

- 1 NORTH CAROLINA STATE AFL-CIO
- 2 55TH ANNUAL CONVENTION RESOLUTIONS
- 3 SEPTEMBER 2012

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1 AFFILIATION Committee

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**Resolution #1**  
STRENGTH IN UNITY

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

7 unity; and

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9 WHEREAS, the North Carolina State AFL-CIO can be strong only through the participation of its member unions

10 and their families; and

11

12 WHEREAS, great political, legislative, organizing, and other challenges face North Carolina workers in the years

13 ahead as they attempt to demand a better quality of representation in Washington, Raleigh and local

14 government, and fairness in the workplace; and

15

16 WHEREAS, through the leadership of Affiliation Committee Chair Will Cashion, the following local unions have

17 affiliated with the North Carolina State AFL-CIO: CWA 3680, BLET 166, and IUPAT District 77; now

18

19 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO, its officers, its vice-presidents, its staff and

20 its member locals work actively to encourage affiliation by all AFL-CIO local unions who are currently

21 unaffiliated; and

22

23 BE IT FURTHER RESOLVED, the vice presidents personally contact unaffiliated local unions in their international

24 unions so that these brothers and sisters feel welcome to be a part of the state federation and central labor

25 councils which strive to serve North Carolina's working men and women.

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27 Submitted by: North Carolina State AFL-CIO Executive Board

28

29 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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1 COPE Committee

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**Resolution #2**  
SUPPORT FOR COPE PROGRAM

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

WHEREAS, 2012 will see elections in North Carolina for U.S. President, the U.S. House, N.C. Governor, the Council of State, the state legislature, the state judiciary, and others; 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; and

WHEREAS, the following unions have made a financial contribution to the North Carolina State AFL-CIO 2012 Victory Fund: AFGE, APWU, APWU 375, ATU 1493, BCTGM PAC, CWA 3680, IAMAW 1725, IAMAW 1859, IAMAW 2296, IBEW 0379, IBEW 1183, NCALC, OPEIU, UAW 3520, UAW 5287, USW 0507, USW 8498, USW 9-0425; now

THEREFORE BE IT RESOLVED, that the N.C. State AFL-CIO Committee on Political Education endorses the following candidates for statewide and Congressional offices: **(See Attachment)**; and

BE IT FURTHER RESOLVED, that the N.C. State AFL-CIO Committee on Political Education endorses 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 2012 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 2012 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

Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

1 STATE LEGISLATIVE Committee

2  
3 **Resolution #3**

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5 **COLLECTIVE BARGAINING: THE PATH TO SHARED PROSPERITY**

6  
7 WHEREAS, North Carolina’s General Statute 95-98 prohibits collective bargaining agreements by state and  
8 local government employees, denying the right to collective bargaining to some 650,000 employees; and

9  
10 WHEREAS, denial of the right to collective bargaining agreements is a violation of labor protections  
11 guaranteed by the North American Agreement for Labor Cooperation (NAALC) and by conventions of the  
12 International Labor Organization (ILO); and

13  
14 WHEREAS, the NAALC and other international agreements also require standards of due process for workers,  
15 for protection of health and for safety on the job and protection against employment discrimination, and the  
16 state weakens these protections by denying its workers the right to negotiate contracts; and

17  
18 WHEREAS, our history and the experience of working people around the world tells us that only when workers  
19 have the right to organize and collectively bargain do societies enjoy shared, sustainable prosperity. America  
20 desperately needs a reinvigorated middle class, and an economy where dignity and opportunity are rights  
21 shared by all and where workers are our economy’s most valuable assets; and

22  
23 WHEREAS, shared prosperity requires policies that create good jobs and growth, provide families with  
24 economic security and restore democracy both in the public square and in the workplace. Shared prosperity  
25 also requires policies that promote collective bargaining as Congress recognized in the preamble to the  
26 National Labor Relations Act: and

27  
28 WHEREAS, shared prosperity is not a luxury we can seek once we have escaped the current economic crisis.  
29 Shared prosperity, founded on a restoration of workers’ ability to bargain collectively, is the necessary path  
30 out of an economic crisis whose roots are stagnant wages, collapsing economic security, disinvestment in  
31 needed public services, rising inequality and a political process captured by the 1 percent at the expense of  
32 the 99 percent; now.

33  
34 THEREFORE BE IT RESOLVED, that the delegates to this convention call on public sector workers to organize  
35 and demand the right to collective bargaining agreements; and

36  
37 BE IT FURTHER RESOLVED, that all affiliates of the North Carolina State AFL-CIO educate the public and their  
38 members about the importance of public sector collective bargaining and urge their legislators to repeal the  
39 ban on public sector collective bargaining agreements; and

40  
41 BE IT FURTHER RESOLVED, the delegates to this convention call on the political leadership of our country at  
42 every level to help make shared prosperity a reality, starting by restoring all workers’ ability to bargain  
43 collectively.

44  
45 Submitted by: North Carolina State AFL-CIO Executive Board

46  
47 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

1 STATE LEGISLATIVE Committee

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3 **Resolution #4**  
4 STATE LEGISLATION

5  
6 WHEREAS, legislation enacted by the North Carolina General Assembly is of critical importance to workers and  
7 the labor movement in North Carolina; and

8  
9 WHEREAS, the North Carolina State AFL-CIO is the primary advocate for workers' interests in the North  
10 Carolina General Assembly; and

11  
12 WHEREAS, for decades the North Carolina State AFL-CIO has as effectively as possible represented the  
13 interests of working families at the General Assembly in areas including workers' compensation,  
14 unemployment benefits, wage garnishment, workplace health and safety, wage and hour issues, public  
15 employee concerns, consumer protection, migrant worker protection, access to voting, drug testing, health  
16 care, and many others, as well as on issues of importance to particular affiliates; and

17  
18 WHEREAS, the 2011 legislative long session and the 2012 short session presented whole new sets of  
19 challenges, as reflected in the Legislative Reports presented to this Convention; and

20  
21 WHEREAS, our voice in the General Assembly is needed now more than ever, and

22  
23 WHEREAS, the 2013 long session will present many significant new challenges; now

24  
25 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO, central labor councils, and affiliated local  
26 unions work during the coming session for continued legislation beneficial to union members and all working  
27 families in North Carolina: and

28  
29 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO, central labor councils, and affiliated local  
30 unions call upon our General Assembly to support labor's position on the following issues, among others:

- 31
- 32 • Support Collective Bargaining for Public Sector Workers; and
  - 33 • Support A Stable Worker's Compensation and Unemployment System; and
  - 34 • Oppose a Right to Work (For Less) Amendment to the Our State Constitution; and
  - 35 • Oppose Wage Garnishment; and
  - 36 • Oppose Voter Suppression; and

37 Submitted by: North Carolina State AFL-CIO Executive Board

38  
39 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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1 FEDERAL LEGISLATIVE Committee

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3 **Resolution #5**  
4 FEDERAL LEGISLATION

5  
6 WHEREAS, the United States Congress enacts laws that have a direct effect on the quality of life of workers  
7 and their families; and

8  
9 WHEREAS, many issues affecting the workplace can only be resolved by federal legislation; and

10  
11 WHEREAS, our local union affiliates and central labor councils play a major role in electing most of our North  
12 Carolina Congressional delegation; and

13  
14 WHEREAS, more action is needed from the federal government to help millions of unemployed, to boost  
15 economic growth and jobs, and to invest in America's future; and

16  
17 WHEREAS, Congress needs to renegotiate NAFTA, CAFTA, and all unfair trade agreements which result in  
18 exporting American jobs and undermining U.S. manufacturing; and

19  
20 WHEREAS, Congress must enact comprehensive immigration reform that would fully protect U.S. workers,  
21 reduce the exploitation of immigrant workers and eliminate employers' incentive to hire undocumented  
22 workers; and

23  
24 WHEREAS, a worker's fundamental right to choose a union and bargain collectively is a public issue that  
25 requires public policy solutions like the Employee Free Choice Act and the Public Safety Employer-Employee  
26 Cooperation Act; now

27  
28 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO, central labor councils, and affiliated local  
29 unions call upon our congressional delegation to support labor's position on the following:

- 30
- 31 • Support for labor law reform; and
  - 32 • Support for job creation programs and assistance for the unemployed; and
  - 33 • Support for the Public Safety Employer-Employee Cooperation Act; and
  - 34 • Support for meaningful immigration reform that meets AFL-CIO standards; and
  - 35 • Support for protection of Social Security and Medicare; and
  - 36 • Oppose efforts to re-segregate public schools; and
  - 37 • Oppose school voucher programs; and
  - 38 • Oppose contracting-out, privatization and cuts in the postal service; and
  - 39 • Oppose relaxation of overtime laws; and
  - 40 • Oppose trade agreements that destroy American jobs; and

41 BE IT FUTHER RESOLVED, that the North Carolina State AFL-CIO, central labor councils, and affiliated local  
42 unions fully support the AFL-CIO "Bring Our Jobs Back" Campaign.

43  
44 Submitted by: North Carolina State AFL-CIO Executive Board

45  
46 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

1 FEDERAL LEGISLATIVE Committee

2  
3 **Resolution #6**

4 FEDERAL EMPLOYEES ALREADY HAVE GIVEN ENOUGH

5  
6 WHEREAS, the 2.6 million civilian employees of the federal government perform a multitude of jobs on behalf  
7 of the American people, including but not limited to, care for veterans; administration of Social Security,  
8 veterans benefits, Medicare, and Medicaid; collection, processing, and delivery of mail; border security;  
9 guarding inmates in federal prisons; ensuring the safety of airline passengers; and enforcing law and  
10 regulations regarding public health, environmental protection, fair housing and housing for the poor,  
11 workplace safety, private pensions, wage and hour standards, and logistics, administration, repair, and  
12 maintenance of weapons and other support for our military; and

13  
14 WHEREAS, federal employees are substantially underpaid for performing this important work. Salaries of  
15 federal employees are on average 24 percent below those of comparable jobs in the private sector. Their  
16 health insurance is less generous than that provided by large firms in the private sector. Their pensions are  
17 equivalent—not more generous—than those provided to employees of large private firms; and

18  
19 WHEREAS, there has been relentless pressure to reduce the compensation of federal employees. Such  
20 proposals have been justified by the need to bring their compensation down to the level of the worst private  
21 employers or to reduce the deficit. However, federal employee compensation already is too low, and federal  
22 employees played no part in causing the economic crisis or the increase in the federal budget deficit that  
23 resulted from the crisis; and

24  
25 WHEREAS, the successful campaign to reduce the compensation of federal employees began with the current  
26 unprecedented two-year pay freeze that is scheduled to expire in January, 2013. This sacrifice by federal  
27 employees already has produced \$60 billion in budget savings over 10 years; and

28  
29 WHEREAS, the pay freeze was followed by tax increases on federal employees in the form of a mandatory  
30 increase in their pension contributions. In February 2012, federal and postal employees were required to  
31 contribute \$15 billion over 10 years, which added up to 50 percent of the cost of legislation to extend the  
32 federal unemployment benefit program. The unemployment extension bill required a 2.3 percent reduction in  
33 salary, in the form of an increased pension contribution, for employees hired after 2012. By contrast, BLS data  
34 show that among private employers that provide defined-benefit pensions such as FERS and CSRS annuities,  
35 96 percent pay the entire cost of providing that benefit and charge the employee nothing. Federal employees  
36 already have given up \$75 billion over 10 years through the two-year pay freeze and the increase in pension  
37 contributions; and

38  
39 WHEREAS, a similar dynamic has forced more than 125,000 job cuts in the Postal Service in recent years, as  
40 Congress has refused to reform a grossly unfair mandate to pre-fund future retiree health benefits for postal  
41 workers decades in advance. This Bush-era mandate, which no other agency or private company in America  
42 faces, is responsible for 85 percent of the financial losses recorded by the U.S. Postal Service since 2007; now

43  
44 THEREFORE BE IT RESOLVED, that those in the North Carolina labor movement fight all efforts to privatize,  
45 outsource, reduce, undermine, politicize, underpay, or undervalue the work performed on behalf of the  
46 American people by our federal workforce should be vigorously opposed, and

47  
48 BE IT FUTURE RESOLVED, that delegates to the NC AFL-CIO Convention convened on September 13, 2012  
49 voice their vehement condemnation of and actively oppose any efforts to dismantle, privatize, reduce postal  
50 services and to attack workers' right to collective bargaining; and

51  
52 BE IT FURTHER RESOLVED, that this resolution be sent to every N.C. Congressional Representative urging  
53 support for legislation which would eliminate the milking of Postal Service revenues to fill government coffers



1 while starving the Postal Service and would allow the Postal Service to continue to fully carry out its mission to  
2 the U.S. public; and

3

4 BE IT FURTHER RESOLVED, that the delegates to this Convention circulate this resolution among their affiliates  
5 and encourage their members to actively stand together with neighbors, families, friends, the public at large  
6 and the postal workers and their unions to defend the public postal service, good jobs, and strong  
7 communities.

8

9 Submitted by: North Carolina State AFL-CIO Executive Board

10

11 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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1 HEALTHCARE Committee

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**Resolution #7**  
BUILDING ON THE AFFORDABLE CARE ACT

WHEREAS, the U.S. Supreme Court’s decision upholding the constitutionality of the Affordable Care Act (ACA) is only the beginning of the next phase of health care reform; and

WHEREAS, the path forward should be clear: First, we must move full speed ahead to implement the ACA; second, we must firmly reject efforts to undo the progress that already has been made with the ACA, Medicaid and Medicare; and third, we must build upon the ACA, Medicaid and Medicare to achieve our goal of quality health care for all; and

WHEREAS, now that the ACA has been ruled constitutional, states should act without delay to assure that 33 million Americans will be able to obtain health care coverage through the Medicaid program and new health insurance exchanges beginning in 2014; and

WHEREAS, all states should implement the expansion of Medicaid to cover people with incomes below 138 percent of the federal poverty level. It would be immoral and politically foolish for governors to refuse this expansion of coverage to the uninsured, which is 100 percent federally funded in the first three years and 93 percent federally funded over the first decade, and which would reduce state spending for the uninsured; and

WHEREAS, states have until Nov. 16, 2012, to submit to the Centers for Medicare and Medicaid Services their applications to operate new health insurance exchanges under the ACA. Whether states choose to operate exchanges on their own or in partnership with the federal government, they should move forward without delay; and

WHEREAS, the federal government should insist that exchanges operate with high standards of quality and cost-effectiveness and not become captives of the large insurance companies. Implementation of the ACA, including the exchanges, must strengthen rather than threaten employment-based plans, such as multiemployer funds, that already operate under such high standards. Employment-based coverage could be in imminent danger if the exchanges are structured without safeguarding these funds; and

WHEREAS, the ACA will extend health care coverage to as many as 33 million more Americans, implementation of the Act must ensure that there are enough health care professionals—including doctors, nurses, paraprofessionals, and direct care workers—where they are most needed. Education and professional training are essential to meet this increased demand; and

WHEREAS, the ACA provides resources to expand the workforce of primary care providers, shift care into community settings, and create a National Health Care Workforce Commission, and it is critical that Congress fully fund these efforts. What should be clear by now is that the ACA is here to stay, and the process of health care reform must continue moving forward, not backward; and

WHEREAS, there is overwhelming public support for the many ways in which the ACA improves our health care system. Because of the ACA, seniors will save money on prescription drugs as the Part D donut hole is closed over the next eight years. Insurance companies no longer will be able to deny coverage due to pre-existing conditions, charge women more or drop coverage for those who get sick. Six million young adults will continue being covered by their parents’ health plan. The ACA sets limits on the amount of money that insurers can spend on their own profits, salaries and marketing, which already has resulted in rebates of \$1.1 billion to businesses and families who were overcharged. And the ACA guarantees no-cost preventive care, from which 86 million people already have benefited; and

WHEREAS, the ACA is a historic achievement in which President Obama and Democrats in Congress can and should take enormous pride. The moral high ground belongs to those who have fought and continue fighting

1 to make our health care system better for ordinary Americans, not to those who would undo the  
2 improvements, increase costs for consumers, increase the number of people without health care and even  
3 increase the deficit in the process; now

4  
5 THEREFORE BE IT RESOLVED, that the delegates to this Convention call on Republicans in Congress to stop  
6 wasting everyone’s time trying to repeal or defund the ACA. The ACA was enacted for a reason: because our  
7 healthcare system was broken. A return to the way things were before the ACA was enacted is simply not an  
8 option; and

9  
10 BE IT FUTHER RESOLVED, the delegates to this Convention oppose the proposals by Republican presidential  
11 candidate and former Gov. Mitt Romney and other Republicans to “block grant” Medicaid and undo much of  
12 the progress America already has made through this program. The Romney proposal would cap Medicaid  
13 spending with a block grant that cuts \$200 billion per year. Block granting proposals are premised on the  
14 assumption that Medicaid is wasteful or inefficient, but the fact is that Medicaid costs 20 percent less than  
15 private insurance for adults and 27 percent less than private insurance for children; and

16  
17 BE IT FUTHER RESOLVED, that the delegates to this Convention call on Congress to protect the integrity of  
18 Medicaid by ensuring that inherently governmental functions, such as determining beneficiary eligibility, are  
19 not privatized; and,

20  
21 BE IT FUTHER RESOLVED, that the North Carolina union movement help to reject and defeat Republican  
22 proposals to replace guaranteed Medicare benefits with a flat payment of “premium support”—also known as  
23 a voucher—which effectively would end Medicare as we know it.

24  
25 Submitted by: North Carolina State AFL-CIO Executive Board

26  
27 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

28

1 COPE COMMITTEE

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3 **Resolution #8**  
4 RESTORING DEMOCRACY

5  
6 WHEREAS, two years ago, the Supreme Court seriously undermined our democracy when, continuing a trend  
7 of deregulatory campaign finance decisions, it ruled to allow unlimited independent campaign spending by  
8 business corporations and other groups; and

9  
10 WHEREAS, the Citizens United ruling further tilted the playing field in favor of the 1% and against the 99%,  
11 whose voices are being drowned out by excessive spending and influence by corporations and the wealthy;  
12 and

13  
14 WHEREAS, since the Citizens United ruling came down, and particularly since the rise of the Occupy Wall  
15 Street movement, there has been growing momentum in support of public policy solutions aimed at curbing  
16 excessive corporate influence and restoring greater balance in our political process. From federal, state and  
17 local initiatives to bring about greater transparency and disclosure of spending by corporate interests and  
18 wealthy donors, to proposals for a constitutional amendment restoring Congress' ability to regulate campaign  
19 spending, to calls for abolishing corporate "personhood," people from coast to coast have sounded the alarm  
20 about the need for reforms to rein in excessive corporate influence in our democracy; and

21  
22 WHEREAS, Citizens United ruling has opened the floodgates to massive spending by corporations and even  
23 more so by wealthy donors. They are pouring money into our electoral system and threaten to drown out the  
24 voices of hard-working Americans. Common-sense restrictions on their spending are needed, along with  
25 robust disclosure of their contributions and expenditures—including their contributions to organizations  
26 engaged in electoral activity; now

27  
28 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO and its affiliates support the overturning of  
29 the Citizens United decision and call for immediate action to end the dominance of our political system by  
30 corporations and the 1%; and

31  
32 BE IT FUTHER RESOLVED, that the North Carolina AFL-CIO support public financing of campaigns, limitations on  
33 individual contributions to candidates and parties and public disclosure of political expenditures, and also  
34 support measures to enable citizens to vote more easily, and to oppose voter identification and similar  
35 measures that are aimed at seizing partisan advantage through disenfranchisement; and

36  
37 BE IT FUTHER RESOLVED, we oppose misleadingly labeled "paycheck protection" measures that would  
38 exacerbate inequality by hampering union political activity while leaving corporate and rich individuals'  
39 political spending unimpeded.

40  
41 Submitted by: North Carolina State AFL-CIO Executive Board

42  
43 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

44

1 SOLIDARITY Committee

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**Resolution #9**

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**WORKERS STAND FOR AMERICA AND A SECOND BILL OF RIGHTS**

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6 WHEREAS, on Saturday, Aug. 11, 2012 more than 40,000 working families came together in Philadelphia in the  
7 first major action of the Workers Stand for America campaign, the centerpiece of which is America's Second  
8 Bill of Rights; and

9

10 WHEREAS, the goal of Workers Stand for America is to counter those forces preaching austerity for the vast  
11 majority of working families and to focus national attention on jobs, economic opportunity and restoring the  
12 American Dream for all; and

13

14 WHEREAS, the economic recovery is not reaching the vast majority of working men and women in America,  
15 and it is time to refocus the agenda on rebuilding economic opportunity for all. Our message to both political  
16 parties is to return to the basic values that created America's best days; now

17

18 THEREFORE, BE IT RESOLVED, that the delegates to this convention call on our political leaders and other  
19 policy makers to make real the five points in America's Second Bill of Rights;

20

- Full employment and a living wage; and
- Full participation in the political process; and
- A voice at work; and
- A quality education for all; and
- A secure and healthy future; and

21

22

23

24

25

26 BE IT FUTHER RESOLVED, that all delegates to this convention actively participate in this campaign by  
27 mobilizing and educating the local union membership and community partners as to help make the Bill of  
28 Rights a reality for all Americans.

29

30 Submitted by: North Carolina State AFL-CIO Executive Board

31

32 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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1 SOLIDARITY Committee

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**Resolution #10**  
SUPPORT FOR DEFERRED ACTION

WHEREAS, on June 15, 2012, President Barack Obama announced a new immigration policy to stop the deportation of Dream Act eligible students and grant them work authorization. This will potentially benefit more than one million immigrant youth who have been part of our society for years, yet have lived under the fear of deportation.

WHEREAS, the U.S. labor movement has been a strong advocate of the federal Dream Act and comprehensive immigration reform. This new policy provides an opportunity for us to strengthen ties between the labor movement and immigrant communities, to reach out to immigrant youth to encourage them to apply for deferred action, and to oppose Mitt Romney who pledges to veto the Dream Act and embraces the draconian anti-immigrant policies that were passed by the Arizona legislature.

WHEREAS, the United States is a land of immigrants, and our labor movement was built in large part by immigrant workers generations ago;

WHEREAS, the U.S. labor movement supports the federal Dream Act and comprehensive immigration reform;

WHEREAS, the immigration policy being implemented by the Obama Administration is a positive development supported by the vast majority of American people;

WHEREAS, now more than one million immigrant youth will have the opportunity to emerge from the shadows, free from fear of deportation, and fully contribute to our society;

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO applauds the Obama Administration for implementing “Deferred Action” for Immigrant Youth; and

BE IT FUTHER RESOLVED, That we encourage our union affiliates to work with immigrant communities to assist immigrant youth to apply for Deferred Action, and to open union offices to assist in meetings and outreach activities for immigrant youth; and

BE IT FUTHER RESOLVED, we pledge to continue to support the Federal Dream Act and comprehensive immigration reform, and to oppose the anti-immigrant policies being advocated by Mitt Romney.

Submitted by: North Carolina State AFL-CIO Executive Board

Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

1 RESOLUTIONS Committee

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**Resolution #11**

4

**SUPPORT FOR DEFERRED ACTION**

5

6 WHEREAS, Reynolds Tobacco Company, a wholly owned subsidiary of Reynolds American Inc. based in

7 Winston Salem, NC, is the second largest tobacco company in the United States; and

8

9 WHEREAS, the farm workers harvesting tobacco utilized by Reynolds Tobacco suffer hardships such as long

10 hours of stoop labor in the fields, harassment in their work, abject poverty, miserable housing in their labor

11 camps and the denial of basic labor and human rights protections; and

12

13 WHEREAS, each year countless numbers of tobacco farm workers are affected by green tobacco sickness,

14 caused by an overexposure to nicotine and other chemicals found in tobacco leaves. Many of these workers

15 receive little or no medical attention. The vast majority of tobacco farm workers in North Carolina and the

16 South harvesting tobacco are not covered under workers compensation insurance; and

17

18 WHEREAS, the Farm Labor Organizing Committee, AFL-CIO, which already represents thousands of migrant

19 workers employed by growers of the North Carolina Growers Association, has launched a campaign to gain

20 dignity, respect and safe working conditions for tens of thousands of tobacco farm workers in North Carolina

21 harvesting tobacco for Reynolds American, Inc; and

22

23 WHEREAS, FLOC wants Reynolds to honor its responsibility for the conditions and compensation of the

24 workers in the fields that produce their tobacco. Reynolds has a fundamental responsibility for how tobacco

25 farm workers are paid and how they are treated; and

26

27 WHEREAS, Reynolds American, Inc., has agreed after nearly 5 years of public pressure from FLOC and other

28 supporters to meet with FLOC to discuss the conditions of the farm workers harvesting tobacco used by

29 Reynolds; now

30

31 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO calls on the new Reynolds American CEO to

32 ensure that Reynolds works with FLOC to develop a written agreement that guarantees freedom of association

33 and collective bargaining to tobacco farm workers to ensure that these conditions do not exist on contract

34 farms in the Reynolds supply chain ; and

35

36 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO and its affiliates will communicate directly

37 with CEO Daniel Delen by letter and other means calling on him to work with FLOC until a written agreement is

38 reached, and continue these activities until FLOC is satisfied with the company's response; and

39

40 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO commits itself and its affiliates to bring

41 justice to tobacco farm workers in the South and to engage in activities to support FLOC until FLOC informs the

42 North Carolina AFL-CIO that its goals have been achieved; and

43

44 BE IT FURTHER RESOLVED, that before FLOC targets any other tobacco manufacturer whose employees are

45 represented by a NC AFL-CIO affiliated union, FLOC leadership will meet with that local union's leadership to

46 discuss strategy around any campaign targeting that company.

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48 Submitted by: North Carolina State AFL-CIO Executive Board

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50 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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1 RESOLUTIONS Committee

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3 **Resolution #12**

4 SUPPORT OF LOCKED-OUT BCTGM WORKERS AT AMERICAN CRYSTAL SUGAR

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6 WHEREAS, For over 50 years workers who are employed by American Crystal Sugar have been represented the  
7 Bakery Confectionary Tobacco Workers and Grain Millers International Union (BCTGM) in Iowa, Minnesota,  
8 and North Dakota; and

9  
10 WHEREAS, On July 31, 2011, after having negotiated since May 2011, the 1,300 members of BCTGM firmly  
11 rejected the company's final offer which included significant increases to workers' health care costs, major  
12 changes to job security, including the right to outsource work, and the gutting of seniority rights; from this  
13 company who is the nation's largest sugar beet processor, with net revenues of \$1.2 billion for four straight  
14 years; and

15  
16 WHEREAS, On August 1, 2011, workers arrived at work to find that American Crystal Sugar had locked them  
17 out of their jobs, and replaced these skilled workers with unskilled, cheap labor causing undue hardship on  
18 not only the workers but their families and the communities where they live; and

19  
20 WHEREAS, This prolonged lockout is costing the Red River Valley in Minnesota, North Dakota and Iowa  
21 millions of dollars each month due to lost wages, growing demand for social services and severely curtailed  
22 spending by locked-out workers and their families; and

23  
24 WHEREAS, The Company's CEO David Berg, has taken a hard line against any negotiations with the union,  
25 referring to the long standing collective bargaining agreement as a "cancerous tumor", replacing a profitable  
26 cooperative partnership among farmers, factory workers and managers with distrust, hard feelings, rising  
27 expenses and sinking profits; and

28  
29 WHEREAS, The lockout is making no contribution whatsoever to the well-being of the people of the Red River  
30 Valley or of Iowa, Minnesota or North Dakota proving "an injury to one is an injury to all"; now

31  
32 THEREFORE BE IT RESOLVED that the North Carolina State AFL-CIO stands in Solidarity with the 1,300  
33 members of the BCTGM and their families, honoring them for their courage and tenacity in resisting injustice  
34 and corporate greed and for their powerful commitment to dignity for workers; and

35  
36 BE IT FURTHER RESOLVED, the North Carolina State AFL-CIO will encourage members and affiliates to STAND  
37 AND BE COUNTED by contributing to the MN AFL-CIO Lockout Action Fund. The fund will convert \$100  
38 donations into things like a new school outfit of clothes, socks, under garments and shoes for a "locked out"  
39 kid, and possible food items like a grocery package of meat, potatoes, vegetables, and fruits for the family.  
40 Families with no children in school may receive a gas card and the same possible types of groceries as families  
41 with kids in school. Funds may also be used to support the lockout in other ways; and

42  
43 BE IT FURTHER RESOLVED, the North Carolina State AFL-CIO will distribute STAND AND BE COUNTED flyers and  
44 other printed materials to encourage contributions to Action and Relief Fund projects supporting BCTGM  
45 workers and their families; and

46  
47 BE IT FURTHER RESOLVED, the North Carolina State AFL-CIO will continue to ask affiliates and community  
48 partners to STAND AND BE COUNTED by sharing information about this project and others to support BCTGM  
49 members as they say, "WE WILL NOT BE STARVED INTO SUBMISSION BY UNFAIR COMPANY DEMANDS!"

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51 Submitted by: North Carolina State AFL-CIO Executive Board

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53 Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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**Resolution #13**  
RESOLUTION IN SUPPORT OF THE GLOBAL HYATT BOYCOTT

WHEREAS, Hyatt Hotel Corporation has taken advantage of the dire economic conditions facing the country by proposing major cuts in established health insurance benefits for its unionized workers in Chicago, San Francisco and Los Angeles; and

WHEREAS, Hyatt has refused the request by workers in several cities including Indianapolis, San Antonio, Santa Clara, Scottsdale, San Francisco and Long Beach for a fair process to select a union. The Grand Hyatt San Antonio recently settled a NLRB complaint which alleged that workers had been intimidated and retaliated against for participating in legally protected union activities; and

WHEREAS, Hyatt in Boston fired approximately 100 long time employees in three Boston area hotels and replaced them with subcontracted workers at minimum wage and no health insurance. The subcontracted workers now clean as many as 30 rooms a day, nearly double what is typically required of union workers. Many of the fired employees report that Hyatt required that they train their replacements; and

WHEREAS, A study published in the American Journal of Industrial Medicine examining hotel worker injuries from 50 U.S. hotels demonstrated that housekeepers at Hyatt hotels were more likely to be injured on the job than housekeepers at hotels of other major companies. The study also found that Hispanic housekeepers had the highest rate of all housekeepers, making them almost twice as likely to be injured as white housekeepers in the study; and

WHEREAS, In one especially egregious example of disrespect for its workers, on July 21, 2011, heat lamps in the awning above the Park Hyatt Chicago front entrance were turned on striking workers the morning a strike began and turned off shortly after reports about them surfaced in the press. That day, an excessive heat warning was issued by the National Weather Service, with heat index readings climbing above 100 degrees in downtown Chicago; and

WHEREAS, In response, Hyatt workers have taken bold steps to end mistreatment, speaking publicly about abuses, going on strike, and even launching a global boycott of Hyatt; and

WHEREAS, the national AFL-CIO, along with a broad number of national organizations has endorsed the Global Boycott of Hyatt Hotels; now

THEREFORE BE IT RESOLVED that the North Carolina State AFL-CIO reaffirms the Global Boycott called against Hyatt Hotels. We will not eat, meet, or sleep in boycotted Hyatt Hotels; and

BE IT FURTHER RESOLVED, The North Carolina State AFL-CIO will make affiliates, community allies and union members aware of the boycott and will ask them to make the pledge; and

BE IT FURTHER RESOLVED, The North Carolina State AFL-CIO will picket, march, and mobilize in various ways to support workers wanting to form a union without employer intimidation and for a fair and just contract.

Submitted by: North Carolina State AFL-CIO Executive Board

Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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**Resolution #14**

RESOLUTION TO BUILD A POWERFUL NATIONWIDE MOVEMENT TO SAVE THE PEOPLE’S POST OFFICE

Whereas, in view of the devastating attacks on the Postal Service that have been announced by the Postmaster General – which threaten to eliminate 220,000 living-wage postal jobs from our communities.... close half the distribution plants and cut the hours and/or close thousand of post offices, mostly in poor and rural areas.... degrade service standards and delay the mail by a minimum of 1 to 3 days.... eliminate 6-day delivery and curtail door-to-door delivery of the mail, among many other proposed cutbacks – altogether threatening the very survival of the people’s Post Office which for over 200 years has provided universal mail service at uniform rates to every part of the United States, and has the support of the great majority of our people; and

Whereas, the Post Office receives no federal tax money. Its total income is derived from the labor and skill of hundreds of thousands of postal workers who serve millions of customers daily [and also operate the nation’s largest fleet of trucks]. The Post Office is a strategic “multiplier industry” in transportation and communications, with up to 8 million workers in related industries depending directly or indirectly on the USPS for their livelihoods; and

Whereas, the postal system continues to thrive despite competition from the internet, and despite the severe economic downturn. Postal revenues just about matched expenses over the last four years – until they slapped the USPS with an unprecedented \$5.5 Billion a year charge to pre-fund retiree health benefits, and drained away an additional \$50-70 Billion by over-funding postal pensions (according to government reports). This is a manufactured crisis, providing Postmaster General Donahoe and the richest 1% with their phony arguments that the postal system is broke – and preparing the way for an attempt to sabotage, dismantle and privatize this trillion dollar industry and run it for private profit; and

Whereas, the USPS Transformation Plan also calls for contracting out mail processing & retail outlets; reducing health, pension and workers compensation benefits; and

Whereas, Congress is considering numerous versions of these disastrous USPS management plans as well as bills which would fix the postal finances without tax dollars; and

Whereas, the APWU, NPMHU, NALC and NRLCA called a powerful joint day of action in over 450 cities on September 27, 2011; and

Whereas, the postal system belongs to the people. To safeguard our heritage, and ensure that the interests of the people are being protected, the Post Office needs to be publicly owned and run in the public interest.

Therefore be it resolved, that the North Carolina AFL-CIO meeting in our September 2012 Convention in Raleigh, NC, working together with our postal union affiliates, encourage the formation, in cities and towns throughout the country, of Community/Labor Coalitions to Save Postal Jobs and Services – to build a powerful nationwide movement to defeat privatization, maintain living-wage jobs, expand postal services, and save the Post Office as a public good;

And be it further resolved, that the NC AFL-CIO encourage our affiliates to join with local APWU, NPMHU, NRLCA, and NALC affiliates and community groups in building such a Community/Labor Coalition in North Carolina, and encourage our affiliated unions, Central Labor Councils, AFL-CIO and Change to Win to take similar initiatives.

And be it finally Resolved, that the N.C. AFL-CIO 2012 State Convention go on record endorsing the call for a massive rally of postal workers, postal patrons and our allies in Washington, DC to Save America’s Postal Service.

Submitted by Delegate Richard Kortiz  
Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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**Resolution #15**

Resolution Supporting Striking Chicago Teachers

Whereas, 26,000 Chicago public school teachers represented by the American Federation of Teachers (AFT) have been forced to strike in defense of their jobs and public education. 98% of the members voted to authorize the strike, and

Whereas, this significant labor battle is not only in defense of job security and quality education but also in defense of their union at a time when public sector workers and unions as well as the entire labor movement are under intense attack by Wall Street and corporate interests, and

Whereas, Mayor Rahm Emmanuel and the Chicago School Board proposals call for closing “failing schools” which would then either be directly privatized or made into charter schools, both staffed by non-union personnel, and

Whereas, Mayor Emmanuel’s proposals also include basing teacher advancement and job security on results of standardized testing, in essence blaming public sector teachers for the societal problems of poverty and discrimination. This could result in 6,000 union teachers losing their jobs, and

Whereas, the Chicago Teachers Union, the oldest AFT Local in the country, is fighting the good fight, refusing to bow to these anti-public teacher, anti-student and anti-union concessions, and

Whereas, a foundation of our labor movement is “Solidarity Forever”. Therefore be it,

Resolved that the NC AFL-CIO Convention, convened this September 13-14, 2012, salute the fighting Chicago teachers, extend our solidarity in the spirit that “an injury to one is an injury to all” and a victory in Chicago will be a victory for all unions, and be it further

Resolved, that all affiliates of the NC AFL-CIO be encouraged to stand in solidarity with the Chicago public teachers, and be it further

Resolved that this Resolution be forwarded to the Chicago Teachers Union, the American Federation of Teachers, the AFL-CIO and the Change to Win Coalition.

Submitted by Delegate Richard Kortiz

Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

1 RESOLUTIONS Committee

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**Resolution #16**

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VOTE BY MAIL

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WHEREAS: Vote by Mail elections result in increased voter participation and have been shown to be cost

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efficient; and

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WHEREAS: Vote by Mail elections create a paper trail of ballots that can be recounted by machine or manually to insure that every vote has been tallied accurately; and

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WHEREAS: Vote by Mail is voter friendly and convenient by eliminating the need for voters to take time off work or be away from family obligations. It eliminates wating in line to vote and allows adequate time to make informed decisions in familiar surroundings; and

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WHEREAS: Vote by Mail has been endorsed by the National AFL-CIO at the 2005 National Convention,

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NOW THEREFORE BE IT RESOLVED that the North Carolina AFL-CIO gathered in its September 2012 convention in Raleigh, NC endorse and support VOTE BY MAIL elections.

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Submitted by Delegate Richard Kortiz

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Date: 9/14/12 **Adopted** | Rejected | Withdrawn | Amended

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