, and were informed**
504 **that staff continues to work on exploring the availability and capability of various service systems,**
505 **subject to cost limitations and compatibility with current systems. In September 2019, the WIC report**
506 **indicated that they are still looking at alternative options for conducting meetings, and continue to**
507 **explore solutions to their technological challenges. The President of the State Executive Board will**
508 **follow up and request a further update at the December 2019 Executive Board meeting.**

509

510 **Resolution No. WIC-4 - PASSED**

511 Whereas, lesbian, gay, bisexual and transgender (LGBT) state workers are currently protected by a 2002
512 Administrative Order (AO 195) and Article 6 of the most recent negotiated contract (CBA 2016-2019),
513 and

514 Whereas, these protections, while laudable, do not provide the same enduring and comprehensive
515 deterrent to discrimination and options for legal recourse as codified laws in the form of statutory law
516 or agency regulation, and

517 Whereas, it is with the decades-long struggle for the necessary addition of anti-discrimination
518 protections for Alaska’s LGBT residents that we recall the words of Dr. Martin Luther King Jr. that “the
519 time is always right to do what is right,” and
520 Whereas, Alaskans via public testimony have overwhelmingly supported HB 184 and SB 72, the bills are
521 supported by a diverse set of faith leaders, civic organizations and Alaska’s Statewide Civil Rights
522 Enforcement Agency, the Alaska State Commission for Human Rights (ASCHR).
523 Therefore, be it resolved, that ASEA calls for the establishment of enduring and comprehensive
524 statewide LGBT anti-discrimination protections through amending of the Alaska Human Rights Act (A.S.
525 18.80) or through statutory interpretation, and
526 Be it further resolved, that a letter that embodies the spirit of this resolution be forwarded by the
527 Executive Director of ASEA/AFSCME Local 52 to the ASCHR, the Office of the Alaska Governor, and
528 members of the Alaska House of Representatives and the Alaska State Senate.
529

530 **STATUS: HB 184 and SB 72 did not pass out of the 2017-2018 legislative session. A new Alaska**
531 **Legislature took office in January 2019. Two new anti-discrimination bills were introduced this**
532 **session, HB 82 (by Representative Josephson) and SB 83 (Senator Kawasaki). HB 82 passed of House**
533 **State Affairs and is currently in the House Judiciary Committee. SB 82 has yet to be heard in committee.**
534 **The Executive Director is working on a support letter on this new legislation and will forward it as**
535 **directed by the resolution. Once the letter has been sent, the he will report this action to the WIC and**
536 **to the State Executive Board.**
537

538 **Resolution No. LG-1 - PASSED**

539 Whereas, employees of medical institutions such as the Alaska Psychiatric Institute have reported
540 hundreds of workplace assaults over the past year, and
541 Whereas, this represents an alarming increase in workplace violence at the Alaska Psychiatric Institute,
542 and
543 Whereas, when medical workers have reported these instances of violence to police they are repeatedly
544 informed that these instances would fall under AS 11.41.230 Assault in the Fourth Degree which requires
545 a warrant for an arrest, and
546 Whereas, Representative Matt Claman and Chuck Kopp have introduced HB 312 with a bipartisan group
547 of co-sponsors allowing for an arrest to be made for an assault at a health facility, and making it a felony
548 to assault a healthcare worker at a healthcare facility, and
549 Whereas, all employees deserve safe and harm-free workplace conditions and the removal of barriers
550 to the completion of their duties and responsibilities.
551 Therefore, be it resolved, that ASEA expresses its grave concern regarding the increase of workplace
552 violence at the Alaska Psychiatric Institute, and
553 Be it further resolved, that ASEA supports HB 312, and
554 Be it further resolved that copies of this resolution be sent to members of Alaska State House of
555 Representatives and the Alaska State Senate.
556

557 **STATUS: Completed.** ASEA aggressively supported HB 312. In March 2018, Union members took direct
558 action at API in the form of a protest at the facility, which was covered by local media. This bill passed
559 during the last Legislative session, and was signed into law by Governor Walker in May 2018. The new
560 law increases protections for medical providers, including harsher penalties for assaultive conduct
561 toward medical workers. ASEA continues to monitor all of the issues at API, including employee
562 safety.

563

564 **Resolution No. LG-2 - PASSED**

565 Whereas, HB83 would restore the option of a defined benefit retirement plan for the Tier IV employees
566 (July 1st, 2006 and after), and

567 Whereas, a Defined Benefit retirement plan will help recruit new talent and retain experienced
568 employees who often leave for better benefits in the private sector as well as save the state money in
569 the process, and

570 Whereas, there is a clear desire for this change; according to the State's own figures 80% of the current
571 17,000 Tier IV employees could be expected to switch once created, and

572 Therefore, be it resolved, that ASEA endorses the new Tier V Defined Benefit plan and expresses its
573 support for HB83 and SB52.

574

575 **STATUS: In progress.** During the 2017-18 Legislative session, both of these bills were moved through
576 the Legislative committee process, going further in this process than ever before. Unfortunately,
577 neither made it to a full vote of either legislative body. The Executive Director worked with our
578 Lobbyist to reintroduce similar legislation in the 2018-19 session. HB 79 by Representative Kopp and
579 SB 46 by Senator Kiehl were introduced and heard in committee. They have not yet passed. ASEA
580 continues to be committed to the Tier V option, and will work to pass these bills in the 2020 session.

581

582 **Resolution No. LG-3 - PASSED**

583 Whereas, the FY18 budget was not passed by the Legislature during the 2017 regular and special sessions
584 in time for the appropriate checks and balances to be completed by the Office of Management and
585 Budget, and

586 Whereas, several ASEA member agencies will be impacted by the funding contained in HB 321.

587 Therefore, be it resolved that the Union supports the passing of HB 321 in the most expedient manner
588 possible, and

589 Be it further resolved, ASEA calls on the Legislature to pass a FY19 budget with enough time to complete
590 proper error checking, and

591 Be it further resolved, that a letter from the ASEA/AFSCME Local 52 Executive Director reflecting the
592 intent of this resolution be sent to the members of the Alaska State House of Representatives and the
593 Alaska State Senate.

594

595 **STATUS: Completed.** HB 321 passed just after the Convention before any letter could be sent by ASEA.
596 ASEA was in communication with the legislature throughout the 2017-18 session, encouraging passage

597 of a full budget in a timely manner. The Legislature completed its business in the 2017-18 session
598 without the need for any Special Sessions.

599

600 **Resolution No. LG-4 - PASSED**

601 Whereas, Representative Millet and Senator Kelly have sponsored HB395 and SB212 which addresses
602 20-year retirement and associated medical benefits, and

603 Whereas, the duties of certain peace officers and firefighters are dangerous and they are routinely
604 exposed to hazardous materials and conditions, and

605 Whereas, critical incidents stress may result in long-term health problems and disability.

606 Therefore, be it resolved, that ASEA calls on the Alaska Legislature to ensure that wildland firefighters
607 are included in the proposed provisions set forth in HB395 and SB212.

608 **STATUS: In progress. During the 2017-18 Legislative session, both of these bills were moved through**
609 **the Legislative committee process. Unfortunately, neither made it to a full vote of either legislative**
610 **body. ASEA continues to be committed to 20-year retirement option for wildland firefighters, and this**
611 **session worked with its Lobbyist to support HB 79, that provide a defined benefit retirement for**
612 **firefighters. HB made it through several committees, and currently sits in House Finance Committee.**
613 **Because the session ended on May 15, 2019, ASEA will continue to push for passage of this bill during**
614 **the 2020 legislative session.**

615

616 **Resolution No. NW-1**

617 WHEREAS: The evolution of our organization is crucial, ease of access is necessary for the continued
618 success and growth of ASEA/ASFCME Local 52; and

619 WHEREAS: Information availability in as many forms as possible leads to increased and sustained
620 member participation which is vital to our Union's success; and

621 WHEREAS: Due to Alaska's unique geographical limitations, online membership-focused access would
622 increase ownership and Union presence across all of Alaska; and

623 WHEREAS: Driving increased membership traffic to our Union is essential to our success, the *myASEA*
624 portal should be accessible through the ASEA website; and

625 WHEREAS: *myASEA* should provide but not be limited to: membership status & dues, Union events &
626 activities, the ability to access & update member information, as well as new membership & chapter
627 support

628 THEREFORE BE IT RESOLVED: That the ASEA/ASFCME Local 52 Statewide Executive Board research and
629 oversee the creation and implementation of *myASEA* as an avenue for education, information and
630 participation

631

632 **STATUS: In progress. The State Executive Board, through its Communications subcommittee,**
633 **continues to work with ASEA staff and the AFSCME International Communications office on an update**
634 **of ASEA's communications capability, with the intent to improve communications with ASEA**
635 **members. One recommendation from AFSCME was to set up something similar to a "myASEA" portal,**
636 **and we continue to explore this. In the meantime, we have implemented a weekly digest email that**
637 **gives members a "one-stop-shopping" opportunity to get important union news and updates, as well**

638 as information about events and activities. Since December 2018, the staff and Communications
639 subcommittee have presented status reports at each quarterly Executive Board meeting. They
640 continue research a “myASEA” or similar portal, subject to network/system limitations, and will report
641 again at the December 2019 Executive Board meeting.

642
643 **Resolution No. NW-2 - PASSED**

644 WHEREAS: The AFSCME International Election Code needs to be updated to allow for an electronic voting
645 option in Union elections; and

646 WHEREAS: Electronic voting in Union elections would increase overall participation by the membership;
647 and

648 WHEREAS: The Union should reflect their membership, providing for a more inclusive Democratic
649 process; and

650 WHEREAS: Other Alaskan Unions, including other AFSCME affiliates, are utilizing electronic voting; and

651 WHEREAS: We recognize not all members will utilize electronic voting, a paper ballot option will continue
652 to be provided; and

653 THEREFORE BE IT RESOLVED: The State Executive Board shall pursue introducing electronic voting as an
654 option in all statewide elections; and

655 BE IT FINALLY RESOLVED: That the ASEA Local 52 Delegates to the AFSCME International convention shall
656 advocate for and prioritize the issue of electronic voting to the International Body

657
658 **STATUS: Completed.** The State Executive Board disseminated this resolution to the ASEA delegates to
659 the 2018 AFSCME International Convention, several of whom had already been doing research on this
660 issue, and so enthusiastically took up the cause. The ASEA delegation initially drafted and submitted
661 a resolution to require the AFSCME International Executive Board to provide guidelines as to when
662 and how electronic voting could be used, and to pursue a future Constitutional Amendment to allow
663 electronic balloting in all elections. However, prior to our resolution being taken up by the
664 Convention’s Resolutions Committee, we were advised by AFSCME leadership of barriers in federal
665 law that would make it impossible to implement our resolution if passed.

666
667 Specifically, we were advised that, although the National Labor Relations Board (NLRB) has offered
668 guidelines for electronic voting, and some AFSCME affiliates do conduct elections using those
669 guidelines, all officer elections are subject to strict scrutiny in order to ensure compliance with those
670 guidelines. To that end, the AFSCME Judicial Panel currently operates under a standing rule that it will
671 automatically grant any protest of an election in which electronic ballots are used, and those elections
672 must be re-run.

673
674 In short, the legal limitations on how and when electronic balloting is allowed renders the use of this
675 voting method virtually useless in our ASEA statewide elections, which are almost always officer
676 elections. Moreover, had we submitted our original resolution, it would have been ruled out of order,
677 due to the conflicts with federal law.

678

679 AFSCME leadership initially asked us to withdraw this resolution entirely. Instead, understanding its
680 importance to our members, we amended the resolution to require AFSCME International to continue
681 its efforts for legislative changes that will allow electronic voting in the future. The amended
682 resolution was passed by unanimous consent by the International Convention.

683
684 As a delegation, we also met with many other affiliates who also have an interest in electronic voting,
685 and are working to build a network of AFSCME members who can work together with leadership to
686 encourage legislative action on this issue. Finally, Executive Director Jake Metcalfe met with Senator
687 Lisa Murkowski directly following the convention, and expressed the importance of this issue on
688 behalf of our membership.

689
690 **Resolution No. RC-1**

691 Whereas, the ASEA/AFSCME Local 52 Constitution clearly states that the Alaska State Employees
692 Association shall be affiliated with the Alaska State Federation of Labor, AFL-CIO, and the appropriate
693 central labor bodies of the Alaska AFL-CIO in the State of Alaska; and

694 Whereas, as a constituent member, we have representation rights; and

695 Whereas, this representation is a contingent of delegates who represent ASEA at the Alaska AFL-CIO
696 biennial convention, and a number of vice presidents who represent ASEA in accordance with the Alaska
697 AFL-CIO constitution; and

698 Whereas, The Alaska AFL-CIO constitution establishes the number of delegates that ASEA may send to
699 the biennial convention, but does not set forth the manner by which the delegates are selected, with
700 one exception; and

701 Whereas, under the Alaska AFL-CIO constitution, the Executive Director is automatically a delegate to
702 the Alaska AFL-CIO biennial convention; and

703 Whereas, The President shall submit to the board a list of proposed delegates for approval.

704 Be it therefore resolved that the ASEA/AFSCME Local 52 Executive Board deliberate and establish an
705 internal procedure to select, elect, or appoint delegates to the Alaska AFL-CIO biennial convention and
706 shall start at the next scheduled Executive Board meeting to prepare for future Alaska AFL-CIO biennial
707 conventions.

708
709 **STATUS:** At the May 2018 State Executive Board meeting, the Board passed a motion as to how
710 Chapters could select delegates to the 2018 AFL-CIO Convention, and we sent eight (8) delegates
711 representing Sitka, Fairbanks, Anchorage, and Mat-Su. Southeast Executive Board representative
712 Nadine Lefebvre attended as the Juneau Central Labor Council President. Additionally, Executive
713 Director Jake Metcalfe was elected Secretary-Treasurer, and three (3) new Vice Presidents were
714 elected to represent ASEA.

715
716 Since that time, the State Executive Board, through its Policies & Procedures (P&P) subcommittee, has
717 undertaken a complete revision of P&P Section 3, with the intent of establishing a more permanent
718 delegate selection procedure, and increasing ASEA participation from among members statewide. The
719 Executive Board passed that proposed change at the September 2019 quarterly meeting, and the

720 change will be sent out to the membership for comment. The Executive Board will then take up final
721 action on those changes at the December 2019 meeting. Our continued goal is strengthening our
722 relationships and power within the AFL-CIO, which is happening in conjunction with overall strategic
723 planning related to internal and external organizing.]
724

725 **Resolution No. RC-2 - PASSED**

726 Whereas, the Alaska State Legislature has been in a state of gridlock for several years; and
727 Whereas, due to the configuration of legislative voting districts, some Legislators have “safe” districts
728 from which they cannot be dislodged; and
729 Whereas, in a healthy democracy, leaders do not occupy their positions for life; and
730 Whereas, there is currently proposed legislation that would amend the Constitution of the State of
731 Alaska to establish “a nonpartisan statewide district map...”, and change the composition of the
732 redistricting board through the Sponsor Substitute for House Joint Resolution No. 26.
733 Be it therefore resolved that the ASEA/AFSCME Local 52 supports the passage of the Sponsor Substitute
734 for House Joint Resolution No. 26
735

736 **STATUS: Completed.** ASEA supported the Sponsor Substitute for House Joint Resolution 26. However,
737 HJR 26 did not make it out of committee before the 2017-18 legislative session adjourned.
738

739 **Floor Resolution 1 - FAILED**

740 **Floor Resolution 2:**

741 I move to start a committee whose purpose is to advocate and support activities within the
742 ASEA/AFSCME Local 52 that are of special interest to veterans.
743

744 **STATUS: Implemented.** At its September 2018 meeting, the Executive Board drafted and passed
745 language to be added to the Policies & Procedures (P&P) to add a Veterans’ Issues committee, which
746 is considered to be established as of the passage of this resolution at the convention. The ASEA State
747 Executive Board President solicited statements of interest from members wishing to be on this
748 committee, and appointed committee members at the December 2018 State Executive Board meeting.
749 The Committee held its first meeting in early 2019. As of the September 2019 meeting, the committee
750 was active and all seats on the committee were filled.
751