

1 NORTH CAROLINA STATE AFL-CIO
2 56TH ANNUAL CONVENTION RESOLUTIONS
3 SEPTEMBER 2013
4

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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

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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 Affiliation Committee Chair, Will Cashion, the following local unions have

17 affiliated with the North Carolina State AFL-CIO: High Point Professional Fire Fighters, IAFF Local 673; 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

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29 Adopted September 20, 2013

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1 COPE Committee

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Resolution #2

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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, 2014 will see elections in North Carolina for U.S. Senate, the U.S. House, the state legislature, the state judiciary, and others; 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 2014 Victory Fund: AFGE 2923, ATU International, IAMAW 1725, IATSE 491, IATSE District 7, IBEW PAC, OPEIU International, UAW 5285, USW 9-425; now

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

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BE IT FURTHER RESOLVED, that every local be urged to participate in the Labor 2014 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 2014 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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Adopted September 20, 2013

1 SOLIDARITY Committee

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3 **Resolution #3**

4 **BROADENING OUR MOVEMENT FOR JUSTICE: MORAL MONDAYS & COMMUNITY PARTNERSHIPS**

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6 WHEREAS, the North Carolina State AFL-CIO made a commitment to building strong and lasting relationships
7 with community partners many years ago. Our relationships with community partners are based on common
8 interest, trust and a clear understanding that in a state with the lowest union density in the country, the labor
9 movement alone will struggle to win victories for workers; and

10
11 WHEREAS, the North Carolina State AFL-CIO hired it first community organizer in 1975 and charged this staff
12 person with organizing A. Philip Randolph Institute Chapters and building ties with community partners as a
13 part of the North Carolina State AFL-CIO Outreach Program; and

14
15 WHEREAS, over the last decade we have witnessed slow economic growth, a drop in union membership, and a
16 decline in wages which put our communities at risk. The accelerating divide between the rich and poor, the
17 growing gap between workers' and CEOs' pay and the disappearing middle class demonstrate that the struggle
18 of workers are inextricably linked with the struggles of our larger communities; and

19
20 WHEREAS, the North Carolina State AFL-CIO is one of the more than 100 partners participating in the Historic
21 Thousands on Jones Street (HK on J) coalition as a way to collectively pressure lawmakers to set policies that
22 will improve the quality of life for all North Carolinians; and

23
24 WHEREAS, the 2013 Republican-controlled General Assembly and Governor made an all out attack on labor,
25 the poor, women, students, seniors, the environment, education and voting rights, which sparked a response
26 know as Moral Mondays; and

27
28 WHEREAS, Moral Mondays are the outgrowth of the HK on J coalition and are spearheaded by Rev. Dr. William
29 Barber, president of the NAACP State Conference; and

30
31 WHEREAS, since April 29th, thousands of workers, faith leaders, doctors, educators, students, seniors and
32 people of all walks of life have been assembling for Moral Monday protests, pushing back against the actions
33 of the Governor and the Republican-led General Assembly; and

34
35 WHEREAS, the Executive Board of the North Carolina State AFL-CIO voted on June 7, 2013 to lead the June 24
36 Moral Monday protest and to highlight the many attacks on the rights of workers including cuts to
37 unemployment benefits; and

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39 WHEREAS, on June 24 many of our affiliates mobilized their members as labor took center stage with speakers
40 from CWA, UAW, UFCW, FLOC, and the North Carolina State AFL-CIO, capping off the protest with our labor
41 song, "Solidarity Forever"; and the arrest of labor leaders for civil disobedience; and

42
43 WHEREAS, Central Labor Councils are reaching out to build lasting relationships with community partners as a
44 part of their work plans and our state and national labor movements continue to seek new way to make
45 community relationships transformational and not transactional; now

46
47 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO and its affiliates continue to support the
48 Central Labor Council outreach to community allies and local union participation in the Moral Monday
49 Movement as it spreads around the state; and

50
51 BE IT FUTHERE RESOLVED, that we call on delegates to this 56th Annual Convention of the North Carolina
52 State AFL-CIO to commit to assisting our effort to build new and lasting partnerships in every community
53 across the state.

- 1
- 2 Submitted by: North Carolina State AFL-CIO Executive Board
- 3
- 4 Adopted September 20, 2013

1 ORGANIZING Committee

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Resolution #4

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SUPPORT FOR WORKING WOMEN

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WHEREAS, women are half the workforce, two-thirds of the care-givers in our families, and have moved into roles in civic and economic life that were out of reach not long ago; and

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WHEREAS, despite more than a century of struggle and tremendous gains, women still do not have full equality. Women still earn a fraction of what men do. And as union members, too few women are recognized as leaders; and

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WHEREAS, women as primary caregivers and increasingly as primary breadwinners are stretched thin through a combination of low pay, unfair work schedules, and limited access to paid sick days and paid family and medical leave; and

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WHEREAS, women's equality is a shared struggle. More women belong to the labor movement than any other membership organization. We recognize women's issues as shared values. We work toward shared leadership to represent the makeup of our membership. And we will demand, over and over again, shared prosperity for all; and

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WHEREAS, shared prosperity for all means equality in pay and opportunity for women; the right of women to be free from violence; and the right of every woman to meet her fullest potential and the opportunity to serve — and lead-- her community; now

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THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO and its affiliates will continue its fight to raise the minimum wage and close the wage gap between men and women; and

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BE IT FURTHER RESOLVED that the North Carolina State AFL-CIO will increase our support for paid sick days campaigns at the local, state, and federal levels; and

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BE IT FNALLY RESOLVED that the North Carolina State AFL-CIO will integrate women's issues in every key strategy to grow the movement, develop leadership, build community partnerships, and improve the lives of working people.

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Submitted by: North Carolina State AFL-CIO Executive Board

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Adopted September 20, 2013

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1 LEGISLATIVE Committee

2 **Resolution #5**
3 RAISING WAGES IS THE ANSWER

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5 WHEREAS, there is something fundamentally wrong with the U.S. economy. More than four years after the
6 end of the Great Recession, economic growth is still weak and unemployment is still higher than its peak in the
7 previous recession; and

8
9 WHEREAS, the heart of the problem is the stagnation of wages and the lack of middle class buying power.
10 Wage growth for most workers became delinked from productivity growth in the late 1970s. The real median
11 income of working-age families fell from 2000 to 2007 and has continued falling since the Great Recession;
12 and

13
14 WHEREAS, we must rely instead on higher wages to restore middle class buying power and create healthy
15 domestic markets for U.S. businesses. Higher wages are not a luxury that can be postponed until the crisis has
16 receded; they are the only way out of the crisis and the basis for sustainable growth; and

17
18 WHEREAS, a high-wage strategy for shared prosperity must include: (1) restoring workers' ability to bargain
19 collectively; (2) strengthening labor standards and employment protections for all workers; (3) making full
20 employment the central objective of U.S. fiscal and monetary policy; (4) forging a new model of engagement
21 with the global economy so that we make things in America again and eliminate the U.S. trade deficit; and (5)
22 shrinking our bloated financial sector and making it serve the real economy; now

23
24 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO and our affiliates will support a Raising
25 Wages Campaign that includes the following efforts at the federal level to raise wages and labor standards for
26 every worker in America and make every job a good job:

- 27 • Freedom to Form a Union. We will support legislation to restore workers' ability to form or join a
28 union.
- 29 • Comprehensive Immigration Reform. To support labor standards for everyone who works in
30 America, we will support legislation to provide a path to citizenship and meaningful labor protections
31 and we will work to improve wages and standards in all foreign temporary worker programs.
- 32 • Raise and Index the Minimum Wage. We will support legislation ("Fair Minimum Wage Act") to
33 increase the minimum wage to \$10.10, index it to inflation, and increase the minimum wage for
34 tipped workers to 70% of the regular minimum wage.
- 35 • Employee Misclassification. We will support legislation ("Fair Playing Field Act") to combat the
36 misclassification of employees as independent contractors, which undermines labor standards.
- 37 • Equal Pay for Equal Work. We will support legislation ("Paycheck Fairness Act") to protect workers
38 against gender discrimination.
- 39 • Protect Overtime for Private Sector Workers. We will oppose legislation ("Comp Time") that excuses
40 some employers from the obligation to pay a cash premium for overtime work. We will work for a
41 regulation to update and index the \$455/ week salary threshold for overtime exceptions.
- 42 • Protect Overtime for Computer Professionals. We will oppose legislation ("Computer Professionals
43 Update Act") that strips overtime protection from computer programmers, software engineers, and
44 other tech employees.
- 45 • Compensation for Federal Employees. We will oppose pay cuts and benefit cuts for federal
46 employees.
- 47 • Paid Sick Days. We will support legislation ("Healthy Families Act") to allow workers to earn up to
48 seven paid sick days per year.
- 49 • Family and Medical Leave. We will support legislation to apply the Family and Medical Leave Act
50 (FMLA) to smaller businesses and to provide for paid leave through general revenues.

- 1 • Prevailing Wage. To keep the government from undermining labor standards, we will work to
- 2 improve the process for determining prevailing wages under the Davis Bacon and Service Contract
- 3 Acts.
- 4 • Project Labor Agreements. We will work to promote and consistently apply Project Labor
- 5 Agreements (PLAs) to support labor standards on publicly-funded construction projects.
- 6 • Transit Workers. We will work to maintain Section 13(c) protections for public transportation
- 7 workers, which ensure collective bargaining rights and protect wages, pensions, and other conditions
- 8 of employment.
- 9 • Railroad Workers. We will work to preserve and enforce existing labor protections for freight and
- 10 passenger railroad workers, which uphold collective bargaining, wages, benefits, and other worker
- 11 rights.
- 12 • Unfair Trade Practices. We will continue to oppose fast-tracking and unfair trade deals like the Trans-
- 13 Pacific Partnership that threaten American jobs and lower wages.
- 14 • Wage Theft. We will work towards a federal regulation to require employers to provide employees
- 15 with information about hours worked and wages earned.
- 16

17 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO and its affiliates will work for state and local
 18 laws and ordinances to improve wages. Given our current Republican-controlled legislature, we realize
 19 passing any of this legislation will be difficult, but we will continue to raise the importance of these issues and
 20 educate the public on the importance of such laws.

- 21
- 22 • Minimum Wage. We will support legislation to increase and index the minimum wage, and increase
- 23 the minimum for tipped employees.
- 24 • Prevailing Wage. We will support legislation to keep publicly funded projects from undermining labor
- 25 standards.
- 26 • Employee Misclassification. We will support legislation to combat the misclassification of employees
- 27 as independent contractors.
- 28 • Wage Theft. We will support legislation and ordinances to keep employers from underpaying or
- 29 failing to pay their employees.
- 30 • Outsourcing. We will oppose outsourcing proposals that wrongly put public services in the hands of
- 31 for-profit companies, weakening accountability and transparency.
- 32 • Compensation for Public Service Employees. We will oppose pay cuts and benefit cuts for public
- 33 service employees, which undermine labor standards.
- 34 • Farmworkers. We will support legislation to guarantee decent housing and extend basic employment
- 35 protections to farmworkers.
- 36 • Domestic Workers. We will support legislation to guarantee minimum wage, overtime, and other
- 37 labor protections for domestic workers.
- 38 • Accountable Development. We will support legislation to require public contractors and recipients of
- 39 state and local subsidies and investment to create good jobs that meet wage and benefit standards.
- 40 • Collective Bargaining Rights. We will support legislation to extend bargaining rights to workers who
- 41 do not have them and oppose legislation that impairs existing rights.
- 42 • Fair Share Revenue: We will support legislation to raise tax revenue from the wealthy to avoid loss of
- 43 vital public services.
- 44 • Unemployment Insurance. We will continue to oppose efforts to reduce benefit weeks or amounts.
- 45 • Living Wage. We will support ordinances to establish living wage standards including large retailers
- 46 and public contractors.
- 47 • Paid Sick Days. We will support earned sick day ordinances and legislation.
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49 Submitted by: North Carolina State AFL-CIO Executive Board

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 51 Adopted September 20, 2013

1 HEALTHCARE Committee

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Resolution #6
SUPPORT MEDICARE AND MEDICAID

WHEREAS, Medicare is the nation's largest and most successful health insurance system serving the health needs of almost 57 million seniors and disabled beneficiaries; and

WHEREAS, Medicare is financially efficient—administrative costs average only 2 percent of program outlays compared with 25 percent in private small group market plans and 5-6 percent in the large market plans; and

WHEREAS, Medicare beneficiaries on average spend about 26 percent of their Social Security incomes for health needs, far higher than younger age groups; and

WHEREAS, the Medicare program does not cover the costs of annual physical exams, dental health, eyeglasses, hearing aids and foot care which are particularly important to seniors; and

WHEREAS, employer-provided health coverage for retirees continues to decline with increased cost-sharing for retirees and elimination of coverage for future retirees; and

WHEREAS, thousands of Americans who are forced to retire before age 65 and who do not have continuing employer health coverage face huge costs for even minimal health insurance coverage; and

WHEREAS, the Medicare Modernization Act (MMA) of 2003 introduced changes, including privatization, to Medicare that affect the program's fundamental structure; and

WHEREAS, beginning in 2007, the MMA introduced means-testing to Medicare Part B so higher income beneficiaries will have to pay higher premiums for doctor and outpatient services; and

WHEREAS, Medicare Advantage has been a failed experiment yet its expansion is encouraged through subsidies under MMA; and

WHEREAS, the MMA transferred the drug benefits of dual-eligible individuals (those who qualify for Medicare and Medicaid) to the Medicare program, and under the Medicare program, pharmaceutical companies are not required to pay discounts for these beneficiaries; and

WHEREAS, the House Republican budgets of FY 2013 and 2014 call for premium support of Medicare, which would provide seniors with a limited stipend that would not be sufficient to cover the cost of care and would not keep up with medical inflation; thus, requiring Medicare beneficiaries to pay more and more money out-of-pocket; and

WHEREAS, the Affordable Care Act (ACA) included many improvements to the Medicare program, including an annual wellness examination, preventive services with no cost-sharing and pharmaceutical discounts with government subsidies to help close the "doughnut hole" in Part D coverage gap; and

WHEREAS, the Medicaid program, a joint federal-state program, provides health care to 60 million Americans, including nearly 8.3 million Medicare beneficiaries; and

WHEREAS, Medicaid is the primary government source of payment for long-term care accounting for 62% of formal long-term care expenditures after individuals have spent down their assets; and

WHEREAS, the House Republican budget for FY 2014 would gut the Medicaid program by cutting more than \$750 billion over 10 years and turning the program into a block grant; and

1
2 WHEREAS, cuts in the House Republican budget would shift billions of dollars in health care costs to state,
3 local governments, providers and, ultimately, Medicaid beneficiaries who will experience restrictions on
4 eligibility and the elimination of benefits; and

5
6 Whereas the ACA expanded access to Medicaid to include up to 21.3 million new beneficiaries; and

7
8 WHEREAS, the North Carolina Republican-controlled General Assembly and Governor have refused to
9 participate in the Medicaid expansion, depriving over 500,000 individuals from obtaining insurance coverage;
10 now

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12 THEREFORE BE IT RESOLVED that delegates to this 56th Annual Convention of the North Carolina State AFL-CIO
13 go on record in their support of:

- 14
15 1. A strengthened Medicare program with expanded benefits including:
16 a. A prescription drug benefit administered by the Medicare program;
17 b. Affordable home and community-based long-term care;
18 c. Annual physical exams, dental health, eyeglasses, hearing aids, and foot care;
19 d. Rehabilitative, nursing home, and other vital services;
20 e. Preventive services without co-payments, and the closing of the doughnut hole; and
21 2. Medicare reimbursement levels that ensure quality care and access and hold providers accountable
22 for how funds are spent; and
23 3. Medicare coverage of early retirees at affordable premium rates; and turning it, or any part thereof,
24 over to insurance companies and other private sector plans; now

25
26 BE IT FURTHER RESOLVED that the delegates to this convention:

- 27
28 1. Oppose changes in the current structure of the Medicaid program through reduced mandatory
29 spending or funding caps; and
30 2. Support continuation of guaranteed access to and coverage of needed health and long-term care
31 services for all those qualified for the program; and
32 3. Support improvements in the ACA that expand the Medicaid program to individuals up to 138% of
33 the federal poverty level and call on states like North Carolina to participate in the expansion; and
34 4. Support continuation of current federal standards for cost-sharing and benefits; and
35 5. Support holding down costs through cost effectiveness measures, such as increasing the rebate paid
36 by pharmaceutical manufacturers to the Medicaid program, rather than requiring low-income people
37 to pay for services through substantial cost-sharing increases and benefit restrictions.
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39 Submitted by: North Carolina State AFL-CIO Executive Board

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41 Adopted September 20, 2013

1 RESOLUTIONS Committee

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Resolution #7

INVESTING IN OUR FUTURE: YOUNG WORKERS AND YOUTH ENGAGEMENT

WHEREAS, at the 2009 AFL-CIO Convention, delegates unanimously passed Resolution 55 “in support of AFL-CIO Programs for Young Workers.” The resolution expressed that a powerful labor movement can be built only through recognition and inclusion of the full diversity of the labor force, including workers of all ages; and

WHEREAS, the resolution called for the AFL-CIO to actively develop initiatives and programs aimed at bringing young workers into the labor movement at the national, state, and local levels, and dedicate resources to the leadership development of younger union members throughout the country; and

WHEREAS, the AFL-CIO used Resolution 55 to bring together a diverse group of young union members and activists to help lead this effort. The AFL-CIO’s NextUp program and its Young Workers Advisory Council have been the driving force behind Resolution 55, advancing leadership training, policy development, and facilitating a network of young workers groups across the country that provide a place and a voice to young workers to deliver on the goals of advancing social and economic justice; and

WHEREAS, the North Carolina State AFL-CIO is committed to the spirit of Resolution 55 and continuing to find ways to engage young workers in all aspects of our work. Indeed, as union membership among young people continues to decline, it is of paramount importance to the future of the North Carolina labor movement that young workers receive support in their efforts to organize and build partnerships to address their unique generational concerns; and

WHEREAS, under the direction of the North Carolina State AFL-CIO Field Coordinator, we are building the blocks need to establish a viable Young Workers Caucus in North Carolina. These building blocks include:

- Coalition building efforts with the North Carolina Student Power Union (a UNC system-wide student organization) and joint mobilization efforts targeting state and federal issues (tax policy, state budget fights, education funding);
- Inclusion of students in the State AFL-CIO listening session on “Building a Diverse and Inclusive Labor Movement Now and For the Future”;
- Coalition building efforts with the Youth Organizing Institute (a high school student group);
- Plans to develop a college internship program for students to gain a first-hand understanding of the labor movement by working alongside Central Labor Councils and helping advance CLC programs and activities;
- Plans to identify affiliates (i.e. CWA) and work with them to establish young worker groups to assist CLCs with programs and activities; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO continue to invest in ways to engage students, activists and young workers in all aspects of our programs as we work to develop the next generation of social justice leaders; and

BE IT FURTHER RESOLVED, delegates to this convention, Central Council leaders and local affiliates seek out ways to identify and mentor young workers and students and find ways to include young worker development into State Federation and CLC strategic work plans.

Submitted by: North Carolina State AFL-CIO Executive Board

Adopted September 20, 2013

1 ORGANIZING Committee

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Resolution #8

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SUPPORT OF WORKING AMERICA

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WHEREAS, Working America is the fastest-growing organization for working people in the country, at 3 million

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strong and growing; and

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WHEREAS, Working America is America’s Union for the working people who do not belong to an AFL-CIO

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affiliated Union; and

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WHEREAS, Working America’s founding principles include issues important to working families, such as:

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- HEALTH CARE FOR ALL: Families need to have access to affordable, quality health care, regardless of income level, pre-existing conditions, or employment status;

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- GOOD JOBS NOW: “You can’t put money into the economy if you don’t have a job!”;

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- RETIREMENT SECURITY: There are three key ingredients to security in retirement; personal savings, pensions through your job and Social Security. Workers need to have a chance at all three!;

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- EVERY CHILD DESERVES A QUALITY EDUCATION: America’s kids should be able to get a quality education! It’s not just the right thing to do for children—it’s absolutely essential to a strong economy in years to come!;

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22

- CORPORATE ACCOUNTABILITY: For decades, corporate power has increased economically and politically while the power of ordinary working people has eroded through an organized campaign of

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- corporate sponsored state and federal legislative actions posing as grassroots campaigns; and

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WHEREAS, Working American has a growing membership in NC of more than 25,000 and has mobilized that

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membership in support of our fight against cuts in unemployment benefits, voter suppression legislation and

28

other issues important to working families; and

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30

WHEREAS, one of the ways Working America can continue to grow is by thoughtful, and when possible,

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ongoing contributions by Local Affiliates, District Offices, Regional Bodies and other “Union” entities; now

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33

THEREFORE BE IT RESOLVED, that affiliates of the North Carolina State AFL-CIO are urged to support Working

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America with human resources and financially with a meaningful contribution on a continuing basis.

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Submitted by: North Carolina State AFL-CIO Executive Board

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Adopted September 20, 2013

1 LEGISLATIVE Committee

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Resolution #9

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EIGHT HOURS FOR REST

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WHEREAS, there exists indisputable evidence from scientific, medical, and empirical studies linking sleep deprivation and fatigue to critical safety and health hazards; and

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WHEREAS, workers continue to work excessive hours; and

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WHEREAS, an AFL-CIO report on the state of safety and health protections for America's workers entitled "Death On The Job: The Toll Of Neglect" states that "long hours of work and the way work is organized are emerging as major health and safety issues affecting workers across many industries and occupations"; and

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12

WHEREAS, our unions have acknowledged the safety, health, and well-being of our members to be of the greatest concern; and

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14

WHEREAS, overtime was created as a deterrent to excessive hours, not merely as a supplement to income; and

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16

WHEREAS, working excessive hours is a critical issue of health, safety, and life that despite efforts, has yet to be treated in a substantive way; and

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WHEREAS, our health and safety should be beyond compromise; now

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THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO and its affiliates commit to increasing awareness that long hours of work cause injuries, illnesses, and deterioration in job performance.

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Submitted by: North Carolina State AFL-CIO Executive Board

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Adopted September 20, 2013

1 RESOLUTIONS Committee

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Resolution #10

4

BUILD A POWERFUL, NATIONWIDE MOVEMENT TO SAVE THE PEOPLE'S POST OFFICE

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6 WHEREAS, we see devastating attacks made on the Postal Service by the Postmaster General, members of
7 congress and others seeking to privatize this service. This action is a real threat that could lead to the
8 elimination of more than 220,000 union-wage postal jobs from our communities and close half the
9 distribution plants around the country; and

10

11 WHEREAS, The Postal Service's current policy to dig the agency out of a hole by closing post offices and mail
12 processing facilities is not a solution to its financial crisis! The Postal Service is an essential part of the
13 American economy and its vast network is an integral part of our national communication infrastructure. At
14 such a dire time for our economy, Americans cannot afford to lose dependable mail service, nor can we afford
15 the loss of thousands of middle-class jobs that are the cornerstone of communities throughout the country;
16 and

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18 WHEREAS, USPS is closing 100+ mail processing facilities nationwide in response to its financial crisis and
19 absent postal reform, the Postal Service has also reduced hours, or announced plans to reduce hours, at
20 13,000 post offices nationwide, in both urban and rural areas; and

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22 WHEREAS, these closings and consolidations have drastically curtailed local mail sorting, virtually eliminating
23 overnight delivery and driving away customers. Since the USPS cut service standards in July 2012, as little as
24 25 percent of first-class mail is now delivered overnight. The consolidation of the nation's mail processing
25 network is already causing mail to be delayed every day of the week. For many, this will mean their local mail
26 must be driven far away from their community, processed in another city, and then driven back to its origin
27 before delivery. Simultaneously, USPS is eliminating overnight mail service standards. Now, each step of the
28 mail process can take multiple days. Moving mail to and from an out-of-town processing facility can now take
29 1-2 days each way. Together, reduced standards and closures mean drastic cuts in service to the American
30 people. For many, what was once overnight mail could soon take 2-4, or more days; and

31

32 WHEREAS, H.R. 2748 Postal Reform Act 2013 was introduced by Representative Darrell Issa on July, 19, 2013
33 and passed by the House Oversight and Government Reform Committee on July,24, 2013.

34

35 WHEREAS, we oppose the Postal Reform Act 2013 for the following reasons:

36

- 37 1. The requirement that the Postal Service pre-fund retiree health benefits obligations must be
38 repealed. Pre-funding has already reached nearly \$50 billion. Without this burden, the Postal Service
39 would have the financial resources to maintain service and adapt to changing conditions. H.R. 2748
40 does not adequately address the pre-funding requirement.
- 41 2. We oppose the provision requiring FERS and CSRS pension overpayments be paid to the retiree
42 health benefits fund. Those surpluses represent payments made by postal customers. These funds
43 should be returned to the USPS for its use in preserving services.
- 44 3. We oppose legislation that would degrade or eliminate postal services, including reducing the
45 number of delivery days and the elimination of door-to-door delivery. The Postal Service should be
46 directed to maintain service standards and levels as they were in 2011. This includes immediately
47 halting the cuts to USPS' mail processing network.
- 48 4. We oppose provisions that would encourage or expedite the closing of post offices that are operating
49 at a deficit as it would result in severe service cuts to rural and hard-to-serve areas that most need
50 postal services. Even small or unprofitable post offices are a vital part of the network required to
51 provide postal services to all Americans.

- 1 5. We oppose provisions that would interfere with collective bargaining. The collective bargaining
2 process and peaceful dispute resolution through interest arbitration has worked well for the agency
3 since the Postal Reorganization Act of 1970.
- 4 6. We oppose provisions that would mandate employee health insurance premium contributions. The
5 hard work and mutual agreement of the Postal Service and postal unions have already resulted in
6 reductions in Postal Service payments for health insurance premiums. Involving Congress in such
7 negotiations is unnecessary.
- 8 7. We oppose the Postal Service workers compensation reform included in H.R. 2748. This is an issue
9 which should be addressed by the Committee on Education and the Workforce. The provision
10 included in H.R. 2748 would be unfair to workers injured on the job.
- 11 8. We oppose the imposition of a temporary governance authority over the Postal Service. Further, we
12 believe postal legislation must include a repeal of the 2006 CPI cap on rates. This would permit the
13 Postal Service to adjust rates to take account of market realities and;

14
15 WHEREAS, legislation is needed to address the real causes of the USPS financial crisis, so we propose the
16 following:

- 17
- 18 • Stop cuts to service, closures, and consolidation of processing facilities. USPS must not be forced to
19 destroy its vast network, which is needed to ensure timely mail processing.
- 20 • Repeal the mandate to pre-fund future retiree health benefits. The 2006 PAEA requires an
21 unsustainable annual \$5.6 billion payment to pre-fund 75 years of benefits for future retirees – a
22 burden no other government agency or private entity is forced to bear.
- 23 • Return CSRS and FERS over-payments. USPS has overfunded its federal pension obligations. Unless
24 this money is refunded, USPS will have insufficient funds to make necessary capital investments.
- 25 • Preserve the collective-bargaining process. Collective-bargaining has been in effect since the creation
26 of USPS and ensures good, middle-class jobs that support thousands of American workers and their
27 families.
- 28 • Allow USPS to expand into new service lines. By expanding into needed services such as lockboxes,
29 digital products or internet services USPS can attract new customers and meet community needs,
30 especially in rural areas.
- 31 • Allow postal rates to be set by market principles. Allow USPS to set rates necessary to cover its costs
32 and continue to provide universal service.
- 33 • Ensure the continuation of six-day mail delivery. The USPS has delivered reliable service to both
34 urban and rural communities across America for centuries; and

35
36 WHEREAS, the North Carolina State AFL-CIO and its affiliates have been proud to stand with our brothers and
37 sisters in the postal unions in the fight against cuts in 6 day delivery; and

38
39 WHEREAS, it is clear that our collective efforts, mass rallies have sent a message to the congress and the Post
40 Master General; and

41
42 WHEREAS, the same kind of massive continued action by postal workers, our affiliates, the community, and
43 patrons is necessary in order to get congress to act; now

44
45 THEREFORE BE IT RESOLVED, that the delegates to 56th Annual North Carolina AFL-CIO Convention go on
46 record in support of S.316/H.R. 630, H.R.2459, and H.R. 961, which are bills designed to get USPS back on track
47 by doing the following:

- 48
- 49 1. Postal Service Protection Act (S. 316/H.R. 630), introduced by Sen. Bernie Sanders (D-VT) and Rep.
50 Peter DeFazio (D-OR)
 - 51 • Establishes permanent legislation requiring the USPS to deliver mail six days a week.
 - 52 • Eliminates the pre-funding mandate;

- 1 • Refunds overpayments the USPS made to federal retirement systems;
2 • Ends mail slowdown by re-establishing overnight service standards for first-class mail;
3 • Allows the USPS to develop new products and services that will generate new sources of
4 revenue;
5 • Protects post offices by giving the Postal Regulatory Commission authority to prevent post
6 office closures based on the effects on the community and employees;
7
8 2. United States Postal Service Stabilization Act (H.R. 961), introduced by Rep. Stephen Lynch (D-MA) on
9 3/5/2013
10 • Requires the Office of Personnel Management (OPM) to recalculate the Postal Service’s
11 pension liabilities to the Federal Employees Retirement System (FERS) using postal-specific
12 salary and demographic assumptions
13 • Refunds overpayments the Postal Service made to federal retirement accounts
14 • Expresses the intent of Congress that postal-specific assumptions should apply to allocations
15 of past, present and future benefit liabilities between the USPS and the Treasury
16 3. Protect Overnight Delivery Act (H.R. 2459), introduced by Rep. Rosa DeLauro (D-CT) on 6/20/2013
17 • Repeals service standards implemented by the United States Postal Service on July 1, 2012
18 • Restores overnight service standards to those that were in effect on Dec. 11, 2011
19 • Protects mail processing plants from closure by preventing the Postal Service from moving to
20 two- to three-day service standards; and
21

22 BE IT FURTHER RESOLVED, that the NC AFL-CIO communicate with the North Carolina Congressional
23 delegation our support and request they co-sponsor this important legislation; and
24

25 BE IT FINALLY RESOLVED, that delegates to this convention and affiliates contact members of congress in
26 support of a legislative fix and go on record in support mass rallies, lobbying visits when endorsed by our
27 affiliates with the USPS.
28

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

31 Adopted September 20, 2013

1 ORGANIZING Committee

2
3 **Resolution #11**

4 **SUPPORT OF FLOC AND JUSTICE FOR TOBACCO HARVESTERS**

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, in May of 2012, Reynolds American, Inc., agreed after nearly 5 years of public pressure from FLOC
28 and other supporters to meet with FLOC to discuss the conditions of the farm workers harvesting tobacco
29 used by Reynolds; and

30
31 WHEREAS, to date, Reynolds American has not signed an agreement with FLOC guaranteeing freedom of
32 association and collective bargaining in their supply chain; now

33
34 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO calls on Reynolds American to ensure that
35 Reynolds works with FLOC to develop a written agreement that guarantees freedom of association and
36 collective bargaining to tobacco farm workers to ensure that poor working conditions do not exist on contract
37 farms in the Reynolds supply chain; and

38
39 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO and its affiliates will communicate directly
40 with CEO Daniel Delen by letter and other means calling on him to work with FLOC until a written agreement is
41 reached, and continue these activities until FLOC is satisfied with the company's response; and

42
43 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO commits itself and its affiliates to bring
44 justice to tobacco farm workers in the South and to engage in activities to support FLOC until FLOC informs the
45 North Carolina AFL-CIO that its goals have been achieved; and

46
47 BE IT FURTHER RESOLVED, that before FLOC targets any other tobacco manufacturer whose employees are
48 represented by a NC AFL-CIO affiliated union, FLOC leadership will meet with that local union's leadership to
49 discuss strategy around any campaign targeting that company.

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

52
53 Adopted September 20, 2013

1 HEALTHCARE Committee

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Resolution #12
SUPPORT SOCIAL SECURITY AND OLDER AMERICANS ACT

WHEREAS, Social Security is the foundation of economic security for American families, protecting virtually all against the loss of earnings resulting from retirement, disability, or death. It also provides the only source of retirement, disability, and survivors' benefits backed by the full faith and credit of the United States and guaranteed against erosion caused by inflation; and

WHEREAS, Social Security revenues and reserves are fully adequate to pay all benefits due at least until 2033 and adequate to pay 75 percent of benefits thereafter; and

WHEREAS, the average annual Social Security retiree benefits of \$15,000 is modest, but vital to keeping seniors out of poverty; and

WHEREAS, two-thirds of older Americans rely on Social Security for half or more of their income; and

WHEREAS, the proposal known as the Chained CPI would change the formula to calculate the annual cost-of-living adjustment (COLA), which would immediately cut Social Security benefits so that the average earner retiring at age 65 would get a cumulative cut of \$4,642 at age 75, \$13,921 at age 85, and \$28,015 at age 95; and

WHEREAS, the North Carolina Alliance for Retired Americans and the North Carolina State AFL-CIO led the campaign to convince Senator Hagan to oppose this bad idea; and

WHEREAS, proposals to raise the normal retirement age beyond the current age of 67 would be a 13 percent benefit cut on top of the 13 percent benefit cut from when the retirement age was increased from 65 to 67; and

WHEREAS, the increased use of defined-contribution plans at the expense of defined-benefit retirement plans will put both greater risks on American workers' retirement savings and magnify the importance of Social Security's role in providing the bedrock of retirement security for all Americans; and

WHEREAS, the current Social Security system, including the Social Security Administration, should be strengthened, supported by increased staff and resources and equipped to improve services; and

WHEREAS, the Social Security government pension offset and windfall elimination provisions unfairly penalize a large group of public sector retirees by reducing their Social Security benefits in direct proportion to their public pensions, and

WHEREAS, the number of Americans over age 65 will rise from 39.6 million Americans today to 55 million by 2020 and nearly 72 million by 2030; and

WHEREAS, the Older Americans Act (OAA) establishes a wide range of home and community-based services including congregate and home-delivered meals, adult day care, transportation, and community service employment programs; and

WHEREAS, for almost 50 years these services have successfully enhanced the ability of millions of older persons to live independently and stay healthy while living and engaging successfully in their communities with dignity; and

1 WHEREAS, insufficient funding of many OAA programs means only seven percent of seniors who are eligible
2 for a home-delivered meal are able to receive one, and waiting lists for services are growing longer with the
3 aging of the Baby Boom population; and
4

5 WHEREAS, the OAA has been reauthorized numerous times to respond to the needs of older Americans, was
6 last reauthorized in 2006, and is due for reauthorization; now
7

8 THEREFORE BE IT RESOLVED, that delegates to this convention strongly support preserving and strengthening
9 Social Security and the Social Security Administration for current and future generations; and
10

11 BE IT FURTHER RESOLVED, that we support taking the Social Security Administration's administrative expenses
12 off budget and out from under congressional discretionary spending caps because the agency's operating
13 costs are funded through the payroll tax; and
14

15 BE IT FURTHER RESOLVED, that we oppose proposals that cut Social Security benefits in the name of deficit
16 reduction, including but not limited to the so-called Chained CPI, means-testing of benefits and increases in
17 age of eligibility for Social Security benefits; and
18

19 BE IT FURTHER RESOLVED, that we support proposals that would enhance benefits, strengthen the Social
20 Security Trust Fund, support the Social Security Administration and support making Social Security's financing
21 more equitable and stable; and
22

23 BE IT FINALLY RESOLVED, that the North Carolina State AFL-CIO, its affiliates and the Alliance for Retired
24 Americans call upon Congress, in consultation with representatives from the aging network and other
25 stakeholders, to reauthorize the Older Americans Act and enact such legislation as soon as possible.
26

27 Submitted by: North Carolina State AFL-CIO Executive Board
28

29 Adopted September 20, 2013