

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.

48
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:

62
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.**

98
99 **Resolution No. 8 – FAILED**

100
101 **Resolution No. 9 – FAILED**

102
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.

167

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 2019 election, and the membership passed it by a vote**
172 **of 651 - 79. AFSCME International issued final approval of this Amendment in late October 2019, and**
173 **the new version of the ASEA Constitution has been published on the ASEA website.**

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 Staff is in the process of learning Microsoft Team technology as a possible solution. If this is an
203 effective solution, staff will give a demonstration at the upcoming convention.
204

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

206
207 **Resolution No. 14 - PASSED**

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

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

212 Be it Resolved: That the ASEA Policy and Procedures be amended to add Section 1.06.00, Chapter
213 Convention Delegate Elections, “In addition to following the election requirements in individual local
214 Chapter Bylaws, Chapters must also ensure that, when conducting elections for ASEA Biennial
215 Convention delegates, the Election Committee is appointed and holds its organizational meeting no later
216 than 30 days prior to the mailing of nomination forms.
217

218 **STATUS: Implemented.** Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P)
219 changes adopted by the ASEA Convention delegates become effective as of the date of passage. The
220 published P&P has been revised to include this change.
221

222 The ASEA State Executive Board President notified all Chapter Presidents of this requirement via
223 email and at the February 2019 quarterly President’s Committee meeting. The ASEA Elections
224 liaisons shared this information again with all Chapters in April 2019. immediately ahead of the
225 2020 Biennial Convention election cycle, in October 2019, the ASEA Elections liaison reiterated this
226 information, and sent out election timelines and additional information to assist chapters to comply
227 with this policy.
228

229 **Resolution No. 15 - PASSED**

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

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

238 Whereas stewards are required to submit a biannual report to their chapter chief steward to validate
239 steward time to ensure accountability.
240 Be it therefore resolved; chapter stewards must be held accountable for their steward release time for
241 the purposes of advocating for members by submitting supporting documentation as biannual reports
242 to their chapter chief steward who will forward the reports to headquarters.

243
244 **STATUS: Implemented. This information was discussed at the April 2018, November 2018, April**
245 **2019, and October 2019 Steward trainings. The statewide Chief Steward has also distributed a copy**
246 **of these requirements to all chapter Chief Stewards. If the 2020 Convention delegates determine**
247 **this resolution should be continued, these requirements will continue to be reiterated at future**
248 **Steward trainings.**

249
250 **Resolution No. 16 - PASSED**

251 Resolution Regarding Chapter Elections for Biennial Convention Delegates
252 Whereas; No chapter can conduct a biennial convention delegate election more than 120 days before
253 the start of the convention; and
254 Whereas: every chapter should have time to gather their elected delegation to prepare for biennial
255 constitutional convention; and
256 Whereas; conducting a convention delegate election within a week of the deadline to submit the
257 delegate credentials is detrimental to solidarity and delegate committee participation at the convention.
258 Be it therefore Resolved: Each chapter will conduct their biennial convention delegate election no less
259 than 90 days prior to the start of the biennial convention.

260
261 **STATUS: Implemented. The ASEA State Executive Board President notified all Chapter Presidents of**
262 **this requirement via email and at the February 2019 quarterly President’s Committee meeting. The**
263 **ASEA Elections liaisons shared this information again with all Chapters in April 2019. immediately**
264 **ahead of the 2020 Biennial Convention election cycle, in October 2019, the ASEA Elections liaison**
265 **reiterated this information, and sent out election timelines and additional information to assist**
266 **chapters to comply with this requirement.**

267
268 **Resolution No. 17 - PASSED**

269 Resolution in support of changing Policy and Procedure Section 17.00.000 Information Requests
270 Whereas; members in good standing expect transparency from their Executive Board and their Executive
271 Director; and
272 Whereas; members in good standing may require requested information to conduct chapter and or
273 committee business; and
274 Whereas; members in good standing might need the requested information to ensure compliance with
275 ASEA/AFSCME Local 52 ruling documents;
276 Be it resolved that Section 17.00.000 Paragraph C will read:

277

278 “Upon receipt of an Information Request Form the Executive Director will acknowledge to the requestor
279 within ten (10) days of the receipt of the information request and the latest date by which the
280 information request will be completed. Requests routinely will be completed within fifteen (15) business
281 days unless circumstances require an extended period of time.”
282

283 Be it further resolved: Any response will either include the approval and provision of requested
284 information or denial with associated governing document citation supporting the denial.
285

286 **STATUS: Implemented.** Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P)
287 changes adopted by the ASEA Convention delegates become effective as of the date of passage. The
288 published P&P has been revised to include this change.
289

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

291
292 **Resolution No. RB-1 - PASSED**

293 WHEREAS: performance evaluations are often delayed needlessly; and
294 WHEREAS: this adversely affects morale, members pay and can create a hardship; and
295 WHEREAS: delays disbursement of back pay may result in a higher tax rate; and
296 THEREFORE, BE IT RESOLVED THAT: the next contract negotiating committee be strongly encouraged to
297 negotiate a monetary penalty for late performance evaluations to be paid by the State similar to late
298 payment section 21.07 A 3.
299

300 **STATUS: Completed.** The Executive Director disseminated Resolution RB-1 to the ASEA Contract
301 Negotiating Committee. During the 2019 collective bargaining negotiations, the CNC successfully
302 negotiated a Letter of Agreement (LOA) with the State regarding resolving late pay increments. The
303 LOA went into effect on July 1, 2019.
304

305 **Resolution No. RB-2 - PASSED**

306 WHEREAS: Employees are increasingly required to use their personal vehicles to complete their assigned
307 job duties; and
308 WHEREAS: Needless delays in the processing of travel reimbursements and mileage reimbursements are
309 causing low morale and financial hardships; and
310 WHEREAS: Alaska Administrative Manual - Accounting section 60.140 Privately Owned Vehicles language
311 is vague and does not instruct the State to process reimbursements within a reasonable timeframe.
312 THEREFORE, BE IT RESOLVED THAT: The Contract Negotiating Committee be strongly encouraged to
313 negotiate for additional language to process travel reimbursements and mileage reimbursements within
314 a 30-day timeframe or face penalties”
315

316 **STATUS: Completed. The Executive Director disseminated Resolution RB-2 to the ASEA Contract**
317 **Negotiating Committee. The CNC proposed this during negotiations for the 2019-21 Collective**
318 **Bargaining Agreement. The State rejected it.**
319

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

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

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

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

327

328 **STATUS: In progress. The Executive Director and the ASEA Political Action Committee (PAC) worked**
329 **with the ASEA Lobbyist to support a defined benefit (DB) retirement for all public employees (SB 46).**
330 **This included the Executive Director, the PAC and ASEA Lobbyist supporting a DB retirement for peace**
331 **officers and firefighters (HB 79). These bills were heard in committee but did not make it to the House**
332 **or Senate bodies for a vote. They will continue to be heard next session and be part of the ASEA**
333 **Legislative package for the 2019-20 session.**
334

335

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

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

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

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

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

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

343 Whereas states employees are not compensated for working in chronically hazardous work
344 environments.

345 Therefore let it be resolved that the Contract Negotiating Committee be strongly encouraged to
346 aggressively support hazard pay in the contract, and bargain to include members that work at API be
347 included under Article 21.05 Hazard Pay provision”
348

349

349 **STATUS: Completed. The Executive Director disseminated Resolution C1-2 to the ASEA Contract**
350 **Negotiating Committee. The CNC proposed this during negotiations for the 2019-21 Collective**
351 **Bargaining Agreement. The State rejected it.**
352

353

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

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

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

357 Whereas Class One employees are being subjected to repeated assaults on a daily basis at state facilities
358 by mentally ill patients, and other wards they are taking care of;
359 Whereas Class One employees have the right to work in a safe environment and/or be compensated;
360 Whereas Class One employees are not compensated for working in chronically hazardous work
361 environments.

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

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

368

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

370 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”
371 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any
372 other job in the United States as recognized by the US Department of Labor;

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

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

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

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

381

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

394

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

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

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

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

402

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

407

408 **Resolution No. WIC-1 - PASSED**

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

411

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

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

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

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

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

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

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

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

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

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

- 436 a) These bills deny the reality of gender identity, often using the nonsense phrase “biological gender,”
437 which conflates physical sex characteristics at birth with gender identity in order to delegitimize gender
438 transition as delusional; and
- 439 b) These bills encourage the general public to treat trans people, particularly trans women, with fear,
440 and to see them as potential child molesters and inclined to sexual assault; and
- 441 c) These bills encourage the general public to engage in gender policing, which is a practice of
442 scrutinizing the appearance and behavior of others, framing trans people as deceptive in their gender
443 presentations, and punishing gender-nonconformity—a practice that impacts cisgender individuals as
444 well as trans people; AND
- 445 WHEREAS the goal of a just society should be that all of its members be treated with dignity and respect,
446 rather than mocked, bullied, stigmatized, falsely accused, banned from equal access to facilities, or
447 otherwise marginalized;
- 448 NOW, THEREFORE, BE IT RESOLVED:
- 449 1) ASEA/AFSCME Local 52 reaffirms its longstanding support of the protection of people against
450 discrimination on the basis of gender identity or expression; AND
- 451 2) ASEA/AFSCME Local 52 is opposed to Proposition 1, which would bring discrimination back to
452 Anchorage and encourage public harassment of trans people

453

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

459

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

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

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

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

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

475 Whereas, the Women Police of Alaska (WPA) is a multiagency organization comprised of Alaska women
476 and men in law enforcement associated with AFSCME International. WPA is an affiliate of the

477 International Association of Women Police and WPA is committed to bringing together culture and
478 perspectives that broaden the world view of women in law enforcement.
479 Whereas, the Women Police of Alaska have bid and won the contract to host the 57th Annual
480 International Association of Women Police Conference, in Anchorage, Alaska in September of (23 – 27)
481 2019. And, it is expected that 500 law enforcement and support staff will attend and receive expert
482 training at the international conference.
483 Therefore be it resolved, ASEA/AFSCME Local 52 reaffirms its longstanding commitment to women and
484 women in marginalized professions by supporting the 57th Annual International Association of Police
485 Conference, in Anchorage, Alaska

486
487 **STATUS: Completed. ASEA/AFSCME Local 52 provided a donation of \$500.00 to the International**
488 **Association of Women Police (IAWP). President Bundick attended the awards luncheon and filmed**
489 **the parade downtown. Additionally, we are advised by the WIC committee chair that at least one**
490 **other ASEA member attended the conference, and is a member of the IAWP.**

491
492 **Resolution No. WIC-3 - PASSED**

493 Whereas, the Women’s Issues Committee meets monthly using a teleconference service; and
494 Whereas, this teleconference service incurs a service user fee each dependent on the number of
495 participants monthly; and
496 Whereas, there are other no-cost teleconference services in the marked today; and
497 Whereas, other services (i.e. GoToMeeting) would allow for conversation and document sharing, and
498 might require the purchase of a license.
499 Be it therefore resolved, the Women’s Issues Committee working with their staff liaison, explore the
500 availability, cost and expediency of a GoToMeeting or similar service license for future committee use
501 and present recommendations for service implementation by this committee or other authorized groups
502 conducting ASEA business.

503
504 **STATUS: Completed. Since September of 2018, the Women’s Issues Committee (WIC) has been**
505 **working with staff on this issue. Though there is no permanent solution in place yet, the research**
506 **required by the resolution has been completed by our IT staff, and recommendations have been**
507 **presented and are in the process of being evaluated for implementation.**

508
509 **Our previous videoconferencing solution (OmniJoin) was discontinued by the provider, so ASEA IT staff**
510 **has been looking for alternate solutions to our videoconferencing needs. ASEA has been using Adobe**
511 **Connect for weekly staff meetings and other videoconferencing needs between the three ASEA offices**
512 **(Anchorage, Fairbanks, and Juneau). Adobe Connect has no charge for up to three participants, so this**
513 **meets staff’s current needs. In order to expand our license for up to 25 participants, it would cost**
514 **\$50.00 per month. This greatly exceeds the current cost of the AT&T teleconference that WIC utilizes.**
515 **The average cost for AT&T teleconferencing for the WIC is approximately \$9.00 per meeting, with**
516 **meetings held once a month. Even the lowest price plan for GoToMeeting exceeds this at \$14.00 per**
517 **month (per user).**

518

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

525

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

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

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

533 Whereas, it is with the decades-long struggle for the necessary addition of anti-discrimination
534 protections for Alaska’s LGBT residents that we recall the words of Dr. Martin Luther King Jr. that “the
535 time is always right to do what is right,” and

536 Whereas, Alaskans via public testimony have overwhelmingly supported HB 184 and SB 72, the bills are
537 supported by a diverse set of faith leaders, civic organizations and Alaska’s Statewide Civil Rights
538 Enforcement Agency, the Alaska State Commission for Human Rights (ASCHR).

539 Therefore, be it resolved, that ASEA calls for the establishment of enduring and comprehensive
540 statewide LGBT anti-discrimination protections through amending of the Alaska Human Rights Act (A.S.
541 18.80) or through statutory interpretation, and

542 Be it further resolved, that a letter that embodies the spirit of this resolution be forwarded by the
543 Executive Director of ASEA/AFSCME Local 52 to the ASCHR, the Office of the Alaska Governor, and
544 members of the Alaska House of Representatives and the Alaska State Senate.

545

546 **STATUS: Completed. HB 184 and SB 72 did not pass out of the 2017-2018 legislative session. A new**
547 **Alaska Legislature took office in January 2019. Two new anti-discrimination bills were introduced (HB**
548 **82 by Representative Josephson and SB 83 by Senator Kawasaki). As of May 2019, the end of the**
549 **regular session, HB 82 had passed of House State Affairs and was sitting in the House Judiciary**
550 **Committee. SB 82 had yet to be heard in committee. The Executive Director sent letters in support of**
551 **SB 82 and HB 82 on February 6, 2020.**

552

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

554 Whereas, employees of medical institutions such as the Alaska Psychiatric Institute have reported
555 hundreds of workplace assaults over the past year, and

556 Whereas, this represents an alarming increase in workplace violence at the Alaska Psychiatric Institute,
557 and

558 Whereas, when medical workers have reported these instances of violence to police they are repeatedly
559 informed that these instances would fall under AS 11.41.230 Assault in the Fourth Degree which requires
560 a warrant for an arrest, and

561 Whereas, Representative Matt Claman and Chuck Kopp have introduced HB 312 with a bipartisan group
562 of co-sponsors allowing for an arrest to be made for an assault at a health facility, and making it a felony
563 to assault a healthcare worker at a healthcare facility, and

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

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

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

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

571

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

578

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

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

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

585 Whereas, there is a clear desire for this change; according to the State's own figures 80% of the current
586 17,000 Tier IV employees could be expected to switch once created, and

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

589

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

596

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

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

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

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

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

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

609

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

614

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

616 Whereas, Representative Millet and Senator Kelly have sponsored HB395 and SB212 which addresses
617 20-year retirement and associated medical benefits, and

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

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

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

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

630

631 **Resolution No. NW-1**

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

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

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

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

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

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

646
647 **STATUS:** In progress. The State Executive Board’s Communications subcommittee continues to work
648 with ASEA staff and the AFSCME International Communications office on an update of ASEA’s
649 communications capability, with the intent to improve communications with ASEA members. The
650 Executive Board Communications subcommittee, ASEA staff, and AFSCME staff developed a
651 communications plan in 2019 that is now in effect. One result of that plan is that ASEA hired a
652 Communications Coordinator, Samantha Harris. Another result of that plan is that ASEA Local 52 has
653 created something similar to a *MyASEA* portal, and we continue to explore and expand how we get
654 information to membership. Currently, we have implemented an ASEA Weekly Digest that gives
655 members a “one-stop-shopping” opportunity to get important union news and updates, as well as
656 information about events and activities. In addition, ASEA Staff and the Communications
657 subcommittee is giving quarterly status reports on communications at each quarterly Executive Board
658 meeting. The ASEA Digest and/or a *MyASEA* type portal continues to evolve as an avenue for
659 education, information, and member participation.

660
661 **Resolution No. NW-2 - PASSED**

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

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

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

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

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

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

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

675
676 **STATUS:** Completed. The State Executive Board disseminated this resolution to the ASEA delegates to
677 the 2018 AFSCME International Convention, several of whom had already been doing research on this
678 issue, and so enthusiastically took up the cause. The ASEA delegation initially drafted and submitted

679 a resolution to require the AFSCME International Executive Board to provide guidelines as to when
680 and how electronic voting could be used, and to pursue a future Constitutional Amendment to allow
681 electronic balloting in all elections. However, prior to our resolution being taken up by the
682 Convention’s Resolutions Committee, we were advised by AFSCME leadership of barriers in federal
683 law that would make it impossible to implement our resolution if passed.

684
685 Specifically, we were advised that, although the National Labor Relations Board (NLRB) has offered
686 guidelines for electronic voting, and some AFSCME affiliates do conduct elections using those
687 guidelines, all officer elections are subject to strict scrutiny in order to ensure compliance with those
688 guidelines. To that end, the AFSCME Judicial Panel currently operates under a standing rule that it will
689 automatically grant any protest of an election in which electronic ballots are used, and those elections
690 must be re-run.

691
692 In short, the legal limitations on how and when electronic balloting is allowed renders the use of this
693 voting method virtually useless in our ASEA statewide elections, which are almost always officer
694 elections. Moreover, had we submitted our original resolution, it would have been ruled out of order,
695 due to the conflicts with federal law.

696
697 AFSCME leadership initially asked us to withdraw this resolution entirely. Instead, understanding its
698 importance to our members, we amended the resolution to require AFSCME International to continue
699 its efforts for legislative changes that will allow electronic voting in the future. The amended
700 resolution was passed by unanimous consent by the International Convention.

701
702 As a delegation, we also met with many other affiliates who also have an interest in electronic voting,
703 and are working to build a network of AFSCME members who can work together with leadership to
704 encourage legislative action on this issue. Finally, Executive Director Jake Metcalfe met with Senator
705 Lisa Murkowski directly following the convention, and expressed the importance of this issue on
706 behalf of our membership.

707
708 **Resolution No. RC-1**

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

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

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

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

719 Whereas, under the Alaska AFL-CIO constitution, the Executive Director is automatically a delegate to
720 the Alaska AFL-CIO biennial convention; and
721 Whereas, The President shall submit to the board a list of proposed delegates for approval.
722 Be it therefore resolved that the ASEA/AFSCME Local 52 Executive Board deliberate and establish an
723 internal procedure to select, elect, or appoint delegates to the Alaska AFL-CIO biennial convention and
724 shall start at the next scheduled Executive Board meeting to prepare for future Alaska AFL-CIO biennial
725 conventions.

726
727 **STATUS: Completed.** At the May 2018 State Executive Board meeting, the Board passed a motion as
728 to how Chapters could select delegates to the 2018 AFL-CIO Convention, and we sent eight (8)
729 delegates representing Sitka, Fairbanks, Anchorage, and Mat-Su. Southeast Executive Board
730 representative Nadine Lefebvre attended as the Juneau Central Labor Council President. Additionally,
731 Executive Director Jake Metcalfe was elected Secretary-Treasurer, and three (3) new Vice Presidents
732 were elected to represent ASEA.

733
734 Since that time, the State Executive Board, through its Policies & Procedures (P&P) subcommittee, has
735 undertaken a complete revision of P&P Section 3, with the intent of establishing a more permanent
736 delegate selection procedure, and increasing ASEA participation from among members statewide. The
737 Executive Board proposed those changes at the September 2019 quarterly meeting, and following the
738 30-day member comment period in which no objections were raised by the membership, passed those
739 changes at the December 2019 meeting. Our continued goal is strengthening our relationships and
740 power within the AFL-CIO, which is happening in conjunction with overall strategic planning related
741 to internal and external organizing.]

742
743 **Resolution No. RC-2 - PASSED**
744 Whereas, the Alaska State Legislature has been in a state of gridlock for several years; and
745 Whereas, due to the configuration of legislative voting districts, some Legislators have “safe” districts
746 from which they cannot be dislodged; and
747 Whereas, in a healthy democracy, leaders do not occupy their positions for life; and
748 Whereas, there is currently proposed legislation that would amend the Constitution of the State of
749 Alaska to establish “a nonpartisan statewide district map...”, and change the composition of the
750 redistricting board through the Sponsor Substitute for House Joint Resolution No. 26.
751 Be it therefore resolved that the ASEA/AFSCME Local 52 supports the passage of the Sponsor Substitute
752 for House Joint Resolution No. 26

753
754 **STATUS: Completed.** ASEA supported the Sponsor Substitute for House Joint Resolution 26. However,
755 HJR 26 did not make it out of committee before the 2017-18 legislative session adjourned.

756
757 **Floor Resolution 1 - FAILED**
758
759 **Floor Resolution 2:**

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

762

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