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

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

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

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

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

Resolution No. 6 – PASSED
WHEREAS: ASEA Policies & Procedures Section 4.02.015 allows a majority of the Executive Board to call a meeting in addition to the regularly scheduled quarterly meetings; and
WHEREAS: The current policy requires the Executive Director to first determine if a quorum will be met; and
WHEREAS: In the past, this policy has been misinterpreted to mean that if a quorum of the Board does not request such a meeting, the meeting will not be called – even if a majority have requested it.
THEREFORE, BE IT RESOLVED THAT: ASEA Policies & Procedures Section 4.02.015 (A) shall be amended as follows:
“Request of a majority: In accordance with Article 8.01 of the ASEA/AFSCME Local 52 Constitution, the President or a majority of the State Executive Board may call a meeting in addition to the regularly scheduled quarterly meetings. If the President, or in his or her absence the Secretary, fails to respond within a 24-hour period to the requests of a majority of the State Executive Board to set up a meeting, then the Executive Director shall be notified by a majority of the Executive Board to request a meeting. He or she shall then set up the meeting immediately and notify the chapter presidents of the date, time, and purpose of the meeting. If the President, Secretary, or Treasurer are absent, the remaining board members shall select a chair by a vote of the majority.”

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. 7 – PASSED
WHEREAS: Committees may use funds to pay for member attendance at various conferences and events; and

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

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

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

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

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. Additionally, the ASEA State Executive Board President has notified all Committee Chairs and Chapter Presidents of this requirement.

Resolution No. 8 – FAILED

Resolution No. 9 – FAILED

Resolution No. 10 – 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 and passed at the 16th ASEA Biennial Conventions, and was implemented with great success and little to no cost to the union.

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

“Within 30 days following the first quarterly Executive Board meeting after the close of the Biennial Convention, the State Executive Board shall update all Convention delegates and alternates of the ASEA Biennial Convention, and all chapter presidents and stewards, on the progress of implementation of the Resolutions passed during the Convention. Such updates shall be sent on email. For any delegate,
alternate, chapter president, or steward who does not have state email access, such updates shall be mailed to the address on file. Such updates shall also be posted to the ASEA website.

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

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

**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. The Board will continue to make the required updates as required by this P&P.

**Resolution No. 11 – PASSED**

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

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

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

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

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

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

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

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

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

**STATUS:** Completed. The Resolutions Subcommittee distributed a draft Constitutional Amendment
and the required research for poll vote by the Board on 10/23/2018, and the materials were
subsequently distributed to the membership at large. In a separate action, an ASEA member brought
forward this Constitutional Amendment in the 2019 election, and the membership passed it by a vote
of 651 - 79. AFSCME International issued final approval of this Amendment in late October 2019, and
the new version of the ASEA Constitution has been published on the ASEA website.

Resolution No. 12 - PASSED

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

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

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

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

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

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

**STATUS:** Implemented in part. 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.
However, due to the limitations of the current telecommunications system, ASEA is unable to comply with this P&P. For this reason, the State Executive Board voted at its December 2018 meeting to suspend this P&P until implementation is possible. Concurrently, staff is researching ways to provide secure meeting access, subject to budget limitations, and will continue to report status to the Board. Staff is in the process of learning Microsoft Team technology as a possible solution. If this is an effective solution, staff will give a demonstration at the upcoming convention.

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

Resolution No. 14 - PASSED

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

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

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

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.

The ASEA State Executive Board President notified all Chapter Presidents of this requirement via email and at the February 2019 quarterly President’s Committee meeting. The ASEA Elections liaisons shared this information again with all Chapters in April 2019 immediately ahead of the 2020 Biennial Convention election cycle, in October 2019, the ASEA Elections liaison reiterated this information, and sent out election timelines and additional information to assist chapters to comply with this policy.

Resolution No. 15 - PASSED

Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.01.000 Steward Goals Paragraph B states, “To ensure that stewards perform their duties in a responsible, knowledgeable, and effective manner;” and

Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.04.000 Stewards Paragraph C. states, “The steward’s duty and role is to be an advocate for the member and not to be concerned with their personal relationship with management. The steward’s primary job is to protect and defend the rights of every member; and

Whereas each steward should attend at least three quarterly chapter steward meetings and annual mandatory contract training; and
Whereas stewards are required to submit a biannual report to their chapter chief steward to validate steward time to ensure accountability.

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

**STATUS:** Implemented. This information was discussed at the April 2018, November 2018, April 2019, and October 2019 Steward trainings. The statewide Chief Steward has also distributed a copy of these requirements to all chapter Chief Stewards. If the 2020 Convention delegates determine this resolution should be continued, these requirements will continue to be reiterated at future Steward trainings.

**Resolution No. 16 - PASSED**

Resolution Regarding Chapter Elections for Biennial Convention Delegates

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

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

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

Be it therefore Resolved: Each chapter will conduct their biennial convention delegate election no less than 90 days prior to the start of the biennial convention.

**STATUS:** Implemented. The ASEA State Executive Board President notified all Chapter Presidents of this requirement via email and at the February 2019 quarterly President’s Committee meeting. The ASEA Elections liaisons shared this information again with all Chapters in April 2019. Immediately ahead of the 2020 Biennial Convention election cycle, in October 2019, the ASEA Elections liaison reiterated this information, and sent out election timelines and additional information to assist chapters to comply with this requirement.

**Resolution No. 17 - PASSED**

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

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

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

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

Be it resolved that Section 17.00.000 Paragraph C will read:
“Upon receipt of an Information Request Form the Executive Director will acknowledge to the requestor within ten (10) days of the receipt of the information request and the latest date by which the information request will be completed. Requests routinely will be completed within fifteen (15) business days unless circumstances require an extended period of time.”

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.

Resolution No. C1-1 - PASSED
Whereas, a twenty-year (20) retirement for Juvenile Justice Officers has been consistently supported in past ASEA-AFSCE Local 52 Convention Resolutions; and
Whereas, Juvenile Justice Officers perform identical and or similar duties as other Public Safety Personnel in the State of Alaska;
Therefore, be it resolved that the ASEA/AFSCME Local 52 Executive Board shall aggressively recommend through legislative action, a twenty-year retirement benefit for Juvenile Justice Officers.

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

Resolution No. C1-2 - PASSED
WHEREAS the current provision for hazard pay in the contract only covers industrial activities;
Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”
Whereas employees at API are 288 more times more likely to be injured on the job as compared to any other job in the United States as recognized by the US Department of Labor;
Whereas state employees are being subjected to repeated assaults on a daily basis at state facilities by the mentally patients;
Whereas GGU member have the right to work in a safe environment and/or be compensated;
Whereas states employees are not compensated for working in chronically hazardous work environments.
Therefore let it be resolved that the Contract Negotiating Committee be strongly encouraged to aggressively support hazard pay in the contract, and bargain to include members that work at API be included under Article 21.05 Hazard Pay provision”

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

Resolution No. C1-3 - PASSED
Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”
Whereas employees at API are 288 more times more likely to be injured on the job as compared to any other job in the United States as recognized by the US Department of Labor;

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

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

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

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

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

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

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

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

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

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

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

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

**STATUS:** This Resolution was ruled “out of order” on procedural grounds. Nevertheless, we recognized that these issues and the substantive intent of the Resolution could still be addressed. Due to the seriousness of the safety issues, the Executive Director reached out to the AFSCME International Safety Training department, and received a grant to start trainings with members who work in our 24-hour facilities. Trainings started in late 2018 with API employees. Additional trainings have been held with other units, including trainings in Juneau, Fairbanks, and Anchorage in October 2019, and more are planned. All affected members have been and will continue to be notified of the training opportunities as they come up. In addition, the State Executive Board recommended to the WIC and Class I committees that we update the “Pink Link” on the ASEA website to expand the number of links to victims’ rights organizations, and requested input their input on this. Through its chair, the WIC has advised that they are working closely with the Class I committee on seeking out weblink resources to be added to the Pink Link and to the main ASEA website for easy access by our members.

Resolution No. C1-5 - PASSED

WHEREAS: Article 1.02 (G) of the ASEA/AFSCME Local 52 Constitution allows members the
Whereas positive work-life balance results in greater work place productivity and improved employee health and wellness.

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

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

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

NOW, THEREFORE, BE IT RESOLVED:

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

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

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

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

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

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

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

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

Whereas, the Women Police of Alaska (WPA) is a multiagency organization comprised of Alaska women and men in law enforcement associated with AFSCME International. WPA is an affiliate of the 17th Biennial Convention 2018, ASEA/AFSCME Local 52, AFL-CIO

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International Association of Women Police and WPA is committed to bringing together culture and perspectives that broaden the world view of women in law enforcement.

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

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

**STATUS:** Completed. ASEA/AFSCME Local 52 provided a donation of $500.00.

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

Whereas, the Women’s Issues Committee meets monthly using a teleconference service; and

Whereas, this teleconference service incurs a service user fee each dependent on the number of participants monthly; and

Whereas, there are other no-cost teleconference services in the marked today; and

Whereas, other services (i.e. GoToMeeting) would allow for conversation and document sharing, and might require the purchase of a license.

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

**STATUS:** Completed. Since September of 2018, the Women’s Issues Committee (WIC) has been working with staff on this issue. Though there is no permanent solution in place yet, the research required by the resolution has been completed by our IT staff, and recommendations have been presented and are in the process of being evaluated for implementation.

Our previous videoconferencing solution (OmniJoin) was discontinued by the provider, so ASEA IT staff has been looking for alternate solutions to our videoconferencing needs. ASEA has been using Adobe Connect for weekly staff meetings and other videoconferencing needs between the three ASEA offices (Anchorage, Fairbanks, and Juneau). Adobe Connect has no charge for up to three participants, so this meets staff’s current needs. In order to expand our license for up to 25 participants, it would cost $50.00 per month. This greatly exceeds the current cost of the AT&T teleconference that WIC utilizes.

The average cost for AT&T teleconferencing for the WIC is approximately $9.00 per meeting, with meetings held once a month. Even the lowest price plan for GoToMeeting exceeds this at $14.00 per month (per user).

Future plans include upgrading our Exchange service to Microsoft Exchange Online due to our current server platform having reached the end of (extended) support. Along with this upgrade, one of the
options ASEA is looking at is upgrading to Office 365 for all staff, which will include the application Microsoft Teams. Microsoft Teams is replacing Skype for Business, and supports online meetings and video calls, so this resolution may be able to be supported in the future at no additional expense to WIC, depending on the upgrade path ASEA decides on.

Resolution No. WIC-4 - PASSED
Whereas, lesbian, gay, bisexual and transgender (LGBT) state workers are currently protected by a 2002 Administrative Order (AO 195) and Article 6 of the most recent negotiated contract (CBA 2016-2019), and
Whereas, these protections, while laudable, do not provide the same enduring and comprehensive deterrent to discrimination and options for legal recourse as codified laws in the form of statutory law or agency regulation, and
Whereas, it is with the decades-long struggle for the necessary addition of anti-discrimination protections for Alaska’s LGBT residents that we recall the words of Dr. Martin Luther King Jr. that “the time is always right to do what is right,” and
Whereas, Alaskans via public testimony have overwhelmingly supported HB 184 and SB 72, the bills are supported by a diverse set of faith leaders, civic organizations and Alaska’s Statewide Civil Rights Enforcement Agency, the Alaska State Commission for Human Rights (ASCHR).
Therefore, be it resolved, that ASEA calls for the establishment of enduring and comprehensive statewide LGBT anti-discrimination protections through amending of the Alaska Human Rights Act (A.S. 18.80) or through statutory interpretation, and
Be it further resolved, that a letter that embodies the spirit of this resolution be forwarded by the Executive Director of ASEA/AFSCME Local 52 to the ASCHR, the Office of the Alaska Governor, and members of the Alaska House of Representatives and the Alaska State Senate.

STATUS: Completed. HB 184 and SB 72 did not pass out of the 2017-2018 legislative session. A new Alaska Legislature took office in January 2019. Two new anti-discrimination bills were introduced (HB 82 by Representative Josephson and SB 83 by Senator Kawasaki). As of May 2019, the end of the regular session, HB 82 had passed of House State Affairs and was sitting in the House Judiciary Committee. SB 82 had yet to be heard in committee. The Executive Director will be sending letters in support of SB 82 and HB 82 after the 2020 session opens.

Resolution No. LG-1 - PASSED
Whereas, employees of medical institutions such as the Alaska Psychiatric Institute have reported hundreds of workplace assaults over the past year, and
Whereas, this represents an alarming increase in workplace violence at the Alaska Psychiatric Institute, and
Whereas, when medical workers have reported these instances of violence to police they are repeatedly informed that these instances would fall under AS 11.41.230 Assault in the Fourth Degree which requires a warrant for an arrest, and
Whereas, Representative Matt Claman and Chuck Kopp have introduced HB 312 with a bipartisan group of co-sponsors allowing for an arrest to be made for an assault at a health facility, and making it a felony to assault a healthcare worker at a healthcare facility, and

Whereas, all employees deserve safe and harm-free workplace conditions and the removal of barriers to the completion of their duties and responsibilities.

Therefore, be it resolved, that ASEA expresses its grave concern regarding the increase of workplace violence at the Alaska Psychiatric Institute, and

Be it further resolved, that ASEA supports HB 312, and

Be it further resolved that copies of this resolution be sent to members of Alaska State House of Representatives and the Alaska State Senate.

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

Resolution No. LG-2 - PASSED

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

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

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

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

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

Resolution No. LG-3 - PASSED

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

Whereas, several ASEA member agencies will be impacted by the funding contained in HB 321.
Therefore, be it resolved that the Union supports the passing of HB 321 in the most expedient manner possible, and

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

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

**STATUS:** Completed. HB 321 passed just after the Convention before any letter could be sent by ASEA. ASEA was in communication with the legislature throughout the 2017-18 session, encouraging passage of a full budget in a timely manner. The Legislature completed its business in the 2017-18 session without the need for any Special Sessions.

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

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

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

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

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

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

**Resolution No. NW-1**

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

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

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

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

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

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

**STATUS:** In progress. The State Executive Board’s Communications subcommittee continues to work with ASEA staff and the AFSCME International Communications office on an update of ASEA’s communications capability, with the intent to improve communications with ASEA members. The Executive Board Communications subcommittee, ASEA staff, and AFSCME staff developed a communications plan in 2019 that is now in effect. One result of that plan is that ASEA hired a Communications Coordinator, Samantha Harris. Another result of that plan is that ASEA Local 52 has created something similar to a MyASEA portal, and we continue to explore and expand how we get information to membership. Currently, we have implemented an ASEA Weekly Digest that gives members a “one-stop-shopping” opportunity to get important union news and updates, as well as information about events and activities. In addition, ASEA Staff and the Communications subcommittee is giving quarterly status reports on communications at each quarterly Executive Board meeting. The ASEA Digest and/or a MyASEA type portal continues to evolve as an avenue for education, information, and member participation.

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

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

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

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

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

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

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

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

**STATUS:** Completed. The State Executive Board disseminated this resolution to the ASEA delegates to the 2018 AFSCME International Convention, several of whom had already been doing research on this issue, and so enthusiastically took up the cause. The ASEA delegation initially drafted and submitted a resolution to require the AFSCME International Executive Board to provide guidelines as to when and how electronic voting could be used, and to pursue a future Constitutional Amendment to allow electronic balloting in all elections. However, prior to our resolution being taken up by the Convention’s Resolutions Committee, we were advised by AFSCME leadership of barriers in federal law that would make it impossible to implement our resolution if passed.
Specifically, we were advised that, although the National Labor Relations Board (NLRB) has offered guidelines for electronic voting, and some AFSCME affiliates do conduct elections using those guidelines, all officer elections are subject to strict scrutiny in order to ensure compliance with those guidelines. To that end, the AFSCME Judicial Panel currently operates under a standing rule that it will automatically grant any protest of an election in which electronic ballots are used, and those elections must be re-run.

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

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

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

Resolution No. RC-1

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

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

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

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

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

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

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

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

Since that time, the State Executive Board, through its Policies & Procedures (P&P) subcommittee, has undertaken a complete revision of P&P Section 3, with the intent of establishing a more permanent delegate selection procedure, and increasing ASEA participation from among members statewide. The Executive Board proposed those changes at the September 2019 quarterly meeting, and following the 30-day member comment period in which no objections were raised by the membership, passed those changes at the December 2019 meeting. Our continued goal is strengthening our relationships and power within the AFL-CIO, which is happening in conjunction with overall strategic planning related to internal and external organizing.]

**Resolution No. RC-2 - PASSED**
Whereas, the Alaska State Legislature has been in a state of gridlock for several years; and
Whereas, due to the configuration of legislative voting districts, some Legislators have “safe” districts from which they cannot be dislodged; and
Whereas, in a healthy democracy, leaders do not occupy their positions for life; and
Whereas, there is currently proposed legislation that would amend the Constitution of the State of Alaska to establish “a nonpartisan statewide district map...”, and change the composition of the redistricting board through the Sponsor Substitute for House Joint Resolution No. 26.
Be it therefore resolved that the ASEA/AFSCME Local 52 supports the passage of the Sponsor Substitute for House Joint Resolution No. 26

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

**Floor Resolution 1 - FAILED**

**Floor Resolution 2:**
I move to start a committee whose purpose is to advocate and support activities within the ASEA/AFSCME Local 52 that are of special interest to veterans.

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