

- 1 NORTH CAROLINA STATE AFL-CIO
- 2 59th ANNUAL CONVENTION RESOLUTIONS
- 3

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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 members and  
10 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, Dan Stephens, the following local unions  
17 have affiliated with the North Carolina State AFL-CIO: IAMAW 2924; now

18

19 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO, its officers, its vice-presidents, its staff,  
20 and 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, that the vice-presidents personally contact unaffiliated local unions in their  
24 international unions so that these brothers and sisters feel welcome to be a part of the state federation and  
25 central labor 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

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1 COPE Committee

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**Resolution #2**  
SUPPORT FOR COPE PROGRAM

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

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WHEREAS, in 2016 we will elect people to the U.S. Senate, the U.S. House, the Governorship, the state legislature, the state judiciary, and other offices; and

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WHEREAS, we believe strongly in Sam Gompers' admonition to "reward our friends and defeat our enemies"; and

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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

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WHEREAS, the following unions have made a financial contribution to the North Carolina State AFL-CIO 2016 Victory Fund: AFGE 1738, AFSCME 1645, American Income Life, APWU 145, BCTGM PAC, CWA 3607, IAMAW 2296, IAMAW NC, IATSE 491, IBEW 342, IBEW 379, Southeastern NC CLC, Southern Piedmont CLC, Triangle Labor Council, UAW CAP Council, UAW 2404, UFCW-ICWUC 427, UFCW 1208, USW 507; now

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THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO Committee on Political Education endorse candidates for legislative and local office who have been recommended by a political committee at the appropriate central labor council or the State AFL-CIO Executive Board; and

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BE IT FURTHER RESOLVED, that every local be urged to participate in the Labor 2016 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 2016 elections; and

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33

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.

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Submitted by: North Carolina State AFL-CIO Executive Board

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1 STATE LEGISLATIVE Committee

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**Resolution #3**

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REPEAL H.B. 2

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6 WHEREAS, North Carolina House Bill 2 is legislation that promotes discrimination inside and outside the

7 workplace; and

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9 WHEREAS, under H.B. 2, no local government or other political subdivision of the state may place on  
10 employers any requirements as to wages, hours, benefits, leave or child labor protections that are greater

11 than allowed by the legislature itself; and

12

13 WHEREAS, under H.B. 2, no local government or subdivision of the state can require even of contractors doing  
14 work for that governmental entity to provide any greater wages, benefits, or protections than allowed by the

15 legislature; and

16

17 WHEREAS, under H.B. 2, the statute of limitations to bring suit in state court for workplace discrimination has  
18 been severely shortened; and

19

20 WHEREAS, the passage of H.B. 2 has cost our state countless dollars in lost revenue, work, and jobs; now

21

22 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO and convention delegates stand opposed  
23 to H.B. 2 and to urge legislators to repeal H.B. 2 in its entirety; and

24

25 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO continue to educate affiliated unions and  
26 their members about the harms caused by H.B. 2.

27

28 Submitted by: IATSE 322

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1 FEDERAL LEGISLATIVE Committee

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3 **Resolution #4**  
4 SUPPORTING THE WAGE ACT

5  
6 WHEREAS, workers' wages have been stagnant for years and continue to fall behind even as the economy  
7 improves; and

8  
9 WHEREAS, forming a union and addressing wages and benefits through collective bargaining is the best way  
10 for working people to raise their own pay; and

11  
12 WHEREAS, on average unionized workers earn \$207 more per week than non-unionized workers and  
13 unionized workers also have more access to paid holidays, paid sick leave, life insurance, medical insurance,  
14 and retirement benefits than workers who are not unionized; and

15  
16 WHEREAS, because collective bargaining emphasizes equal pay and fair treatment in the workplace, union  
17 membership can be especially beneficial to working women, workers of color, and immigrant workers; and

18  
19 WHEREAS, the National Labor Relations Act protects the rights of private-sector workers regardless of union  
20 membership to engage in collective, concerted activity with their co-workers to win improvements on the job  
21 like equal pay, scheduling flexibility, paid sick days, and training and promotional activities; and

22  
23 WHEREAS, penalties against employers who interfere with or retaliate against workers for exercising their  
24 rights are pathetically weak and do not adequately protect workers' basic rights or deter employer law-  
25 breaking; and

26  
27 WHEREAS, the National Labor Relations Act (NLRA) needs to be strengthened so that workers' rights to engage  
28 in collective action to win improvements on the job are protected, and so that employers who violate the law  
29 face penalties; and

30  
31 WHEREAS, the Workplace Action for a Growing Economy (WAGE) Act would strengthen remedies under the  
32 NLRA by (1) requiring the NLRB to seek preliminary reinstatement of workers who are illegally fired in  
33 retaliation for exercising their rights to join together for improvements on the job; (2) imposing financial  
34 penalties on employers, including corporate officers and directors, who violate their workers' rights; (3)  
35 provide triple back pay as a standard remedy when workers are discharged illegally; and (4) establishes the  
36 right for workers to bring their cases in court - as well as to the NLRB - just as they can under civil rights laws;  
37 and

38  
39 WHEREAS, until the law actually protects workers who come forward to demand better treatment, the rights  
40 they supposedly enjoy under the NLRA will remain empty promises; now

41  
42 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO call upon all federal officials representing  
43 the state to support the WAGE Act and co-sponsor either the Senate or House bills (S. 2042 and H.R. 3514);  
44 and

45  
46 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO call upon all central labor councils and locals  
47 within our state to pass resolutions urging their federal representatives to co-sponsor and support the WAGE  
48 Act.

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

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1 FEDERAL LEGISLATIVE Committee

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**Resolution #5**  
OPPOSING EXTENSION OF DISASTROUS TRADE POLICIES

WHEREAS, U.S. trade deals for the past 25 years have been corporate-driven, incorporating rules that skew benefits to economic elites while requiring working families to bear the brunt of such policies; and

WHEREAS, Hillary Clinton, House Democratic Leader Nancy Pelosi, and Senate Majority Leader Harry Reid oppose the Trans-Pacific Partnership; and

WHEREAS, members of Congress of both parties publicly oppose the Trans-Pacific Partnership; and

WHEREAS, hundreds of state and local elected officials from across the country publicly oppose the Trans-Pacific Partnership; and

WHEREAS, the growing trade deficits, driven by the North American Free Trade Agreement (NAFTA), China’s accession to the World Trade Organization, and the U.S.-Korea Free Trade Agreement, have displaced 700,000, 3.2 million, and 95,000 jobs, respectively; and

WHEREAS, jobs lost due to trade devastate families and entire communities and can permanently reduce lifetime earnings for hundreds of thousands of workers; and

WHEREAS, since NAFTA, the long decline of the American manufacturing base—exacerbated by bad trade policies that reward outsourcing—has undermined our economic security and poses a direct threat to our national security; and

WHEREAS, the offshoring of manufacturing and service jobs deprives local and state governments of sorely needed revenues, jeopardizing the livelihoods of millions of public servants as well as construction workers whose jobs depend upon infrastructure building, repair and maintenance; and

WHEREAS, under NAFTA-style trade rules, the U.S. annual trade deficit has increased dramatically from 70 billion in 1993, the year before NAFTA went into effect, to more than \$500 billion in 2015; and

WHEREAS, the disproportionate voice of powerful global corporations in the formation of U.S. “free trade” agreements have advanced an agenda that undermines the public interest and threatens democracy; and

WHEREAS, NAFTA and all but two of the U.S. trade deals that followed it include special legal rights for foreign investors, known as “investor-to-state dispute settlement” or ISDS, that allow foreign firms to bring cases before panels of international corporate lawyers, who are empowered to award vast unlimited sums of taxpayer money in compensation on the basis that a federal, state, or local decision violates investor “rights” under the trade deal; and

WHEREAS, foreign investors already have used NAFTA’s ISDS provisions to challenge decisions regarding local building permits, environmental regulations, state bans on toxic chemicals, and decisions of state courts; and

WHEREAS, promoting economic growth with equity in North Carolina requires an approach that reforms the entire trade negotiation process to ensure that voices of workers, farmers, small businesses, families, and communities are heard and their interests addressed; and

WHEREAS, given the enactment of fast track trade negotiating authority, states, localities, and their citizens will have no opportunity to correct shortcomings in the TPP; and

1 WHEREAS, repeating old mistakes in negotiating new trade agreements such as the TPP represents a missed  
2 opportunity to strengthen our economy, reduce income inequality, and promote sustainable growth; now  
3

4 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO oppose the TPP because it fails to provide  
5 and create economic opportunities for workers, protect labor rights, protect and support a clean environment  
6 and a safe food supply, safeguard our country from being sued, and will lead to a negative impact on our  
7 already diminishing U.S. trade balance; and  
8

9 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO call upon all federal elected officials  
10 representing the state to oppose TPP legislation, unless that legislation includes provisions that:

- 11 - Protect and promote traditional state and local prerogatives and authority under our federal system,  
12 including by ensuring that states and localities will not be required to comply with certain  
13 commitments, including any restrictions on preferences for local, state, or U.S. goods or services,  
14 without prior informed consent of the legislature or local lawmaking body;
- 15 - Ensure balanced trade and address the excessive, work-killing U.S. trade deficit;
- 16 - Include enforceable rules against currency manipulation, which countries such as China and Japan  
17 have used to tilt the playing field in their favor;
- 18 - Exclude investor-to-state dispute settlement (ISDS) and other provisions that favor foreign companies  
19 over domestic ones and undermine public choices;
- 20 - Ensure that countries cannot undercut U.S. based producers with weaker labor and environmental  
21 laws and enforcement;
- 22 - Ensure that the U.S. will engage in robust enforcement of trade rules, including labor and  
23 environmental rules;
- 24 - Include strong rules of origin to promote economic growth and job creation in the U.S.;
- 25 - Put the interests of people and the planet over the interests of private profit; and  
26

27 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO call upon Members of Congress in our state  
28 to refrain from voting on such important legislation during a "lame duck session" in order to avoid  
29 accountability issues, and also call upon central labor councils within our state to promote resolutions in their  
30 municipal governments to express similar sentiment from their local elected leaders.  
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32 Submitted by: North Carolina State AFL-CIO Executive Board  
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1 SOLIDARITY Committee

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**Resolution #6**  
OPPOSING THE WEAKENING OF THE OVERTIME REGULATIONS

WHEREAS, for almost 40 years, U.S. workers have seen declining benefits, flat or falling wages, and growing inequality; and

WHEREAS, one factor contributing to growing income inequality has been the erosion of overtime protections under the Fair Labor Standards Act (FLSA); and

WHEREAS, under overtime eligibility regulations issued by the Labor Department, a salary threshold is used to determine whether salaried workers are eligible for overtime protection; and

WHEREAS, the eligibility of salaried workers earning less than the threshold is automatic, while the eligibility of salaried workers earning more than the threshold depends on their job duties and is therefore more uncertain; and

WHEREAS, the overtime salary threshold has not been adjusted since 2004, and before that since 1975; and

WHEREAS, the current overtime salary threshold of \$23,660 is completely inadequate and does not come close to reflecting the increased cost of living since 1975; and

WHEREAS, in 1975, 65% of salaried workers earned less than the threshold and were therefore automatically eligible for overtime (regardless of their job duties), while today only 7% of salaried workers are automatically protected (regardless of their job duties); and

WHEREAS, the failure to update the overtime salary threshold has led to millions of workers being denied overtime protection; and

WHEREAS, the erosion of overtime protection has allowed businesses to force more and more salaried workers to work overtime hours for no additional pay, thereby profiting from free labor; and

WHEREAS, the erosion of overtime protection has denied millions of workers overtime pay and time away from work to spend with their families and has weakened the incentive for employers to hire more workers to spread the work; and

WHEREAS, on July 6, 2015, the Labor Department started the process for updating the overtime eligibility rules, and its proposed overtime regulation received over 300,000 public comments, the most ever for a Labor Department regulation; and

WHEREAS, on May 18, 2016, Labor Secretary Tom Perez announced a final overtime regulation that nearly doubled the overtime salary threshold to \$47,476 (or \$913 per week), to take effect on December 1, 2016; and

WHEREAS, the final overtime regulation, most importantly, provided for indexing and updating the overtime salary threshold every three years, so overtime protections will not be eroded again in the future; and

WHEREAS, opposition to this long-overdue overtime update is an attempt to deny millions of workers a pay raise or time off to spend with their families (without a cut in pay), which would otherwise take effect on December 1, 2016; and

1 WHEREAS, various members of Congress, including some Democrats, doing the bidding of corporate interests  
2 opposed to overtime protection, have introduced legislation to weaken and delay the final overtime  
3 regulation; now

4

5 BE IT RESOLVED, that the North Carolina State AFL-CIO call upon our elected officials in the U.S. Congress to  
6 oppose any bill that attempts to weaken or delay the final overtime regulation; and

7

8 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO work with labor, community allies, and  
9 friends in Congress to publicly expose any members of Congress who supports any bill that attempts to  
10 weaken or delay the final overtime regulation.

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

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1 RETIREMENT SECURITY Committee

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**Resolution #7**

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**IT'S TIME TO TAKE THE RETIREMENT CRISIS SERIOUSLY**

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6 WHEREAS, the lack of retirement security in the United States is a crisis we must face head on because,  
7 nothing changes, more than half of today's working-age households will not be able to maintain their standard  
8 of living into retirement; and

9 WHEREAS, for many working families, saving for retirement is a luxury they can't afford because wages have  
10 been essentially flat for decades, as only the very rich have benefited from our nation's economic growth; and

11 WHEREAS, Social Security is one of the most effective tools to address this crisis. We should increase benefits  
12 across the board, and improve Social Security's annual cost-of-living adjustment to account for the higher  
13 health care costs faced by seniors. It is vital that we flatly reject any proposal to cut Social Security, whether  
14 through reductions in the benefit formula, retirement age increases, or any other alteration that would cut  
15 benefits to retirees, workers with disabilities or their families. We also should strengthen Social Security's  
16 financing by getting rid of the cap on taxable earnings (\$118,500 today) and consider broadening the sources  
17 of income that support benefits; and

18 WHEREAS, another powerful tool for retirement security is the defined-benefit pension, however, both  
19 governmental and nongovernmental policy makers have been complicit in undermining pensions and have  
20 created incentives for employers to cut or abandon them; and

21 WHEREAS, protecting pensions—both those that remain in the private sector and those that still are prevalent  
22 among public employees—will require undoing the funding and accounting rules that have stacked the deck  
23 against these plans; and

24 WHEREAS, at the state and local level, we must hold accountable the political leaders who cynically underfund  
25 pensions and then call for benefit cuts to address the shortfalls; and

26 WHEREAS, we must put an end to bankruptcy being used either to shed employers' pension obligations or to  
27 protect creditors and bondholders at the expense of workers and retirees. Pension obligations should be given  
28 a higher priority in bankruptcy, and workers should be granted a separate claim in bankruptcy court for lost  
29 pension benefits; and

30 WHEREAS, the shortcomings of 401(k) plans are numerous and widely acknowledged. Too many workers do  
31 not contribute or do not contribute enough. Fees and expenses are too high. Workers must make crucial  
32 investment decisions with bad advice or none at all, and face major risks involving capital markets and interest  
33 rates; and

34 WHEREAS, some policy makers had hoped that encouraging tweaks to 401(k) plan designs, like automatic  
35 enrollment, would be a silver bullet for many of these problems. It is now apparent, however, that much  
36 bigger changes are required; and

37 WHEREAS, greater transparency and lower fees and expenses should be priorities for policy makers. As with  
38 pensions, workers need greater protections in bankruptcy for 401(k) contributions employers fail to deposit in  
39 the plan, and against the losses that can come from having too much invested in employer stock. The  
40 Department of Labor must move forward, without any interference from Congress, in implementing strong  
41 rules for fiduciary investment advice given to 401(k) participants and IRA owners, and protecting against  
42 harmful conflicts of interest; and

43 WHEREAS, we must close the loophole that allows the very wealthy—particularly, company founders,  
44 investment bankers and venture capitalists—to use retirement accounts to shelter vast amounts of assets and  
45 income; and

1 WHEREAS, while no alternatives are in wide use today, 401(k)s should not and cannot be the only option  
2 working people have, if left without a defined-benefit plan. If we are to address the retirement crisis, we need  
3 new plan designs to serve the best interests of workers and retirees by maximizing their retirement income;  
4 and

5 WHEREAS, with slim prospects for meaningful federal change anytime soon, some states are attempting to set  
6 up their own retirement plans and savings programs. States can play a useful role by targeting workers who  
7 currently do not have access to a retirement plan at work; and

8 WHEREAS, nevertheless, federal law limits what states can do; for example, states cannot require employer  
9 contributions. As a result, these efforts will have far less impact than if Congress itself took responsibility for  
10 addressing the retirement security crisis facing working people; now

11 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO call on our elected representatives to  
12 meaningfully address our retirement income crisis so that those who have spent lifetimes of hard work are  
13 able to retire from that lifetime of hard work and maintain the standard of living as they so truly deserve.

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

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1 RESOLUTIONS Committee

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3 **Resolution #8**

4 AN ECONOMIC AGENDA FOR WORKING WOMEN AND OUR FAMILIES

5  
6 WHEREAS, women make up roughly 47% of the labor force and almost 46% of union membership. While  
7 women’s workforce participation rate and educational attainment have risen, working women continue to  
8 make less than men, and are more likely to be in low-paying and part-time jobs; and

9  
10 WHEREAS, more than half of the U.S. electorate is women, and women vote at a higher rate than men. Yet  
11 only a small percentage of our elected policymakers are women, and it shows in the laws passed in recent  
12 years attacking workers’ rights, restricting women’s access to health care and defunding vital public services;  
13 and

14  
15 WHEREAS, for working women, the union advantage is clear. With a union contract comes roughly 25% higher  
16 wages and a significantly narrower wage gap. Union contracts also bring better benefits—including child care  
17 and paid leave, and a voice on the job, which lets us improve our workplaces and make them more equitable  
18 and family friendly. Yet, attacks on unions—especially in the public sector—are making it harder for women to  
19 get ahead; and

20  
21 WHEREAS, in 2013, the AFL-CIO passed Resolution 18, calling for the full integration of women and women’s  
22 issues in our leadership, policy priorities and outreach. Accordingly, the AFL-CIO is committed to the goals of  
23 the Economic Agenda for Working Women and Our Families and will use that agenda as a baseline for our  
24 2016 political mobilization, and to hold elected officials accountable once they are in office; and

25  
26 WHEREAS, on behalf of the nearly 7 million working women in the labor movement, the Economic Agenda for  
27 Working Women and Our Families calls for:

- 28 - **Expanding Collective Bargaining Rights:** A woman’s place is in her union, with a voice on the job,  
29 equal pay and an equal say. Union membership reduces the gender and race wage gaps significantly.  
30 For instance, the pay disparity between African American women in unions and their white male  
31 counterparts is over 75% less. Union membership also provides protections against harassment and  
32 discrimination on the job, above and beyond federal and state anti-discrimination laws.
- 33 - **Ending Workplace Violence and Harassment:** It should go without saying that women, and indeed all  
34 workers, should be safe from gender- or sex-based harassment and violence in or near their  
35 workplaces, schools and at home. Employers must be held responsible for ensuring that women have  
36 a safe workplace free of all forms of violence, including intimate partner violence and sexual  
37 harassment.
- 38 - **Good Jobs with Good Wages for Working Women:** Women and their families will benefit  
39 disproportionately from policies aimed at improving conditions for low-wage workers, like raising the  
40 minimum wage and eliminating the subminimum wage for tipped workers; enforcing penalties for  
41 wage theft; and putting a fair value on child care and home care work. Coupled with paid sick and  
42 family leave, fair scheduling laws at the local, state and federal level would help women in the service  
43 sector better balance the responsibilities of work, personal and family life while earning a decent  
44 living.
- 45 - **High-Quality Public Education:** Women make up nearly half the workforce, and are increasingly well  
46 educated. Young women’s educational attainment surpasses that of young men, yet they still are paid  
47 less than men for the same work, and are concentrated in lower-paying and lower-prestige jobs.  
48 High-quality public education must be accessible, and pre-K and higher education must be affordable  
49 to all if we truly are to be a nation of equal opportunity. Every avenue to succeed must be accessible  
50 to all women. This means expanding job training and education opportunities and alleviating the  
51 burden of student debt, which disproportionately affects women and people of color. Training and  
52 education for occupations and industries considered nontraditional work should be opened to and  
53 actively targeted toward women.

- 1 - **A Strong System of Social Protections:** Housing, nutrition, health care and retirement security are  
2 basic human rights. Accordingly, we must defend Social Security and Medicare and expand these  
3 programs to strengthen the economic and health security they provide. Guaranteed health care for  
4 all is a top priority for working women. To control costs in the short run, we must tackle high  
5 prescription drug prices head on and create a public option that allows employers and individuals of  
6 all ages to buy into a public plan. Ultimately, we must adopt a single-payer system. Women must  
7 have the right to control their own bodies and be free from violence, with no negative impact on  
8 their promotion at work or pension and retirement rights. We must defend the right to contraceptive  
9 equity in health care and stop the use of so-called “religious freedom” loopholes to deny women that  
10 right and other rights at work. For women who choose to become parents or care for family members  
11 and still want or need to work, affordable, high-quality child care and home care are essential.  
12 Moreover, the child care workers, home care workers and early childhood educators who provide  
13 these services—currently disproportionately women of color—deserve a fair wage; and  
14

15 WHEREAS, union women are poised to be the change-makers the economy so desperately needs, and we all  
16 gladly embrace that challenge. By talking to our co-workers, family members and friends, our message can  
17 spread through entire communities, building on our collective strength. From one woman to millions of  
18 families, we will grow our movement and mobilize in support of pro-worker, pro-woman and pro-family  
19 candidates and policies; and  
20

21 WHEREAS, we are faced with crucial decisions about the leadership and direction of our country and  
22 communities. The labor movement will lead the charge to turn out working people to vote, with a focus on  
23 women and women’s issues; and  
24

25 WHEREAS, the AFL-CIO has committed to the following mobilization goals for Labor 2016 to make the needs of  
26 working women and their families front and center in this election cycle by:

- 27 - promoting a unified women’s economic agenda across the AFL-CIO and its affiliates and activate  
28 union and nonunion women to identify with these values, and highlighting the issues, expertise and  
29 experiences of working women in the national debate leading up to the elections;
- 30 - using a unified voice to speak up about issues important to working women and our families, in the  
31 media and on the ground, and to support endorsed working family candidates, especially women;
- 32 - bringing women into the political program and get-out-the-vote (GOTV) efforts with more women  
33 volunteers and positioning our women leaders as national voices;
- 34 - building new and stronger alliances with women’s organizations at the national, state and local  
35 levels; and
- 36 - taking action to rewrite the rules of the economy so to raise wages and meet the needs of modern  
37 working families. To accomplish this, we commit to:
  - 38 - having conversations between and among working women at worksites and community  
39 centers, and at the doors;
  - 40 - bringing our children, especially our daughters, into the conversation about wages, workers’  
41 rights and democracy; having mothers be the role models and mentors of the next  
42 generation of fearless women labor activists;
  - 43 - hosting family-friendly political events at union halls, community centers, churches and  
44 public spaces; and
  - 45 - getting out the vote through direct, one-on-one voter contact as well as digital and print  
46 media strategies; now

47  
48 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO fully endorse the Economic Agenda for  
49 Working Women and Our Families, communicate about it with our affiliates, and strive to be a leader in  
50 championing the principles that Agenda includes.  
51

52 Submitted by: North Carolina State AFL-CIO Executive Board  
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1 RESOLUTIONS Committee

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3 **Resolution #9**

4 SENATE MUST END OBSTRUCTION AND VOTE ON JUDICIAL NOMINEES

5  
6 WHEREAS, it is the obligation of the President of the United States, under Article II of the U.S. Constitution, to  
7 nominate Supreme Court justices. Further, it is the constitutional obligation of members of the U.S. Senate to  
8 provide "advice and consent" to these nominees, by holding hearings and taking votes to determine the  
9 nominees' fitness to serve on the court; and

10  
11 WHEREAS, within hours of Supreme Court Justice Antonin Scalia's death, Republicans on the Senate Judiciary  
12 Committee had announced that they would not hold hearings on any Supreme Court nomination made by  
13 President Obama, nor would they even offer a courtesy meeting to a nominee. This refusal prior to any  
14 nomination by the President indicates that it is not in reaction to the qualifications or ideology of a nominee;  
15 but clearly an attempt to block the President's power to make judicial nominations, disregarding the crucial  
16 constitutional concept of separation of powers, and crippling our judicial system; and

17  
18 WHEREAS, President Obama has nominated Judge Merrick Garland to fill the current Supreme Court vacancy.  
19 An experienced jurist with impeccable credentials, Judge Garland is the Chief Judge of the U.S. Court of  
20 Appeals for the District of Columbia Circuit. Prior to serving on the appellate court, Garland supervised the  
21 prosecution of domestic terrorism cases at the U.S. Department of Justice, including those of Timothy  
22 McVeigh and Ted Kaczynski. Garland has received praise from many prominent Republicans, including Ken  
23 Starr, who served as U.S. Solicitor General under President George W. Bush, calling him "superbly qualified to  
24 serve on our nation's highest court." Still, Senate Republicans refuse to hold a hearing on his nomination; and

25  
26 WHEREAS, Republican senators' publicized reasoning that there is precedent for refusing to consider judicial  
27 nominations in an election year is patently false. Justice Anthony Kennedy, a Reagan nominee, was confirmed  
28 unanimously by a Democrat-controlled U.S. Senate in 1988, proving that it is possible for a Senate majority  
29 opposing a sitting President to disregard partisan politics and focus on judicial qualifications when it chooses  
30 to do so. Indeed, every Supreme Court nominee since 1875 has had a hearing or a vote; and

31  
32 WHEREAS, the refusal by Senate leaders to do their constitutional duty has left the Supreme Court unable to  
33 definitively decide monumental cases involving affirmative action, abortion, immigration and labor rights.  
34 Without a ninth justice, the court can only uphold a lower court ruling for the time being, if it makes a 4-4 split  
35 decision. We need a ninth justice to make decisions establishing the rule of law on issues of fundamental  
36 importance to the American people; and

37  
38 WHEREAS, this Republican-backed judicial obstruction is not limited to the U.S. Supreme Court, but extends to  
39 nominees throughout the federal judicial system. In January of 2015, there were 12 pending judicial  
40 nominees to federal courts that were awaiting consideration by the U.S. Senate; and by January of 2016, that  
41 number had grown to 54 nominees who were being denied a hearing. Further, the Administrative Office of  
42 U.S. Courts has stated that this obstruction has resulted in 30 judicial emergencies, defined as vacancies longer  
43 than 18 months or in jurisdictions with excessive filings - up from 12 such emergency situations in January of  
44 2015. These judicial emergencies mean that ordinary Americans are being denied their day in court due to the  
45 backlog of cases; and

46  
47 WHEREAS, an overwhelming 69% majority of Americans say that Senate Republicans should consider  
48 President Obama's Supreme Court nominee, and take an up-or-down vote. Even staunchly conservative, pro-  
49 business publications such as *Fortune Magazine* have called for the Senate Judiciary Committee to hold  
50 hearings as soon as possible on the Garland nomination; now

51  
52 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO and delegates to its convention demand  
53 that members of the Senate Judiciary Committee do their job by immediately holding hearings on Judge

1 Merrick Garland's nomination to the U.S. Supreme Court, followed by an up- or-down vote in the U.S. Senate  
2 on the nominee; and

3

4 BE IT FURTHER RESOLVED, that North Carolina State AFL-CIO and delegates to its convention demand  
5 members of the Senate Judiciary Committee do their job by proceeding without further delay on hearings for  
6 federal judicial nominees awaiting consideration; and

7

8 BE IT FURTHER RESOLVED that the North Carolina State AFL-CIO and its affiliates educate voters in the 2016  
9 elections about the harm brought about by judicial obstruction, and will hold accountable those members of  
10 the U.S. Senate who have tried to deny justice to the American people.

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

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1 SOLIDARITY Committee

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**Resolution #10**  
**STAND WITH NABISCO WORKERS AND PROTECT AMERICAN JOBS**

WHEREAS, in July 2015, Nabisco announced that it plans to send 600 workers' jobs from Chicago to a new plant in Salinas, Mexico after workers refused to accept unreasonable company demands of \$46 million in wage and benefit cuts; and

WHEREAS, Nabisco's decision to send production to Mexico continues a decades-long pattern of closing plants in the U.S., Canada and other industrialized countries, eliminating thousands of jobs and shifting that production to low-wage countries, where wages can be just \$4 a day; and

WHEREAS, over the last 20 years, Nabisco has closed plants in Pittsburgh, Houston, Niles, St. Elmo, Buena Park, Philadelphia and Toronto; and

WHEREAS, plant closures devastate communities and families, as well as state and county tax bases; and

WHEREAS, in Chicago in the 1990's, Nabisco took \$90 million in subsidies from Illinois taxpayers and 20 years later it is abandoning the taxpayers' investment; and

WHEREAS, Nabisco's continued corporate policy of closing plants to take advantage of low-wage workers has been a windfall for its top executives and largest shareholders, including Irene Rosenfeld, the CEO of Mondelēz, which owns Nabisco, who raked in approximately \$185 million in compensation over eight years, while billions more went to the largest investors in dividends and stock buybacks; and

WHEREAS, bad corporate trade deals have been used by CEOs for 20 years to lower pay and offshore jobs, and has become the go-to strategy for CEOs across America; now

THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO stand with our BCTGM brothers and sisters and call on Nabisco and its parent company Mondelēz to reverse its decision to send production to Mexico and to instead keep these middle class jobs in Chicago; and

BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO oppose any of Mondelēz/Nabisco's future attempts both regionally, nationally and globally to destroy good-paying jobs by moving them to low-wage economies; and

BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO fully endorse the Boycott of Mexican-made Nabisco Products and distribute to its affiliates materials to promote the effort at every state federation meeting and venue possible in order to enlist the help of affiliate unions, their members and their families in bringing about the success of these efforts; and

BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO call on the U.S. Congress to end the era of bad trade deals that eliminate living wage jobs in America and provide windfalls to multinational businesses at the expense of workers around the world.

Submitted by: BCTGM Local 317-T, AFL-CIO

1 STATE LEGISLATIVE Committee

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**Resolution #11**  
SAFE PATIENT CARE

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6 WHEREAS, multiple studies establish the harm that can come to patients when healthcare facilities fail to put  
7 enough nurses on duty; and

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9 WHEREAS, there is no law that requires healthcare facilities to have a minimum number of nurses working at  
10 any given time; and

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12 WHEREAS, legislation would guarantee safe nurse-to-patient ratios on every unit, in every hospital, and on  
13 every shift; and

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15 WHEREAS, the OPEIU Nurses Council believes that patients, not profits, should come first; now

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17 THEREFORE, BE IT RESOLVED that the NC State AFL-CIO calls upon Congress and our state legislature to pass  
18 safe patient care legislation that would ensure proper nurse staffing that is fundamental to keeping patients  
19 safe from infections and other health hazards.

20

21 Submitted by: OPEIU Nurses Council, AFL-CIO

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