

52nd Annual Convention / 2009 Resolutions

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Resolution #1

STRENGTH IN UNITY

WHEREAS, the basic principle of the labor movement has been and will remain that strength is best found in unity; and

WHEREAS, the North Carolina State AFL-CIO can be strong only through the participation of its member unions and their families; and

WHEREAS, great political, legislative, organizing, and other challenges face North Carolina workers in the years ahead as they attempt to demand a better quality of representation in Washington, Raleigh and local government, and fairness in the workplace; and

WHEREAS, through the leadership of Affiliation Committee Chair Will Cashion, the following local unions have affiliated with the North Carolina State AFL-CIO: IATSE 278, IATSE 574, IATSE 600, IATSE 635; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO, its officers, its ranking vice-presidents, its congressional district vice-presidents, its staff and its member locals work actively to encourage affiliation by all AFL-CIO local unions who are currently unaffiliated; and

BE IT FURTHER RESOLVED, that the ranking and congressional district vice presidents personally contact unaffiliated local unions in their international unions and congressional districts so that these brothers and sisters feel welcome to be a part of the state federation and central labor councils which strive to serve North Carolina's working men and women.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/10/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #2

SUPPORT FOR COPE PROGRAM

WHEREAS, 2010 will see elections in North Carolina for the U.S. Senate, U.S. House, the state legislature, the state judiciary, and others; and

WHEREAS, the North Carolina State AFL-CIO is chartered in part to organize labor’s political effort; and

WHEREAS, we believe strongly in Sam Gompers’ admonition to “reward our friends and defeat our enemies”; and

WHEREAS, candidates for public office hold in their hands the hopes and dreams of a more equitable future for working people in North Carolina; now

THEREFORE BE IT RESOLVED, that the N.C. State AFL-CIO Committee on Political Education endorse candidates for legislative and local office who have been recommended by a COPE Committee of the appropriate central labor council or the State AFL-CIO Executive Committee; and

BE IT FURTHER RESOLVED, that every local be urged to participate in the Labor 2010 Political Program and make a one-time \$1.00 per member [or \$.10 per month for ten months] financial contribution to the Victory Fund to assist with membership education and mobilization in the 2010 elections; and

BE IT FURTHER RESOLVED, that each delegate to this convention be urged to make a voluntary contribution to the North Carolina State AFL-CIO COPE PAC fund to be used for contributions to worker-friendly local and state candidates.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #3

PUBLIC SECTOR COLLECTIVE BARGAINING

WHEREAS, North Carolina’s General Statute 95-98 prohibits collective bargaining agreements by state and local government employees, denying the right to collective bargaining to some 650,000 employees; and

WHEREAS, denial of the right to collective bargaining agreements is a violation of labor protections guaranteed by the North American Agreement for Labor Cooperation (NAALC) and by conventions of the International Labor Organization (ILO); and

WHEREAS, the NAALC and other international agreements also require standards of due process for workers, protection of health and safety on the job and protection against employment discrimination, and the state weakens these protections by denying its workers the right to negotiate contracts; and

WHEREAS, the North Carolina Hear our Public Employees (HOPE) Coalition, North Carolina NAACP State Conference of Branches, North Carolina Association of Educators and many elected officials support the repeal of GS 95- 98; and

WHEREAS, affiliates of the North Carolina State AFL-CIO are organizing firefighters, police officers, school employees and other public workers; and

WHEREAS, House Bill 750 and Senate Bill 427, which would repeal General Stature 95-98 and allow public sector collective bargaining agreements, are under consideration during the 2009-2010 session of the North Carolina General Assembly; now

THEREFORE BE IT RESOLVED, that the delegates to this convention call on public sector workers to organize and demand the right to collective bargaining agreements; and

BE IT FURTHER RESOLVED, that all affiliates of the North Carolina State AFL-CIO educate the public and their members about the importance of public sector collective bargaining and urge their legislators to repeal the ban on public sector collective bargaining agreements in the 2009-2010 session.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #4

SUPPORT 2010 CENSUS

WHEREAS, the U.S Census Bureau is required by the Constitution to conduct a count of the population every 10 years, which provides a historic opportunity to secure full and accurate data about the population in the United States and is vital for our nation's workers and their families; and

WHEREAS, Census information is used by the government to allocate more than \$300 billion in federal and state funding and affects decisions on matters of national importance for working families, including health care, community development, housing, education, transportation, social services, employment and other vital programs; and

WHEREAS, Census data are used to determine how many seats a state will have in the U.S. House of Representatives and in drawing boundary lines for federal, state and local legislative districts, and to monitor and enforce key anti-discrimination laws and civil rights statutes, such as the Voting Rights Act, and;

WHEREAS, people of color and those whose primary language is other than English were the most undercounted in the 1990 and 2000 censuses, and a result, minority voting rights were diluted; low-income and disadvantaged communities were disenfranchised in the apportionment of congressional districts among states as well as in federal, state and local redistricting; and federal funds and government services to many low-income communities were disproportionately low. Ensuring a fair and accurate Census is one of the most significant civil rights challenges; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO supports the U.S. Census Bureau in its goal of assuring a complete and accurate count in 2010. While the Census itself takes place beginning in mid-March 2010, the Census Bureau must accelerate performing critical groundwork, including finalizing plans to implement the outreach, community partnerships and other tasks needed to ensure success in 2010. Toward that goal, we urge Congress to provide full funding for the Census Bureau in Fiscal Year 2009 and in Fiscal Year 2010 to ensure the count is fair and accurate for all communities; and

BE IT FURTHER RESOLVED, that the delegates to this convention call on all affiliates to encourage their members to fully cooperate in the count in 2010 and to let their members know that the 2010 Census, which hires scores of workers to engage in the count, creates hundreds of thousand of jobs across this nation and every Census worker is sworn to protect the confidentiality of the information gathered; and

BE IT FUTHER RESOLVED, that we urge all unions and central labor councils to work with local Census Bureau staff in their communities to ensure a full and accurate count for Census 2010.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #5

STATE LEGISLATION

WHEREAS, legislation enacted by the North Carolina General Assembly is of critical importance to workers and the labor movement in North Carolina; and

WHEREAS, the North Carolina State AFL-CIO is the primary advocate for workers' interests in the North Carolina General Assembly; and

WHEREAS, the North Carolina State AFL-CIO has been successful in past legislative efforts such as amendment of the "by accident" provision in our workers' compensation law; amendment of SB 906 into an effective workers' compensation law; enactment of Right to Know legislation; establishment of substantial maximum unemployment benefits; enactment of minimum wage legislation; defeat of attempts to introduce "apportionment" into our workers' compensation law; enactment of a modification of the "labor dispute" unemployment disqualification; enactment of amendments to the retaliatory discharge statute; enactment of tax exemption for severance pay; establishment of a whistleblower statute; extension of OSHA to the public sector; enactment of an increase in OSHA penalties; enactment of a provision allowing public employees to engage in political action; defeat of attempts at wage garnishment; elimination of the sales tax on food; protecting the doctor-patient relationship in workers' compensation cases; repealing N.C.G.S.#95.97, which had been ruled unconstitutional but remained on the books; stopping disclosure of public employee discipline records; protecting current employees in welfare reform legislation; enacting HMO protections; defending and improving CDL legislation; protecting OSHA witnesses; offering a strong voice for workers in the tobacco settlement issue; expanding mortgage assistance for laid-off workers through the home protection program; reforming "pay-day" lending practices; creating a state EITC, improving migrant farm worker housing, providing same day registration, and many others, and

WHEREAS, in the 2009 long session the North Carolina State AFL-CIO, among other things, helped pass unemployment laws that will assist part-time workers, those who must leave work to accompany a spouse to a new job location, those who must leave work because of health problems of their own or those in their immediate family, and those who receive severance pay; helped defeat legislation that would have been devastating to many injured on the job; helped protect employees in the area of drug testing law; helped increase the penalties on employers who violate child labor laws; helped defeat an attempt to allow garnishment of pay checks for commercial debts; and raised in the most focused manner to date the issue of public sector elective bargaining; and

WHEREAS, the 2010 short session will present many significant new challenges; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO, central labor councils, and affiliated locals work during the coming session for continued legislation beneficial to union members and all working families in North Carolina.

Submitted by:
North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #6

FEDERAL LEGISLATION

WHEREAS, the United States Congress enacts laws that have a direct effect on the quality of life of workers and their families; and

WHEREAS, many issues affecting the workplace can only be resolved, or can best be resolved, by federal legislation; and

WHEREAS, our local union affiliates and central labor councils play a major role in electing most of our North Carolina Congressional delegation; and

WHEREAS, health care reform can't wait. We have to get real reform now. We simply cannot fix our economy without fixing our broken health care system; and

WHEREAS, health reform must bring down costs. We cannot cover everyone without bringing down costs and we cannot control costs without getting everyone into the system. Health care reform must include the following:

- A public health insurance plan (public option). It will bring down costs and guarantee quality affordable health care for all.
- Employers must pay their fair share. Employers must be required to either offer coverage to their workers or pay into a fund to finance coverage for uninsured workers.
- Health reform must ensure affordable coverage for pre-Medicare retirees. Employers that offer coverage to their pre-65 retirees incur enormous expense, but without that coverage, retirees have no affordable options for finding coverage on their own. Health care reform must bring down costs for retirees.
- No taxing health benefits of workers. Putting a new tax on job-based benefits will raise costs for workers in plans that cost the most because they cover people with more medical problems.
- No taxing of products such as tobacco that will lead to job loss; and

WHEREAS, the United States Congress must enact comprehensive immigration reform legislation. Immigration reform must fully protect U.S. workers, reduce the exploitation of immigrant workers and reduce employers' incentive to hire undocumented workers; and

WHEREAS, we support the comprehensive framework for immigration reform of the AFL-CIO and Change to Win that has the following interconnected pieces:

- An independent commission to assess and manage future flows, based on labor market shortages that are determined on the basis of actual needs
- A secure and effective worker authorization mechanism
- Rational operational control of the border
- Adjustment of the status for the current undocumented population
- Improvement, not expansion, of temporary worker program, limited to temporary workers or seasonal, non-permanent, jobs; and

WHEREAS, a worker's fundamental right to choose a union is a public issue that requires public policy solutions, including legislative remedies; and

WHEREAS, the Employee Free Choice Act has been introduced in the U.S. Congress in order to restore workers' freedom to join a union. This legislation must include the following three core principles:

- Workers must have a free choice and a fair path to choose to form a union, free from intimidation – it should be *their* decision, not their company's
- Real penalties must exist for companies who break the law
- Companies cannot be allowed to engage in endless delays and stalling tactics to deny workers a collective bargaining agreement; and

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO, central labor councils, and affiliated locals call upon our Congressional delegation to support the North Carolina State AFL-CIO's position on federal legislation and the federal agenda of international unions, including the following:

- Support for the Employee Free Choice Act
- Support for meaningful health care reform that meets AFL-CIO standards
- Support for meaningful immigration reform that meets AFL-CIO and Change to Win standards
- Support for protection of Social Security
- Support for public sector collective bargaining
- Support for wage and hour protections
- Support for legislation to improve Medicare
- Support for repeal of tax-breaks to businesses that move off-shore
- Support of the public school system
- Oppose tax breaks to businesses that move jobs into depressed areas
- Oppose school voucher programs
- Oppose contracting-out and privatization
- Oppose relaxation of overtime laws
- Oppose erosion of the Civil Service
- Oppose trade agreements that destroy American jobs

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #7

IN SUPPORT OF FLOC AND JUSTICE FOR TOBACCO HARVESTERS

WHEREAS, Reynolds Tobacco Company, a wholly owned subsidiary of Reynolds American Inc. based in Winston Salem, NC, is the second largest tobacco company in the United States; and

WHEREAS, the farm workers harvesting tobacco utilized by Reynolds Tobacco suffer hardships such as long hours of stoop labor in the fields, harassment in their work, abject poverty, miserable housing in their labor camps and the denial of basic labor and human rights protections; and

WHEREAS, each year countless numbers of tobacco farm workers are affected by green tobacco sickness, caused by an overexposure to nicotine and other chemicals found in tobacco leaves. Many of these workers receive little or no medical attention. The vast majority of tobacco farm workers in North Carolina and the South harvesting tobacco are not covered under workers compensation insurance; and

WHEREAS, the Farm Labor Organizing Committee, AFL-CIO, which already represents thousands of migrant workers employed by growers of the North Carolina Growers Association, has launched a campaign to gain dignity, respect and safe working conditions for tens of thousands of tobacco farm workers in North Carolina harvesting tobacco for Reynolds American, Inc; and

WHEREAS, FLOC wants Reynolds to honor its responsibility for the conditions and compensation of the workers in the fields that produce their tobacco. Reynolds has a fundamental responsibility for how tobacco farm workers are paid and how they are treated; and

WHEREAS, Ms. Susan Ivey, the CEO of Reynolds American, Inc., has repeatedly refused to meet with FLOC to discuss the conditions of the farm workers harvesting tobacco used by Reynolds; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO calls on Reynolds American CEO Susan Ivey to meet with FLOC to discuss conditions in the tobacco fields as soon as possible; and

BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO and its affiliates will communicate directly with CEO Ivey by letter and other means calling on her to meet with FLOC, and continue these activities until FLOC is satisfied with the company's response;

BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO commits itself and its affiliates to bring justice to tobacco farm workers in the South and to engage in activities to support FLOC until FLOC informs the North Carolina AFL-CIO that its goals have been achieved.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #8

SUPPORT FOR BUREAU OF PRISONS

WHEREAS, the federal prison population is growing rapidly, but the number of correctional officers and staff who work in Bureau of Prisons (BOP) institutions is failing to keep pace. At the same time, inmate overcrowding has gotten significantly worse, and the BOP system is overcrowded today by about 37 percent; and

WHEREAS, the combination of correctional officer understaffing and inmate overcrowding has created an extremely dangerous situation for correctional officers, staff and inmates; now

THEREFORE BE IT RESOLVED, that this convention call on Congress and the new administration and request that they ensure adequate funding and staffing of our federal prisons; and

BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO continues to encourage all of its affiliated unions and organizations to inform the President and Congress that they strongly support providing BOP with the necessary federal funding to solve its serious correctional understaffing and inmate overcrowding problems which is essential to securing the safety and security of our brothers and sisters who work at BOP institutions.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #9

WORKING WOMEN' RIGHTS IN A GLOBAL ECONOMY

WHEREAS, trade unions make a difference in the lives of women and women make a difference in the work of trade unions from Berlin to Bogota, from Bangkok to Baghdad and from Boston to Brazzaville, women work every day, contributing to the economic vitality of society as a whole; and

WHEREAS, throughout the world, women are the hardest hit by the global economic crisis. Most work in low-skill and low-wage jobs. They are paid less than men in nearly every country, and they work longer hours. Their work is often dangerous, and many women risk their lives every time they go to their jobs; and

WHEREAS, rising social inequality both between and within nations reinforces the need to eliminate vast disparities; and

WHEREAS, specifically, dynamic measures that target women are needed to redress existing discrimination and change attitudes and conditions; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO focus its work on major areas in which women's rights must be defended and enhanced worldwide, including:

- Freedom of association and the right to organize
- Education and training
- Employment and equal pay
- Social protection with particular focus on maternity protection and access to health care
- Family responsibilities
- Harassment and violence against women
- Full participation of women in union structures and operation; now

BE IT FURTHER RESOLVED, that all our affiliates reaffirm its commitment to the principles of equality and fairness for working women in the United States and around the globe.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #10

REVITALIZING AMERICAN MANUFACTURING

WHEREAS, over the past five years we have watched the U.S. manufacturing base shed good jobs at an alarming rate. The U.S. trade deficit tied to manufacturing's decline is reaching dangerous heights, threatening the nation's economic well-being. The health care crisis is hitting manufacturers and their workers especially hard. Manufacturing job loss continues in North Carolina and around the country in auto and other industries at alarming rates; and

WHEREAS, manufacturing is vital for fostering a strong economy, generating good jobs and guaranteeing a high standard of living for America's working families. It is a mainstay of state and local economies, providing both jobs and tax revenues for essential public services and is the major driver of U.S. productivity growth and technological innovation. A strong manufacturing base is critical for restoring the nation's trade balance and ensuring economic and financial stability and is essential for maintaining a strong national defense and domestic security; and

WHEREAS, manufacturing workers' earnings exceed those of workers in the service and other sectors. Average annual compensation for manufacturing workers in 2002 was 19 percent more than in service-producing sectors:

- Union manufacturing jobs have higher wages and greater benefits. Union workers in 2003, in all sectors, earned \$9.32 per hour more than nonunion workers in total compensation. The union premium in compensation for production workers was \$12.65 per hour or 70 percent higher than compensation for nonunion production workers.
- Each manufacturing job creates as many as four other jobs, providing a boost to local economies; now

THEREFORE BE IT RESOLVED, that the delegates to this convention call on Congress to take immediate steps to address the crisis in manufacturing. We need measures that rectify the trade, dollar and tax policies that put America's manufacturing workers at a competitive disadvantage in the global economy. We also need high-road industrial development policies and investment strategies that support the modernization, retention and expansion of the nation's manufacturing industries—to help them become more globally competitive—while preserving and creating *good* manufacturing jobs—high-wage jobs with full benefits, safe working conditions and respect in the workplace; and

BE IT FURTHER RESOLVED, that we call on the North Carolina congressional delegation to provide leadership on key measures including:

- Fair trade policies that reduce the U.S. trade deficit, protect U.S. trade laws, and require inclusion of enforceable workers' rights and environmental standards in trade agreements. This must include opposition to bilateral, regional and multilateral trade agreements such as the Central American Free Trade Agreement (CAFTA) and the U.S.-Thailand Free Trade Agreement that do not include meaningful protections for workers' rights and do not protect against import surges that threaten American jobs.
- Opposition to compensatory time legislation and other proposals that would undermine the 40-hour workweek, resulting in more manufacturing employees working longer hours for less pay.
- Guarantees of meaningful collective bargaining rights and legal protections extended to all workers, regardless of their classification.
- Revised tax laws to eliminate incentives for corporations to move production overseas and punish those that do.

- Immediate intervention to address the unfair trade practices of China and other nations, including legislation to ensure China meets its international obligations regarding fair currency, market access and government subsidies so U.S. manufacturers and workers are not disadvantaged by illegal practices.
- Strengthening the manufacturing base for national defense and homeland security through procurement reform, enhanced Buy American requirements, an updated assessment of critical defense manufacturing capabilities and limits to "offsets" that drain critical technology and good jobs.
- Solving the health care crisis, reforming and enforcing the nation's labor laws are essential to addressing the manufacturing crisis, as well as for promoting good jobs for all U.S. workers.
- Targeted public investments for rebuilding and modernizing the nation's public infrastructure, transportation and energy systems and for other national needs to stimulate innovation, industrial development and job creation.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009

Amended: _____

Rejected: _____

Withdrawn: _____

Resolution #11

ECONOMIC RECOVERY PART II

WHEREAS, the legacy of the Bush Administration has been a perfect storm of economic devastation – in finance, housing and jobs – and the challenge of fixing this economic disaster is enormous and urgent; and

WHEREAS, the prognosis for the U. S. economy keeps getting worse, with an extraordinary loss in good jobs; and

WHEREAS, more action is needed from the federal government to boost economic growth and jobs, and invest in America’s future; and

WHEREAS, the American Recovery and Reinvestment Act (ARRA) was a bold and well-crafted program to generate and save jobs, to provide social supports for those in need, and to lay the foundation for future growth; and

WHEREAS, because of the confluence of so many long-term negative trends in place for many years, the economy and the labor market have seriously deteriorated since the ARRA was designed, and the original economic recovery plan is no longer sufficient; and

WHEREAS, no viable alternative to public investment exists right now; and

WHEREAS, a second installment on the Obama Administration’s economic recovery plan is needed, and must focus primarily on job creation; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO support a second installment to the ARRA that will mitigate the rise in unemployment, lessen the adverse impact of the downturn on those affected, and generate good jobs to ensure a robust economy, while, at the same time, rebuilding and modernizing our crumbling infrastructure, revitalizing our manufacturing sector, and ensuring that our public sector can provide the services we count upon to keep our communities safe and our families healthy.

Submitted by:

North Carolina State AFL-CIO
Executive Board

Adopted: 9/11/2009
Rejected: _____
Withdrawn: _____

Amended: _____

Resolution #12

IN DEFENSE OF SIX DAY POSTAL DELIVERY, POSTAL WINDOW HOURS AND LOCATION, AND THE PUBLIC SERVICE CHARACTER OF THE UNITED STATES POSTAL SERVICE

WHEREAS, Corporate America is using the current economic crisis to attack workers’ living standards and our unions; and

WHEREAS, the U.S. Postal Service has approximately a half million workers covered by union contracts, representing a significant part of the entire U.S. labor movement; and

WHEREAS, thousands of window clerk hours have already been wiped out due to cutbacks in window service and the proposed elimination of more than a thousand small post offices around the country; and

WHEREAS, the Postmaster General is now raising up the threat of eliminating Saturday mail delivery entirely, which would represent the immediate loss of one-sixth of the letter carrier work force and innumerable clerk and associated postal union jobs; and

WHEREAS, private non-union companies will fill the void created by the elimination of Saturday postal delivery and will become an open invitation for those companies to eventually take over Monday through Friday delivery as well; and

WHEREAS, the U.S. postal service would have made a profit in 2008 except for the \$5 billion or so that it is compelled to pay annually over an 8-year period to pre-fund 80% of the health care benefits of postal retirees for the next 75 years (!), making the postal service appear to be “a loser”; and

WHEREAS, as NALC National President Fred Rolando stated recently, “We do not need to destroy the Postal Service to save it;” now

THEREFORE BE IT RESOLVED, we delegates to the 52nd Annual Convention of the NC State AFL-CIO pledge:

1. to defend the valuable public postal service, which has been vital to the very fabric of the United States for well over a hundred years, by fighting to keep 6-day delivery and to maintain mail processing operations and window service and stations that welcome the public; and
2. to help our postal union brothers and sisters communicate to the public the importance of maintaining a universal public postal service for ourselves and our posterity.

Submitted by:
Richard Koritz, NCALC
Tim Greene, NCALC
Larry Sorrells, NC APWU President
Eddie Davidson, NCALC President

Adopted: 9/11/2009
Rejected: _____
Withdrawn: _____

Amended: _____