

- 1 NORTH CAROLINA STATE AFL-CIO
- 2 60th 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

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16 WHEREAS, through the leadership of the Affiliation Committee, the following local unions have affiliated with
17 the North Carolina State AFL-CIO: BCTGM 103, IAMAW 2924, and UAW 2320; now

18

19 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO, its officers, its vice-presidents, its staff
20 and its affiliates 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 2017 we will see elections in municipalities around North Carolina and in 2018 we will elect candidates to the U.S. House, 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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14

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 COPE Committee of the appropriate central labor council or the State AFL-CIO Executive Board; and

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16

BE IT FURTHER RESOLVED, that every local be urged to participate in the Labor 2017-18 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 2017-18 elections; and

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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

2 **Resolution #3**

3 North Carolina's "Right-To-Work" Law and the State Constitution

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5 WHEREAS, the "Right-To-Work" law has been in the North Carolina statutes since the 1940's; and

6
7 WHEREAS, few people fully understand what the "Right-To-Work" law does; and

8
9 WHEREAS, even without a "Right-To-Work" law no worker must join a union, but must pay only their fair share
10 of the cost of negotiating and administering the collective bargaining agreement whose benefits they enjoy;
11 and

12
13 WHEREAS, unions must provide the same protections under a collective bargaining agreement to those who
14 do not contribute to the cost of negotiating and administering a contract as those who do; and

15
16 WHEREAS, the effect of some workers not paying their fair share requires those who do to contribute more to
17 make up for the free-riders; and

18
19 WHEREAS, the real purpose of the "Right-To-Work" law is simply to weaken the collective strength of unions;
20 and

21
22 WHEREAS, the "Right-To-Work" law is more appropriately called the "Right-to-Shirk" law; and

23
24 WHEREAS, legislation was introduced in the North Carolina legislature in the last session to put the "Right-To-
25 Work" law on the 2018 ballot for inclusion in our state's constitution; and

26
27 WHEREAS, this proposed legislation is entirely unnecessary, repeal of the statute has never received any real
28 support, and is simply being proposed to turn out the conservative base; and

29
30 WHEREAS, the proposed legislation will probably not be passed by both chambers of the legislature until the
31 short session in 2018 to allow less time for education about what the bill and the "Right-To-Work" law does;
32 now

33
34 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO and its affiliates commit, if the legislation
35 to put the "Right-To-Work" law on the ballot becomes law, to work to defeat the ballot provision and to use
36 the opportunity to educate the people of North Carolina about what the "Right-To-Work" law does, how the
37 effort diminishes our state constitution, and how anti-union and opportunistic the legislators who support the
38 bill are.

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

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1 STATE LEGISLATIVE Committee

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Resolution #4

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Voter Suppression: The Real Threat to Election Integrity

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WHEREAS, the labor movement believes that ensuring and protecting the right of every citizen to vote is the bedrock principle of our democracy and is therefore alarmed by the “Presidential Commission on Election Integrity,” which seems to be nothing more than the latest pretext for passing legislation that will make it harder for people to register and vote; and

9

10

WHEREAS, several of the “election integrity” commission members have spent years perpetuating conspiracies and out-right lies about voter fraud and championing efforts to make it harder to vote; and

12

13

WHEREAS, the commission is focused on a problem that does not exist; our democracy suffers not from voter fraud, which is virtually non-existent, but from voter suppression and disenfranchisement; and

15

16

WHEREAS, at best the efforts to stop voter fraud are unnecessary and misguided; at worst, they are propaganda with roots in some of our nation’s ugliest periods of discrimination designed to deny citizens their rights to vote - particularly people of color, young and first-time voters, and low-income Americans; and

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20

WHEREAS, under the guise of combatting “voter fraud,” the North Carolina General Assembly has passed laws that required voter ID, curtailed early voting hours and same day registration, and enacted other disenfranchising practices that have limited the ability of eligible voters to exercise their right to vote; now

23

24

THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO demand that this type of dangerous approach to governing end, that a pro-voter agenda be adopted—starting with restoration of the Voting Rights Act and passage of legislation on the state and federal levels that expands opportunities to vote, and that we join with hundreds of other civic organizations in calling upon our leaders to expand and protect the right to vote.

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Submitted by: North Carolina State AFL-CIO Executive Board

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1 FEDERAL LEGISLATIVE Committee

2 **Resolution #5**

3 Real Trade Reform – Not Just Rhetoric

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5 WHEREAS, for decades America’s trade agenda has failed working people, and updating trade deals is vital;
6 and

7
8 WHEREAS, no task is more pressing than ensuring that the Trump Administration’s renegotiation of the North
9 American Free Trade Agreement (NAFTA), the direction of which is unclear, results in new rules that reflect
10 the needs and interests of working families and not global corporations, who have profited while wages have
11 remained stagnant; and

12
13 WHEREAS, NAFTA is not a failure of trade itself but the result of trade rules rigged to favor global corporations
14 and the wealthy elites; and

15
16 WHEREAS, under NAFTA-style trade rules, the U.S. annual trade deficit has increased dramatically from \$70
17 billion in 1993, the year before NAFTA went into effect, to more than \$500 billion in 2015; and

18
19 WHEREAS, it is estimated that NAFTA resulted in the loss of 800,000 jobs in the United States and that, from
20 1994 to 2015, the Labor Department certified that more than 216,000 workers in North Carolina were
21 displaced due to trade; and

22
23 WHEREAS, NAFTA and its inequities cannot be fixed with mere tweaks but must end the race to the bottom
24 that hurts working families; and

25
26 WHEREAS, the lessons learned from NAFTA’s failures must be incorporated into new labor provisions that are
27 substantially strengthened to improve protections for all working people and must meet international
28 standards with swift and certain monitoring and enforcement tools; and

29
30 WHEREAS, a new NAFTA with rules that working people help write is an opportunity to construct a Global New
31 Deal for working families that would include, among other things, a democratized renegotiation process;
32 stronger labor rules; protection for responsible government purchasing and “Buy American” policies;
33 elimination of obstacles to effective trade enforcement; new rules to prevent tax dodging; removal of rules
34 that undermine protections for workers, consumers, and the environment; commitments to invest in
35 infrastructure; and prohibition on global corporations using NAFTA to capture public services for profit; and

36
37 WHEREAS, working people and their unions need to mobilize with the same level of intensity as our campaign
38 to defeat the TPP; now

39
40 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO join with others to educate elected
41 officials, policy makers, and all working people about the causes and effects of NAFTA; publicize the impact of
42 NAFTA on the quality of life for America’s working families; demand greater democracy, transparency, to end
43 the Right-to-Work law, to exclude Investor State Dispute Settlements (ISDS), and demand participation in the
44 NAFTA renegotiation; mobilize our members, allies, and all working people to demand a better NAFTA with
45 rules centered on workers and not the corporate class; and utilize all available strategies to broaden the base
46 of popular engagement and advance our vision of worker-centered trade policies.

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

1 FEDERAL LEGISLATIVE Committee

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Resolution #6

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Stopping the Attack on Our Health Care and Moving Toward Health Care for All

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WHEREAS, quality health care should be a basic right in our country, not a commodity that can be denied because a person has too little income, does not have the right job or any job, or has a pre-existing condition;

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and

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WHEREAS, Republican leaders in Congress seem determined to enact an agenda that attacks that principle and undermines almost everyone's health care; and

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WHEREAS, America's union workers understand the threat posed by these attacks as much as anyone because many of us in our work and in our lives care for the sick, make health facilities run, advocate for patients, make many of the supplies, equipment, and medications needed to treat the sick, and negotiate with our employers for affordable, comprehensive health benefits that cover tens of millions of lives; and

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WHEREAS, although the Affordable Care Act (ACA) has made it possible for many more people to buy comprehensive health plans from insurance companies, there are real problems with the ACA and the health care system generally, as they do not guarantee everyone can afford the health care they need, leaving individuals facing steep deductibles, copayments, and coinsurance that create overwhelming barriers to care, and the misnamed 40% "Cadillac Tax" on high-cost health plans does real harm to the hard-working women and men who negotiated them; and

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WHEREAS, instead of tackling these problems, the Republican leadership seems intent, among other things, on taking health insurance away from millions of people and hitting others with higher premiums, worse coverage, and even bigger deductibles, and cutting off access to Medicaid for millions of people: now

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THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO call on Congress: 1). to address problems that matter to most people, like hollowed-out coverage with deductibles that are far too high, unjustified spikes in prescription drug prices, and the "Cadillac Tax" on high-cost health plans; 2). to explore expanding Medicare eligibility and alternatives for providing benefits through public and private plans that are patient centered; and 3). most of all, move toward a single payer system, like Medicare for All, that retains a roll for workers' health plans and in which access to quality, affordable health care is indeed a right for everyone in our nation.

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Submitted by: North Carolina State AFL-CIO Executive Board

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1 FEDERAL LEGISLATIVE Committee

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Resolution #7

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Protect the Postal Service: GEARED UP TO FIGHT BACK

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WHEREAS, the United States Postal Service continues to enact changes and cuts that have a direct effect on the quality of service provided to our citizens; and

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WHEREAS, drastic postal service cuts will only be made worse by damaging bills currently proposed in Congress; and

8

9

WHEREAS, under some of the proposed changes, the elderly, the disabled, the citizens of rural America, and the citizens of areas not considered profitable for the postal service will be without door-to-door service; and

10

11

WHEREAS, because of postal service cuts, first-class mail has already been delayed so that it now takes two to three days for a first-class piece of mail going across the street to reach its destination; and

12

13

WHEREAS, the decrease in neighborhood post office hours and the removing of window stations from local post offices has further undermined services to the public; now

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15

THEREFORE, BE IT RESOLVED that the North Carolina State AFL-CIO encourage all its affiliated unions and organizations to unite against this continued attack on the postal service and its workers and to let the President and Congress know that we cannot stand for the continued deterioration of customer service afforded to the citizens of this country; and

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17

THEREFORE, BE IT FURTHER RESOLVED that we demand the President and Congress keep door-to-door delivery, maintain service standards, and support the union by the elimination of the Postal Accountability and Enhancement Act of 2006.

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Submitted By: Charlotte APWU Local 375

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1 SOLIDARITY Committee

2 **Resolution #8**

3 Support for the Farm Labor Organizing Committee

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5 WHEREAS, few workers in our state are as abused as its farm workers, and few need the protection of a union
6 more; and

7
8 WHEREAS, the National Labor Relations Act (NLRA) does not cover agricultural workers, and any protections in
9 labor law for agricultural workers are left to state lawmakers; and

10
11 WHEREAS, the Farm Labor Organizing Committee (FLOC) has done an extraordinary job of organizing farm
12 workers even without the rights of the NLRA; and

13
14 WHEREAS, several growers have agreed to enter collective bargaining agreements to settle lawsuits accusing
15 them of various abuses of their workers; and

16
17 WHEREAS, last session, legislation was introduced in the state legislature to eliminate the right of public
18 employees and agricultural workers from having their dues deducted from their paychecks; and

19
20 WHEREAS, due to the efforts of, among others, the State Employees Association of North Carolina, the North
21 Carolina Association of Educators, the Teamsters, the International Association of Fire Fighters, FLOC, and the
22 North Carolina State AFL-CIO, that proposed legislation was not passed; and

23
24 WHEREAS, at the very end of the legislative session, a change made to a large agricultural bill, S615, provided
25 that agricultural workers cannot have dues deducted from their paychecks and that settlements of lawsuits
26 against growers cannot require growers to consent to enter into collective bargaining agreements; and

27
28 WHEREAS, this legislation was a direct attack on the ability of FLOC to offer protection for the most vulnerable
29 of our state's workers; and

30
31 WHEREAS, FLOC has always demonstrated an ability to be creative to surmount many obstacles; and

32
33 WHEREAS, FLOC is currently organizing thousands of tobacco farm workers in the South and calling on
34 Reynolds American to guarantee labor rights in their supply chain; now

35
36 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO call on Reynolds American and British
37 American Tobacco to work with FLOC to develop a written agreement guaranteeing freedom of association
38 and collective bargaining to tobacco farm workers in their supply chain; and

39
40 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO support efforts to escalate pressure on
41 Reynolds American and British American Tobacco and, if approved by the national AFL-CIO, support and
42 promote a boycott of Reynolds' product, the VUSE e-cigarette, throughout the state until FLOC notifies the
43 North Carolina State AFL-CIO that an agreement has been reached and the boycott has been called off.

44
45 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO condemn the legislation aimed at removing
46 protection for our most vulnerable workers and stand with its affiliate, FLOC, in its efforts to protect and
47 organize the farm workers of our state.

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

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1 SOLIDARITY Committee

2 **Resolution #9**

3 Stand with Nabisco Workers and Protect American Jobs

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

8
9 WHEREAS, Nabisco's decision to send production to Mexico continues a decades-long pattern of closing plants
10 in the U.S., Canada, and other industrialized countries, eliminating thousands of jobs, and shifting that
11 production to low-wage countries, where wages can be just \$4 a day; and

12
13 WHEREAS, over the last 20 years, Nabisco has closed plants in Pittsburgh, Houston, Niles, St. Elmo, Buena
14 Park, Philadelphia, and Toronto; and

15
16 WHEREAS, plant closures devastate communities and families, as well as state and county tax bases; and

17
18 WHEREAS, in Chicago in the 1990's, Nabisco took \$90 million in subsidies from Illinois taxpayers but 20 years
19 later is abandoning the taxpayers' investment; and

20
21 WHEREAS, Nabisco's continued corporate policy of closing plants to take advantage of low-wage workers has
22 been a windfall for its top executives and largest shareholders, including Irene Rosenfeld, the CEO of
23 Mondelēz, which owns Nabisco, who raked in approximately \$185 million in compensation over eight years,
24 while billions more went to the largest investors in dividends and stock buybacks; and

25
26 WHEREAS, bad, corporate trade deals have been used by CEOs for 20 years to lower pay and offshore jobs and
27 has become the go-to strategy for CEOs across America to do the same; now

28
29 THEREFORE, BE IT RESOLVED, that the North Carolina State AFL-CIO stand with our BCTGM brothers and
30 sisters and calls on Nabisco and its parent company Mondelēz to reverse its decision to send production to
31 Mexico and to instead keep these good-paying, middle-class jobs in Chicago; and

32
33 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO oppose any of Mondelēz/Nabisco's future
34 attempts both regionally, nationally, and globally to destroy good-paying jobs by moving them to low-wage
35 economies; and

36
37 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO fully endorse the Boycott of Mexican-made
38 Nabisco Products and distribute to its affiliates materials to promote the effort at every state federation
39 meeting and venue possible to enlist the help of affiliate unions, their members, and their families in bringing
40 about the success of these efforts; and

41
42 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO call on the U.S. Congress to end the era of
43 bad trade deals that eliminate living-wage jobs in America and provide windfalls to multinational businesses at
44 the expense of working people around the world.

45
46 Submitted by: BCTGM Local 317-T, AFL-CIO

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2 RESOLUTIONS Committee

3 **Resolution #10**

4 Honoring Those Who Have Passed Away in the Past Year

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6 WHEREAS, many North Carolinians have made tremendous contributions to the labor movement in our state
7 over the past many decades; and

8
9 WHEREAS, we lost at least four such individuals since our last convention; and

10
11 WHEREAS, Ernestine Hawkins was a leader of her local union, an affiliate of the ILGWU; was active in the
12 Nash-Edgecombe-Wilson CLC; was president of the Nash-Edgecombe-Wilson A. Philip Randolph Institute
13 (APRI) and active in the North Carolina APRI; was a very fine person; and much, much more; and

14
15 WHEREAS, John May served as a member the Executive Board of the North Carolina State AFL-CIO and cared
16 deeply about the organization; was active in the CWA political council, serving as its lobbyist for many years;
17 was active in his local union and local CLC; served as a member of his local school board, on his local board of
18 county commissioners, and in the North Carolina House of Representatives; was a very fine person; and much,
19 much, more; and

20
21 WHEREAS, Ronnie Moore served as a member of the Executive Board of the North Carolina State AFL-CIO; was
22 active in his local union, an affiliate of the BCTGM; served a national recruiter to help to include African-
23 Americans in the construction industry; served as an aide to Rep. Robin Britt of the U. S. House of
24 Representatives; was a very fine person; and much, much more; and

25
26 WHEREAS, James Bunch, the son of Betty Zimmerman, a former North Carolina State AFL-CIO Executive Board
27 member, was himself a member of the American Federation of Teachers (AFT); was president of the Raleigh
28 APRI; served on the board of the North Carolina APRI and North Carolina Alliance of Retired Americans; served
29 in Raleigh on the Police Accountability Community Task Force (PACT) and College Park Revitalization Oversight
30 Committee; and co-founded the Bring Back the Village-Empowering Our Community initiative; was a very fine
31 person; and much, much more; and

32
33 WHEREAS, certainly other North Carolinians who served their local unions or contributed to our movement in
34 other ways have also passed away in the past year; and

35
36 WHEREAS, we wish to remember and appreciate those who have passed away in the past year for their
37 unique contributions to our labor movement; now

38
39 THEREFORE, BE IT RESOLVED, that, by this resolution, the 60th Annual Convention of the North Carolina State
40 AFL-CIO remember and appreciate Ernestine Hawkins, John May, Ronnie Moore, James Bunch, and others
41 who have contributed to the state's union movement and who have passed away in the past year and asks
42 those in attendance at the Convention to rise for a moment of silence to honor their memory.

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

1 RESOLUTIONS Committee

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Resolution #11
Building a Diverse Movement for Racial and Economic Justice

WHEREAS, America’s legacy of racial injustice has been and continues to be a fundamental obstacle to working people’s efforts to act together to build better lives for all of us; and

WHEREAS, racism has always been a key tactic of employers seeking to divide us, but we also have an ugly history of racism in our own movement; and

WHEREAS, if we are to succeed as a movement, the full range of working peoples’ voices must be heard in our movement and that to be able to stand together, we must understand where each of us is coming from; and

WHEREAS, communities of color face higher unemployment rates, lower wages, job discrimination, and more economic insecurity - a consequence of which is more encounters with the criminal justice system; and

WHEREAS, we have witnessed an increase in racist rhetoric and actions by Nazis, the KKK, and other white supremacist groups; and

WHEREAS, the demand for racial justice cannot be divorced from the fight for economic justice, and an injury to one is an injury to all; and

WHEREAS, the Executive Council of the national AFL-CIO voted in 2015 to establish a Labor Commission on Racial and Economic Justice, charged with facilitating a broad conversation with labor leaders around racial and economic disparities, institutional biases, and the need for inclusiveness in our movement; and

WHEREAS, the Commission held six hearings in six cities between the Fall of 2015 and the Spring of 2016 and from those hearings made three broad recommendations:

1. We must build solidarity by engaging union leaders and members in a conversation on how race has been used to weaken labor unity, limit growth in our movement, and damage efforts to advance economic reforms that benefit all working people;
2. To build a more diverse and inclusive movement, we must integrate the issues and concerns of members and working people of color into labor’s political and policy work at every level;
3. We must work to ensure labor’s leadership and decision-making structures reflect the diversity of our members and all working people; and

WHEREAS, the Commission called on state federations and central labor councils to implement these recommendations and engage our leaders and members in an ongoing dialogue about race and diversity—a dialogue that is made more urgent by the upsurge in white supremacy and the recent violence in Charlottesville; and

WHEREAS, state and local bodies are also encouraged to advocate for public investment in job creation and training so that people of color have greater access to quality jobs and to advocate for criminal justice reform including community policing, sentencing reform, and removal of employment obstacles for the formerly incarcerated and the restoration of their voting rights; and

WHEREAS, state federations and central labor councils are asked to alter any internal structures and governance practices that may limit leadership opportunities for people of color and look for ways to increase participation of people of color and young people in our movement through mentoring, young worker programs, and targeted leadership development; now

1 THEREFORE, BE IT RESOLVED that, the North Carolina State AFL-CIO work to implement the recommendations
2 of the Labor Commission on Racial and Economic Justice by fostering a dialogue within our movement about
3 race, by denouncing white supremacy and racist ideology, and by building a labor movement in our state that
4 is diverse yet unified around the need to secure justice and freedom for all working people.

5

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

7