

- 1 NORTH CAROLINA STATE AFL-CIO
- 2 58th ANNUAL CONVENTION RESOLUTIONS
- 3 **ADOPTED** SEPTEMBER 2015
- 4

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1 AFFILIATION Committee

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**Resolution #1**

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**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

8

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

11

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

15

16 WHEREAS, through the leadership of Affiliation Committee Chair, Dan Stephens, the following local unions  
17 have affiliated with the North Carolina State AFL-CIO: APWU Local 145, PASS NC; and

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.

26

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

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

7

8 WHEREAS, 2015 will see elections in municipalities around North Carolina and in 2016 we'll elect candidates to

9 U.S. Senate, the U.S. House, the Governor's mansion, the state legislature, the state judiciary, and others; and

10

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

12 and

13

14 WHEREAS, candidates for public office hold in their hands the hopes and dreams of a more equitable future

15 for working people in North Carolina; and

16

17 WHEREAS, the following unions made a financial contribution to the North Carolina State AFL-CIO 2014 Victory

18 Fund: AFL-CIO, AFGE 1738, American Income Life (Raleigh), APWU - NC, APWU 145, APWU 277, BCTGM PAC,

19 CLC - ENC, CLC - SP, CWA 3680, GMP 168, IAMAW 2296, IAMAW 2297, IAMAW NC Council, IATSE 322, IATSE

20 491, IATSE 600, IATSE 798, IBEW PAC, IBEW 0050, IBEW 0342, IBEW 0553, IUOE, UAW CAP Council, USW 8498,

21 and USW 9-0425; and

22

23 THEREFORE BE IT RESOLVED, that the N.C. State AFL-CIO Committee on Political Education endorse candidates

24 for legislative and local office who have been recommended by a COPE Committee of the appropriate central

25 labor council or the State AFL-CIO Executive Committee; and

26

27 BE IT FURTHER RESOLVED, that every local be urged to participate in the Labor 2015-16 Political Program and

28 make a one-time \$1.00 per member [or \$.10 per month for ten months] financial contribution to the Victory

29 Fund to assist with membership education and mobilization in the 2015 and 2016 elections; and

30

31 BE IT FURTHER RESOLVED, that each delegate to this convention be urged to make a voluntary contribution to

32 the North Carolina State AFL-CIO COPE PAC fund to be used for contributions to worker-friendly local and

33 state candidates.

34

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

1 LEGISLATIVE Committee

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**Resolution #3**

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STATE LEGISLATION

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

8

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

11

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

17

18 WHEREAS, the 2015 session presents many significant new challenges; now

19

20 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO, central labor councils, and affiliated locals  
21 call upon our Governor and General Assembly to support labor's position on the following:

22

- Support legislation to prohibit the misclassification of workers
- Support collective bargaining for public employees at the city, county and state levels
- Support an increase in the state minimum wage
- Support public education, teachers and other workers in the system
- Support tax fairness that will require corporations and the rich to pay their fair share
- Oppose all voter suppression efforts
- Oppose efforts to cut the safety net (workers compensation or unemployment) for workers
- Oppose school voucher or other efforts to reduce funding for public schools

23

24

25

BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO, Central Labor Councils, and Affiliates work  
for continued legislation beneficial to union members and to all working families in North Carolina.

26

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Submitted by: North Carolina State AFL-CIO Executive Board

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1 LEGISLATIVE Committee

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**Resolution #4**

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FEDERAL LEGISLATION

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

8

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

10

11 WHEREAS, our local union affiliates and Central Labor Councils play a major role in electing most of our North  
12 Carolina Congressional delegation; and

13

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

16

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

19

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

23

24 WHEREAS, a worker's fundamental right to choose a union and bargain collectively is a public issue that  
25 requires public policy solutions that will provide all workers the right to organize and bargaining collectively;  
26 now

27

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

- 30 • Support for an increase in the minimum wage and the extension in federal unemployment  
31 benefits.
- 32 • Support for public sector collective bargaining
- 33 • Support efforts to strengthen the Voting Rights Act
- 34 • Support for meaningful immigration reform that meets AFL-CIO standards
- 35 • Support for the expansion of benefits under Social Security and Medicare

- 1 • Support efforts to repeal the 70-year prefunding of USPS retirements, thereby eliminating the \$5
- 2 billion per year hit on the USPS budget
- 3 • Oppose school voucher programs
- 4 • Oppose corporations' efforts to avoid paying U.S. tax by re-incorporating in another country
- 5 • Oppose the closing of Post Offices and the elimination of Saturday delivery
- 6 • Oppose contracting-out and privatization of public service jobs
- 7 • Oppose relaxation of overtime laws
- 8 • Oppose Fast Track, TPP and other trade agreements that destroy American jobs

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

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1 SOLIDARITY Committee

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**Resolution #5**

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**RESTORING OVERTIME PROTECTION IS A SIGNIFICANT FIRST STEP TOWARD RAISING WAGES**

5

6 WHEREAS, President Obama and the Department of Labor have taken an important first step to ensure that  
7 millions more workers receive the overtime pay they deserve; and

8

9 WHEREAS, the proposal would extend overtime protection to at least 7 million additional workers - including  
10 160,000 North Carolinians - and possibly many millions more, making this both the most significant action the  
11 Obama administration can take to raise wages on its own authority and a significant first step toward broad-  
12 based wage growth; and

13

14 WHEREAS, the proposal is designed to restore most of the overtime protection that has been lost to inflation  
15 since 1975, specifically by proposing to raise the overtime salary threshold - which is used to determine  
16 overtime eligibility - to \$50,400 per year, slightly below the level necessary to account for inflation since 1975  
17 and also by proposing to index the threshold to keep overtime protections from eroding in the future; and

18

19 WHEREAS, by the Labor Department's conservative calculations, the proposal would extend overtime  
20 protection to almost five million working people who are not entitled to overtime pay now, plus another two  
21 million working people who are entitled to overtime protection now but are being wrongly denied protection  
22 by their employers; and

23

24 WHEREAS, in addition to those workers newly-eligible to receive overtime pay, millions more workers will  
25 benefit by having their overtime rights secured and, in one way or another, the proposal will benefit all of the  
26 nearly 15 million salaried workers whose earnings are between the current threshold and the proposed  
27 threshold; and

28

29 WHEREAS, the proposal will especially benefit women, blacks, Hispanics, workers under age 35, and workers  
30 with lower levels of education, workers such as first-line supervisors of food preparation and service,  
31 insurance claims and policy processing clerks, customer service representatives, miscellaneous legal support  
32 workers, first-line supervisors of office and administrative support workers, social workers, first-line  
33 supervisors of retail sales workers, insurance sales agents, and counselors, among others; and

34

35 WHEREAS, this proposal will guarantee that millions of workers who are currently not being paid anything for  
36 their overtime work will receive time-and-a-half for the first time ever, meaning more money in the pockets of



1 working people, who are more likely to spend their paychecks in the community, thereby generating economic  
2 activity; and

3

4 WHEREAS, when workers have more money, businesses have more customers and more incentive to hire and  
5 invest in their businesses; and

6

7 WHEREAS, extending overtime protection will also benefit working people in other ways, such as those who  
8 are currently working excessive hours but will now be able to work fewer hours and able to spend more time  
9 at home with their families without reduction in pay, and those who are unemployed and will find  
10 employment when businesses increase hiring to "spread the work," and those part-time workers who will be  
11 assigned more hours or be converted to full-time employees, and those workers who will get a salary bump  
12 above the new threshold, and all other working people who will benefit from stronger wage growth and a  
13 stronger economy, all of which will lead to good outcomes for working people; now

14

15 THEREFORE BE IT RESOLVED, that the delegates to this 58th North Carolina State AFL-CIO Convention urge the  
16 Obama administration to stand strong on its proposal, strengthen it where possible, and not bend to the  
17 demands of corporate interests, thereby losing this opportunity to raise wages; and

18

19 BE IT FURTHER RESOLVED, that this state federation and its affiliates represented at this convention will do the  
20 following:

21

- 22 • Press the US Labor Department to increase the overtime salary threshold to more than \$970 per  
23 week (\$50,440 per year); and
- 24 • Oppose appropriations riders or any other legislation that would delay or deny funding for  
25 implementation of the administration's overtime proposal; and
- 26 • Organize a public education and mobilization campaign to develop a simple narrative about the  
27 importance of overtime and maintain the campaign through the fall; and
- 28 • Engage constituency and coalition groups in this massive campaign for overtime; and
- 29 • Continue to build Working America's infrastructure to promote the overtime campaign.

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

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1 RETIREMENT SECURITY Committee

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**Resolution #6**

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**SOCIAL SECURITY AND MEDICARE**

5

6 WHEREAS, this year marks the 80th anniversary of Social Security and the 50th anniversary of Medicare; and

7

8 WHEREAS, Social Security is the foundation of economic security for American families, protecting virtually all  
9 against the loss of earning resulting from retirement, disability, or death; and

10

11 WHEREAS, Social Security's benefits are vitally important to all who rely on them, including seniors, people  
12 with disabilities and families of deceased workers; and

13

14 WHEREAS, 59 million Americans – 1 out of every 4 households – currently rely on Social Security's lifetime,  
15 guaranteed benefits; and

16

17 WHEREAS, numerous bills are pending in Congress to expand Social Security benefits, improve the solvency of  
18 the Social Security Trust Funds and, at the same time, improve the benefit calculations and annual cost-of-  
19 living adjustments (COLA) for all Social Security programs; and

20

21 WHEREAS, these bills would improve the economic and retirement security of millions of older Americans, and

22

23 WHEREAS, Medicare is the nation's largest and most successful health insurance system, serving the health  
24 needs of more than 53 million older and disabled Americans; and

25

26 WHEREAS, Medicare has been the most financially efficient health care system in the United States with  
27 administrative costs averaging only 2 percent of program outlays; and

28

29 WHEREAS, before Medicare, 50% of all seniors lived in poverty; and

30

31 WHEREAS, in 1972, Medicare was expanded to cover younger beneficiaries with severe, life-changing,  
32 permanent disabilities; and

33

34 WHEREAS, increased access to and insurance coverage of health care has resulted in significant benefits for  
35 the elderly including improvements in health and income status; now

1

2 THEREFORE BE IT RESOLVED, that North Carolina State AFL-CIO supports efforts to expand Social Security  
3 benefits and urges the North Carolina Congressional delegation to support these proposals and secure their  
4 passage; and

5

6 BE IT FURTHER RESOLVED, that the North Carolina State AFL-CIO commemorates the creation of the Social  
7 Security and Medicare programs and celebrates their successes in keeping seniors healthy and out of poverty.

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

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1 RESOLUTIONS Committee

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**Resolution #7**

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**LABOR COMMISSION ON RACIAL AND ECONOMIC JUSTICE**

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6 WHEREAS, the Executive Council of the national AFL-CIO voted on February 25, 2015 to establish a Labor  
7 Commission on Racial and Economic Justice with members from the Executive Council, charged with  
8 facilitating a broad conversation with local labor leaders around racial and economic disparities and  
9 institutional biases and to identify ways to become more inclusive as the labor force diversifies; and

10

11 WHEREAS, to that end, the council believes it is time for a frank and thoughtful discussion on racial inequality  
12 in the house of Labor and its economic impact, beginning within the house of labor; and

13

14 WHEREAS, over the next year, the Labor Commission will engage in six to eight labor discussions around the  
15 country, addressing racial and economic issues impacting the labor movement and offering recommendations  
16 for change, including the participation of local labor leaders, constituency groups, and young workers and  
17 assisted by an advisory council made up of experts; and

18

19 WHEREAS, America's legacy of racism and racial injustice has been and continues to be a fundamental  
20 obstacle to workers' efforts to act together to build better lives for all of us; and

21

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

24

25 WHEREAS, at the same time, the labor movement has a proud history of standing for racial and economic  
26 justice, emerging stronger in every sense when we have embraced our better selves but ending up weaker  
27 whenever we have succumbed to the temptation to see some working people as better than others; and

28

29 WHEREAS, today, in the face of dramatically increasing economic inequality, decreasing union density, and  
30 growing instability for the majority of Americans, the need for all workers to strengthen common interests in  
31 achieving economic justice is clear, while at the same time our different experiences organized around race,  
32 gender identity, ethnicity, disability, and sexual orientation often challenge and complicate this shared  
33 experience; and

34

1 WHEREAS, if we are to succeed as a movement, the full range of working peoples' voices must be heard in the  
2 internal processes of our movement, and to be able to stand together, we have to understand where all of us  
3 are coming from; and

4

5 WHEREAS, to understand how important this is, consider the issue of jobs, in which we fight for full  
6 employment, where white unemployment is 4.9 %, which is not good enough, but black unemployment is  
7 10.3, higher than it ever got for whites in the entire economic crisis, underscoring that to stand together on  
8 jobs, we have to hear from each other about the different experiences we live; and

9

10 WHEREAS, the demand for racial Justice cannot be divorced from the fight for economic justice, and the fight  
11 for economic justice cannot be pursued without considering educational equity; and

12

13 WHEREAS, it is no secret that communities of color continue to face higher unemployment rates, lower wages,  
14 job discrimination and more economic insecurity - one consequence of which is more encounters with the  
15 criminal justice system, negative counters with which have long-lasting impacts on families and their  
16 surrounding communities, harming our efforts to create shared prosperity for all; now

17

18 THEREFORE BE IT RESOLVED, that this convention endorse the work of the Labor Commission on Racial and  
19 Economic Justice, calling on the North Carolina State AFL-CIO, Central Labor Councils, and Affiliates to join in  
20 the discussion; and

21

22 BE IT FURTHER RESOLVED, that this convention recognizes the tremendous courage in tackling these issues by  
23 our community affiliate, Working America, and by movements such as the Fight for \$15 and that our North  
24 Carolina labor movement will stand with them as partners, allies and fellow community members because  
25 their fight must become our fight.

26

27 BE IT FURTHER RESOLVED that the delegates to this convention continue to stand with and support our police  
28 affiliates as they work to make clear that well-trained and dedicated public servants are not the enemies in  
29 the communities they serve and that the North Carolina State AFL-CIO continue to look for ways to spotlight  
30 the value and commitment of police officers and other public servants as we engage in conversation with our  
31 community partners.

32

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

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1 ORGANIZING Committee

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**Resolution #8**

3

4 SUPPORT FOR THE POSTAL SERVICE AND ITS EMPLOYEES AND THE PEOPLE OF THE USA

5

6 WHEREAS, the Postal Service, our national treasure enshrined in the U.S. Constitution, serves 150 million  
7 households and businesses and provides the people of our country, regardless of nationality, age or economic  
8 status, universal and uniform service; and

9

10 WHEREAS, thorough years of struggle, over 500,000 postal workers have gained good community-building  
11 jobs with decent wages and benefits and fundamental rights; and

12

13 WHEREAS, postal workers and the Postal Service itself are facing unprecedented attacks (much like public  
14 service workers throughout the country); and

15

16 WHEREAS, on the basis of a congressionally-manufactured financial "crisis," postal management is delaying  
17 America's mail and seeking to eliminate Saturday and door-to-door delivery; and

18

19 WHEREAS, such drastic cuts to mail service will have long-lasting negative impacts on both the people of our  
20 state and on the unions that represent the Service's employees in North Carolina; and

21

22 WHEREAS, there is strong bipartisan support for House Resolutions 12, 28, and 54, which respectively call for  
23 the Postal Service to maintain Saturday mail service, door-to-door delivery, and restoring overnight mail  
24 service; now

25

26 THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO communicate with North Carolina's  
27 congressional representatives and ask its affiliated members to communicate with them to co-sponsor House  
28 Resolutions 12, 28, and 54 and to support legislation that would stop post office closures and restore previous  
29 delivery standards.

30

31 BE IT FURTHER RESOLVED, that our affiliated unions support the Grand Alliance to Save the Postal Service.

32

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

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1 COPE Committee

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**Resolution #9**

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**RESTORE THE VOTING RIGHTS ACT**

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6 WHEREAS, the Voting Rights Act (VRA) is a centerpiece of our democracy that has played a crucially important  
7 role in helping to enforce the Constitution's guarantee that "the rights of citizens of the United States to vote  
8 shall not be denied or abridged ... on account of race, color, or previous condition of servitude"; and

9

10 WHEREAS, last year's decision by a bare majority of Supreme Court justices in *Shelby County v. Holder* ripped  
11 a gaping hole in the Voting Rights Act by striking down the coverage formula that required some cities, states  
12 and jurisdictions with a history of voter discrimination to obtain prior federal approval for proposed election  
13 changes. Without this preclearance requirement, jurisdictions with a history of voter discrimination are able  
14 to pass and implement laws that suppress the vote—an affront to the basic American ideal that every citizen  
15 should have the right to be heard through his or her vote; and

16

17 WHEREAS, a bipartisan group of members of Congress have come together to introduce legislation—the  
18 Voting Rights Amendment Act of 2015—to provide for a new formula for the act's preclearance provision.  
19 Voter suppression laws could be challenged successfully without having to prove discriminatory intent in  
20 passing the laws. The legislation improves transparency about voting changes, requiring wide notice of voting  
21 changes made within 180 days of an election. The legislation continues and strengthens the federal observer  
22 program, which is critical to combatting racial and language discrimination at the polls; and

23

24 WHEREAS, this legislation has shortcomings that need to be addressed - the standards for what "counts" as a  
25 Voting Rights Act violation need to be broadened, and discriminatory voter ID laws should fully count as a  
26 Voting Rights Act violation; and

27

28 WHEREAS, the labor movement has a long history of supporting voting rights and the Voting Rights Act; now

29

30 THEREFORE BE IT RESOLVED, that the N.C. State AFL-CIO urges passage of a strengthened Voting Rights  
31 Amendment Act of 2015; to continue to educate its members about the importance of voting rights; and to  
32 mobilize union members in support of positive voting rights reforms; and to continue to advocate, along with  
33 our allies at the state and federal levels, both for improvements to our voting laws like same day registration,  
34 expanded early voting, voter registration modernization, and restoration of voting rights, that expand

1 opportunities for voters to participate in our democracy and also to continue to fight voter ID legislation and  
2 other voter suppression laws that restrict the right to vote.

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

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1 LEGISLATIVE Committee

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**Resolution #10**

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**THE FIGHT FOR BETTER TRADE POLICY ISN'T OVER**

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6 WHEREAS, Congress has approved “fast track” - the flawed process by which the United States negotiates  
7 trade agreements without allowing Congress to amend the final agreement - the larger battle for better trade  
8 policy continues. The labor movement remains unified and resolute in its opposition to the corporate trade  
9 agenda; and

10

11 WHEREAS, the North Carolina State AFL-CIO and its affiliates ran one of the best ground campaigns against  
12 fast-track and the Trans-Pacific Partnership (TPP); and

13

14 WHEREAS, global enterprises seeking to suppress wages, pollute the air and water, and violate fundamental  
15 labor rights must no longer be the architects of U.S. trade policy. Instead, trade policies must empower  
16 workers to organize and act collectively to ensure their work is safe, secure, and fairly compensated; that they  
17 have adequate access to training, education, healthcare, and housing; and that their elected representatives  
18 work to advance the common good rather than substituting corporate interests in its place and hoping for  
19 some trickle-down benefits; and

20

21 WHEREAS, the administration has signaled its intent to enact the TPP by the end of this year, an agreement  
22 which, in its current form, is unacceptable and will irreparably harm the American economy and its working  
23 families; and

24

25 WHEREAS, repeatedly, America's workers have raised their voices against poorly designed trade rules, such as  
26 those enshrined in the North American Free Trade Agreement (NAFTA) and the Korea-U.S. Free Trade  
27 Agreement (KORUS); and

28

29 WHEREAS, we now face another deal that advances the desires of global corporations rather than the needs  
30 of working families and our communities; and

31

32 WHEREAS, the TPP's shortcomings span virtually every topic it touches - from its tariff reduction schedule and  
33 rules-of-origin labeling to its outmoded financial services rules and its job-killing rules regarding public  
34 enterprises and government procurement; and

35

1 WHEREAS, amongst its most important failures are its:

- 2 • Labor provisions that repeat past mistakes and fail to create confidence that they will be
- 3 enforced; and
- 4 • Unreformed investment rules that increase corporate influence over our economy and
- 5 undermine our democracy; and
- 6 • Complete lack of effective rules against currency manipulation; and
- 7 • Complete lack of rules to establish a framework for border adjustments to ensure that climate
- 8 change policies are not undermined; and

9

10 WHEREAS, TPP's continued failure to address even these fundamental issues demonstrates the pact's  
11 architects have neglected the growing evidence of the failure of status-quo trade policies and have  
12 disregarded the policy solutions that would rebuild a sustainable U.S. and global economy with a vibrant  
13 middle class; now

14

15 THEREFORE BE IT RESOLVED, that until the TPP remedies these failures, the North Carolina State AFL-CIO and  
16 its affiliates join our national labor movement and coalition partners to fight this pact, using all of the tools at  
17 our disposal.

18

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

20

1 RESOLUTIONS Committee

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**Resolution #11**

4

**RAISING WAGES - ITS TIME FOR ACTION**

5

6 WHEREAS, recently workers at Walmart, our nation's largest private sector employer, used collective action to  
7 win a raise for more than 500,000 of their co-workers, and the fact that workers forced Walmart to raise  
8 wages shows that America has reached a turning point; and

9

10 WHEREAS, working people are sending a clear message to our economic elites that we deserve more, that we  
11 refuse to just accept a society where the wages of the top 10 percent rise and the bottom 90 percent fall and  
12 where two families - the Kochs and the Waltons - have more wealth than almost half the country combined;  
13 and

14

15 WHEREAS, raising wages is about fighting inequality by raising all workers' wages and about workers' right to  
16 organize and bargain with our employers to raise our wages without fear of reprisal or dismissal; and

17

18 WHEREAS, raising wages is really about much more than that if we are to build an economy centered on  
19 improving the lives of the people who do the work, and, as such, creating a raising wages society requires a  
20 comprehensive program of action, each part of which is grounded in our collective voice, beginning by re-  
21 establishing work and workers as the center of the American economy; and

22

23 WHEREAS, in a raising wages society, Wall Street will never be allowed to write the rules of the economy by  
24 offshoring jobs to corporate-based trade deals and risky investment schemes, allowing Wall Street and the  
25 wealthiest 1% - and even more the wealthiest 0.01% - to shape our economy for generations; and

26

27 WHEREAS, we can build a full-employment economy where workers' wages rise as we create more wealth,  
28 where the public investments we must make - from education to infrastructure - are well funded and shared  
29 equally, and where the bookends of the raising wages economy - childcare and secure retirement - are  
30 guaranteed for all; and

31

32 WHEREAS, raising wages means better lives and opportunity for all by addressing racial injustice and economic  
33 exclusion, by addressing social and economic problems with infrastructure and resources rather than with  
34 mass incarceration, and by recognizing that justice at work and justice in our communities are intertwined,  
35 requiring both to advance for either to grow; and

1 WHEREAS, every working person needs to know the facts about how the economy works, such as the  
2 following:

- 3 • Wages for the bottom 70% have been flat since the late 1970s, while almost all the gains from  
4 the increasing productivity of our workforce have flowed to the top 10%.
- 5 • Wage stagnation is not the inevitable outcome of immutable economic forces. Wage stagnation  
6 is the result of wealthy and powerful people, big corporations and Wall Street designing a global  
7 economy where wages stay low.
- 8 • The rules are rigged because they rigged the rules.

9

10 THEREFORE BE IT RESOLVED, that the delegates to this convention and affiliates of the North Carolina State  
11 AFL-CIO help the state federation get the facts to the rank-and-file union membership and to the community  
12 through the AFL-CIO Common Sense Economics Program.

13

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