

- 1 NORTH CAROLINA STATE AFL-CIO
- 2 61st ANNUAL CONVENTION RESOLUTIONS
- 3

- 1 TABLE OF CONTENTS
- 2
- 3 Resolution 1: Growing A Bigger, Broader Labor Movement In North Carolina, Pg. 3
- 4 Resolution 2: Building Independent Political Power For Working People, Pg. 5
- 5 Resolution 3: Winning A Pro-Worker Policy Agenda, Pg. 6

**RESOLUTION 1:**

**GROWING A BIGGER, BROADER LABOR MOVEMENT IN NORTH CAROLINA**

WHEREAS, across the country, working people are rising up to challenge the status quo and corporate greed; and

WHEREAS, public support for unions is the highest it has been in years, and research shows that a growing majority of working people, if given the opportunity, would want to be part of a union to negotiate for better pay, benefits and working conditions; and

WHEREAS, the most effective ways for working people to exercise their power on the job and in our society are through union membership and collective bargaining; and

WHEREAS, by organizing together in unions, working people improve not only their own pay, benefits and working conditions, but also contribute to the greater social good by raising wages for all workers, fighting for laws to help all working families, increasing participation in civil society, and providing a forum for all working people to come together; and

WHEREAS, in all regions of the country, but especially in the South, working people face huge obstacles to justice, like exploitative global capitalism, low wages, anti-union laws, and historical racism; and

WHEREAS, we as a movement have a moral obligation to organize those workers who need help the most—workers in the South, workers in unorganized sectors, low-wage workers, women, immigrants, and people of color; and

WHEREAS, building power for workers depends on organizing more people into unions and worker organizations and yet the promise of winning power dims as organizing becomes less frequent; and

WHEREAS, building power and making union membership real for more workers can happen only with concerted planning, coordinated activity, and improved execution; and to that end, the state federation can play an important role in supporting working people and our affiliated unions when they organize; and

WHEREAS, the Executive Board of the NC State AFL-CIO made it a strategic goal to position the state federation at the forefront of efforts to grow a powerful labor movement by bringing masses of unorganized workers into workplace organizations and to achieve that goal, created an Organizing Committee of the Executive Board to help guide the federation’s support for organizing; now

THEREFORE BE IT RESOLVED, that the work of the NC State AFL-CIO on political campaigns, policy initiatives, and affiliate education should all be in support of helping working people to organize for a better life; and

BE IT FURTHER RESOLVED, that affiliated unions will ask the federation for help with organizing campaigns as needed, will participate to the best of their ability in the state federation’s Organizing Roundtable, and will continue to ask their national unions for investment in organizing in North Carolina and throughout the South; and

BE IT FURTHER RESOLVED, that delegates to this convention pledge to do their part to assist the federation’s efforts to support internal organizing, new external organizing, and the broader worker

1 fight-back including efforts to raise wages, strengthen our freedom to organize and increase public  
2 support for unions; and

3

4 BE IT FURTHER RESOLVED, that the NC State AFL-CIO will support AFL-CIO endorsed boycotts including  
5 the current Reynolds American VUSE e-cigarette boycott and will assist FLOC by coordinating with  
6 Central Labor Councils and local unions to organize consumer education activities at Circle K and 7-  
7 Eleven stores and that we will continue those consumer activities until FLOC achieves the goals of its  
8 organizing campaign; and

9

10 BE IT FURTHER RESOLVED, that delegates to this convention pledge to show up and support workers  
11 who are trying to organize so that working people and their unions never feel alone in their efforts to  
12 organize for a better life; and

13

14 BE IT FURTHER RESOLVED, that delegates, affiliated unions, Executive Board Vice-Presidents, state  
15 federation President and staff will seize this moment when working people want change and that we  
16 will all do what we can to educate unorganized workers about their rights and support efforts to grow a  
17 broad, diverse working people's movement in North Carolina.

18

19 Submitted by: Organizing Committee of the NC State AFL-CIO Executive Board

20

1 **Resolution #2**

2 **BUILDING INDEPENDENT POLITICAL POWER FOR WORKING PEOPLE**

3  
4 WHEREAS, the goal of the NC State AFL-CIO and our movement is to give working people greater  
5 political power by speaking with an unquestionably independent political voice, backed by a unified  
6 labor movement; and

7  
8 WHEREAS, for decades, the political system has failed working people. Acting on behalf of corporations,  
9 the rich, and the powerful, politicians have been taking away the pillars that support working people’s  
10 right to good jobs, a safe, secure work place, and secure benefits; and

11  
12 WHEREAS, union members can right this power imbalance by organizing in our workplaces and our  
13 neighborhoods to drive our members, our families and our neighbors to participate in critical elections  
14 and to hold officials accountable to a pro-worker agenda; and

15  
16 WHEREAS, we can no longer settle for the lesser of two evils at the ballot box and to that end, we must  
17 aggressively foster a new generation of elected officials who share our aspirations for growing the labor  
18 movement, creating an economy that works for all, and ensuring shared prosperity for everyone; now

19  
20 THEREFORE BE IT RESOLVED, that NC State AFL-CIO and our affiliates will take all necessary steps to  
21 build worker political power and grow support for a pro-worker policy agenda and we commit to our  
22 members and working people everywhere that we will take the following actions:

- 23 • Develop a pro-worker agenda across the sectors of our movement to hold as a joint standard for  
24 all candidates and officials, regardless of party;
- 25 • Establish a communications framework to communicate our pro-worker agenda to our affiliates,  
26 partners, elected officials, and to working people—union and non-union and to use this  
27 framework to make clear the link between policies and politics;
- 28 • Hold lawmakers accountable by meeting with them, calling them out in the media, and un-  
29 electing them when necessary and strategic to our long-term interests;
- 30 • Prioritize issue-based, year-round member-to-member communication as part of a commitment  
31 to heightened internal organizing and workplace education;
- 32 • Increase affiliate commitment to and participation in our political program so that we move  
33 more union members and union households to vote and support our endorsed candidates;
- 34 • Raise resources for 1). the state federation “Victory Fund” so that we can expand our political  
35 program and member to member communications and 2). the state federation COPE PAC so  
36 that we can help labor-endorsed candidates run winning campaigns;
- 37 • Develop and expand programs for recruiting, training, mentoring and supporting union brothers  
38 and sisters running for elected office;
- 39 • Promote greater participation in the democratic process by opposing voter suppression,  
40 supporting non-partisan voter registration and GOTV efforts, and boosting participation by  
41 young people, seniors, and people of color; and

42  
43 BE IT FURTHER RESOLVED, that NC State AFL-CIO and our affiliates will work to break the anti-worker  
44 stranglehold on our state government by working to elect pro-worker candidates to the legislature, the  
45 Judiciary, and the Council of State to position labor to impact our state’s redistricting process in 2021  
46 and harness our political power to win better policies for working families.

47  
48 Submitted by: Political Committee of the NC State AFL-CIO Executive Board

1 **Resolution #3**

2 **WINNING A PRO-WORKER POLICY AGENDA**

3  
4 WHEREAS, working people in America are marching, striking and organizing because we refuse to accept  
5 the reality of struggling to make ends meet in the richest country in the world at its richest point in  
6 history; and

7  
8 WHEREAS, our movement must launch defensive fights against attacks on working families, but at the  
9 same time, we must constantly fight for an aspirational, pro-worker agenda to remind working people  
10 and our elected officials that we can and we must do better; and

11  
12 WHEREAS, working people demand the right to come home safely at the end of the day; the right to be  
13 paid enough to support ourselves and our families; the right to quality health care, paid time off to  
14 spend with family, a schedule that is flexible and fair, and protection from discrimination; and after  
15 decades of hard work, we demand the right to retire with dignity and security; now

16  
17 THEREFORE BE IT RESOLVED, that the NC State AFL-CIO and our affiliates will work to win the hearts and  
18 minds of North Carolina citizens and lawmakers to support a pro-worker, good jobs agenda based on the  
19 AFL-CIO Workers’ Bill of Rights:

20  
21 All working people have the right to:

- 22 • **A Good Job with Fair Wages:** So that we earn a fair return on our work and receive a wage that  
23 allows us to support ourselves and our families.
- 24 • **Quality Health Care:** For all regardless of income, job, or a pre-existing condition.
- 25 • **A Safe Job:** Free from harassment, violence, and hazards caused by managerial negligence.
- 26 • **Paid Time Off and Flexible, Predictable Scheduling:** To spend time with family or care for  
27 ourselves or a loved one.
- 28 • **Freedom from Discrimination:** In hiring, firing and promotions.
- 29 • **Retire with Dignity:** And with financial security.
- 30 • **Education for All:** Quality public K-12, higher education and career training that advances our  
31 knowledge and skills without leaving us in debt.
- 32 • **Freedom to Join Together in Union:** With our co-workers for better wages and working  
33 conditions with the right to collectively bargain for all workers.
- 34 • **A Voice in Democracy:** To freely exercise our right to civic participation and to vote so that we  
35 can make sure our government stands up for working people and this Workers’ Bill of Rights.

36  
37 BE IT FURTHER RESOLVED, that the NC State AFL-CIO and our affiliates will educate NC citizens, our  
38 members, allies, and elected officials on the Bill of Rights, we will work to elect officials who support our  
39 pro-worker agenda, we will mobilize NC citizens, our members and allies to push lawmakers on the  
40 federal, state, and local levels to pass pro-worker policies, and we will not stop until working people get  
41 a fair return on our work and this Workers’ Bill of Rights is a reality for all of us.

42  
43 Submitted by the Public Policy Committee of the NC State Executive Board