

- 1 NORTH CAROLINA STATE AFL-CIO
- 2 62nd ANNUAL CONVENTION RESOLUTIONS
- 3

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1 **RESOLUTION 1:**

2 **WINNING A POLICY AGENDA FOR SHARED PROSPERITY**

3
4 WHEREAS, by taking collective action and making our voices heard and our votes count, working people
5 can change our economic policies so that all of us get a fair return on our work; and
6

7 WHEREAS, at the 2018 NC State AFL-CIO convention, delegates resolved to fight for a pro-union, pro-
8 worker agenda based on the AFL-CIO Workers’ Bill of Rights which states that all working people have
9 the right to:

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

26 WHEREAS, at last year’s convention, we also committed that the NC State AFL-CIO and our affiliates will
27 educate NC citizens, our members, allies, and elected officials on the Bill of Rights; we will work to elect
28 officials who support our policy agenda; we will mobilize NC citizens, our members, and allies to push
29 lawmakers on the federal, state, and local levels to pass pro-union, pro-worker policies; and we will not
30 stop until working people get a fair return on our work and this Workers’ Bill of Rights is a reality for all
31 of us; and
32

33 WHEREAS, to that end, we framed our state legislative agenda around the Bill of Rights and used our
34 2019 Labor Legislative Conference and local legislative meetings to educate lawmakers and our
35 members on our policy agenda; we organized two town halls to educate members and citizens about
36 the Bill of Rights; we designed a comic book to reach young workers about the Bill of Rights; we
37 convened meetings with worker-friendly municipal officials about advancing our policy agenda on a city
38 level; and we used our Labor 2019 endorsement process to educate candidates about our agenda and
39 enlist their support for pro-union, pro-worker policies; and
40

41 WHEREAS, because of our efforts and the work of allied organizations and elected officials, we were able
42 to win policy victories including paid leave for state employees, the creation of the Durham Workers’
43 Rights Commission, and the introduction of legislation to repeal the ban on public employee collective
44 bargaining and to establish work breaks for all workers—the first time in years that legislation had been
45 introduced on either issue; and
46

47 WHEREAS, as workers continue to struggle to make ends meet in the richest country in the world at its
48 richest point in history, there is still much work to do to ensure shared prosperity and labor rights for all;
49 and

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WHEREAS, next year we have a chance to elect labor champions to Congress, the Council of State, and the legislature and dramatically increase support for higher wages and other pro-worker policies; now

THEREFORE BE IT RESOLVED, the NC State AFL-CIO and our affiliates will redouble and strengthen our work to elect candidates who support our policy agenda; to push lawmakers on all levels to pass pro-union, pro-worker policies; and to educate the public, members, and lawmakers on the Workers' Bill of Rights, especially the right to organize unions; and

BE IT FURTHER RESOLVED, that the NC State AFL-CIO and our affiliates recommit that we will not stop our efforts until working people get a fair return on our work and the Workers' Bill of Rights is a reality for all working people.

Submitted by the Policy Committee of the NC State Executive Board

RESOLUTION 2:

FIGHTING FOR GOOD JOBS AND A HEALTHY PLANET

WHEREAS, the UN Intergovernmental Panel on Climate Change has determined humanity has twelve years to act to avert the worst effects of a climate catastrophe; and

WHEREAS, climate change poses an immediate and long-term threat to all working people, our communities and our economic security; and

WHEREAS, workers, communities of color and low-income people suffer disproportionately from environmental degradation and climate change; and

WHEREAS, climate change is already harming working families and vulnerable populations through increasing and extreme hurricanes, wildfire, drought and flooding, increased stress on the agricultural sector, health impacts like heat stroke and the spread of infectious diseases; and

WHEREAS, the National and NC State AFL-CIO, and multiple affiliates, including the United Food and Commercial Workers, SMART, the Longshoreman, the Machinists, the Teamsters, the Communication Workers, the Steelworkers, IATSE, the Letter Carriers and others, invested countless hours and significant resources towards disaster relief efforts in the wake of Hurricane Florence in 2018 which impacted tens of thousands of union members and their families, some of whom lost everything and are still displaced; and

WHEREAS, without taking concrete action now to address the climate crisis, the well-being and economic future of generations of people will be severely and irreversibly jeopardized; and

WHEREAS, thousands of members of affiliate unions are employed in industries that rely on the production, transportation or use of fossil fuels; and

WHEREAS, just as every other worker, those workers and their communities have a right to a strong, viable economic future which includes good jobs with union wages and benefits; and

WHEREAS, if climate action is to address inequality, the labor movement must be at the center of shaping climate policies to include a just transition for workers in the fossil fuel and other impacted industries, expand collective bargaining rights, and create green union careers, particularly in disadvantaged communities; and

WHEREAS, workers in existing jobs, including firefighters, nurses, construction workers, public transit workers, many in the public sector, and many more are already mitigating the health and environmental effects of climate change, preparing our infrastructure for sea level rise, and advancing North Carolina's clean energy economy through a variety of ways; and

WHEREAS, tens of thousands of good jobs can be created in North Carolina by raising labor standards and organizing in energy efficiency and renewable energy, by increasing domestic production and commercial application of energy systems and decreasing our reliance on imported clean-energy goods, and by understanding the battle to combat climate change cannot be waged on a project-by-project basis; and

WHEREAS, North Carolina has one of the greatest as of yet untapped resources for offshore wind generation of any state on the Atlantic seaboard and once tapped, offshore wind generation has the

1 potential to provide thousands of family-sustaining careers in transportation, infrastructure
2 development, construction, maintenance, and along the supply chain; and

3
4 WHEREAS, Governor Roy Cooper enacted Executive Order 80 in November 2018, directing several state
5 agencies to create an Interagency Climate Council and to oversee a planning process that would keep
6 the State of North Carolina in line with the goals of the 2015 Paris Agreement; and

7
8 WHEREAS, the NC State AFL-CIO, with the support of the International Brotherhood of Electrical
9 Workers and the United Auto Workers, have participated in multiple meetings related to the Executive
10 Order 80 Planning Process and have been the sole voice advocating for workers in affected industries
11 and speaking up for higher wage standards and bargaining rights so that clean energy industries can
12 create good, union, middle-class jobs. Only when Labor has a seat at the table during the planning
13 process can we make sure that the right to organize is protected and labor standards are put in place
14 protecting workers in these emerging clean energy jobs; and

15
16 WHEREAS, the National AFL-CIO passed a Climate Change Resolution at its 2017 Convention; the
17 International Association of Flight Attendants and the Service Employees International Union have
18 passed similar resolutions; the Blue-Green Alliance which includes USW, SMART, CWA, UA, BAC, and
19 others issued a statement on “Solidarity for Climate Action;” and other local unions, labor councils and
20 federations across the country have passed resolutions and/or supported policies to address the climate
21 crisis and other pressing environmental issues; and

22
23 WHEREAS, the Triangle Labor Council is demonstrating leadership on this issue by being the first Labor
24 Council in the South to join the Labor Network for Sustainability, passing a resolution that outlines
25 principles including that, “Full employment and economic security for all must be a central part of a
26 labor program for climate protection and environmental justice because the threat of unemployment
27 pits workers against each other...Climate protecting jobs must provide a decent income, health and
28 retirement benefits, and the basic right of workers to speak, to organize, and to bargain collectively
29 through representatives of their own choosing for both directly impacted workers and front-line
30 communities;” now

31
32 THEREFORE BE IT RESOLVED, the NC State AFL-CIO will advocate for comprehensive energy and climate
33 legislation that includes the following provisions:

- 34 • High labor standards, including collective bargaining rights and family-sustaining wages for clean
35 energy jobs;
- 36 • Buy America requirements;
- 37 • A fair and equitable Just Transition for workers impacted by a transitioning economy including a
38 fund to provide severance packages, pensions, family healthcare, and free education and
39 training, as well as providing opportunities for transitioning workers to move into new clean
40 energy jobs; and
- 41 • Job opportunities and investments in working-class, low-income and communities of color
42 historically and disproportionality impacted by pollution, high unemployment, poverty and
43 environmental injustice.

44
45 Submitted by CWA 3603 and NC A. Philip Randolph Institute

46

RESOLUTION 3:

PROTECTING THE PUBLIC SAFETY AND JOBS FROM AUTONOMOUS PUBLIC TRANSIT VEHICLES

WHEREAS, the North Carolina State AFL-CIO recognizes the vital role of our public transit bus system and its bus operators who serve communities across North Carolina; and

WHEREAS, we are committed to ensuring that the public transit bus system continues to provide efficient, convenient, reliable, and safe transportation to all; and

WHEREAS, we are not opposed to the introduction of technology that can be used to make public transit buses even safer by equipping them with cameras, sensors and wireless technology to help prevent collisions, with the understanding that there are safety gaps that only a human operator can fill; and

WHEREAS, we recognize that autonomous vehicle technology requires continued, long-term testing and evaluation, and even if autonomous vehicles advance to the point that they are believed to operate safely 100 percent of the time, they will never be able to provide the vital services human operators do, which include: reporting and preventing criminal activity; responding to life-threatening health emergencies; assisting in natural disasters and terrorist attacks; and taking control in cases of emergency system failure; now

THEREFORE BE IT RESOLVED, that the NC State AFL-CIO expresses our opposition to the introduction to autonomous buses in the state of North Carolina; and

BE IT FURTHER RESOLVED, that the NC State AFL-CIO will fight any job losses among bus operators related to the potential introduction of autonomous vehicles to public transit systems in the state.

Submitted by NC SMART and ATU 1328

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RESOLUTION 4:
IN SUPPORT OF THE SAFE FREIGHT ACT

WHEREAS, the safe operation of freight trains is vital to commerce across this nation and in this state of North Carolina; and the North Carolina State AFL-CIO supports efforts to keep train operations safe in our state; and

WHEREAS, the Federal Railroad Administration (FRA) has withdrawn its proposed rulemaking to require two-person crews on freight trains which is an abdication of its safety oversight duties and furthermore stripped away all state laws concerning this subject that were preempted by this ruling; and

WHEREAS, polling across North Carolina shows overwhelming bi-partisan support of two-person crews, with 90 percent of those polled in favor of mandating that trains be operated by a crew of at least two qualified individuals; and

WHEREAS, all Class One railroads in North Carolina are already operated by crews of at least two qualified individuals, making the economic impact of this Act minimal; and

WHEREAS, national studies show that a minimum of two on-board crew members are vital to operate a train efficiently and safely and minimize the likelihood of train-related accidents; and

WHEREAS, the FRA agrees that, while advancements in automated technology, such as Positive Train Control (PTC) systems improve railroad safety, they are not a substitute for a train's on-board crew members; now

THEREFORE BE IT RESOLVED, that the North Carolina State AFL-CIO does hereby support United States Senate Bill 1979 and House of Representatives Bill 1748, the Safe Freight Act, requiring that all freight trains operated in the United States be operated by no less than a two-person crew; and

BE IT FURTHER RESOLVED that upon passage, this resolution be forwarded to all United States Senators and Representatives from North Carolina.

Submitted by NC SMART

1 **RESOLUTION 5:**

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

3
4 WHEREAS, working people have the power to change this country by coming together to elect officials
5 who will raise wages, strengthen our right to organize unions, and re-write our economic policies so that
6 working people share fairly in the wealth we create; and

7
8 WHEREAS, the goal of our endorsement process is not to endorse in every race, but to build and wield
9 political power so that we cultivate true labor champions who fight proudly for our policy agenda and
10 once we elect those champions, they understand that it was the power of working people that got them
11 elected; and

12
13 WHEREAS, at our 2018 annual convention, delegates resolved that the NC State AFL-CIO and our
14 affiliates will take all necessary steps to build worker political power and grow support for the Workers'
15 Bill of Rights and a pro-union, pro-worker policy agenda, including the following actions:

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

36 WHEREAS, in 2018, working people through the power of our vote elected a civil rights champion to the
37 state supreme court, defeated two constitutional amendments aimed at limiting the power of the
38 Governor, broke the anti-worker super-majority in both our state house and state senate thereby
39 restoring the veto power of the Governor; and

40
41 WHEREAS, in 2019, we have an opportunity to build power locally and impact municipal policies by
42 electing labor champions, including some of our own members, to city and county offices; and

43
44 WHEREAS, in 2020, we have a chance to dramatically change the political climate of our state and our
45 country by electing a President, a US Senator, 13 congressional representatives, our Governor, Council
46 of State, our entire legislature, and state supreme court and court of appeals judges; and

47
48 WHEREAS, union members can collectively exercise our power in the upcoming elections by fighting
49 back against the extremist, anti-worker agenda espoused by many of our current lawmakers and by

1 organizing in our workplaces and our neighborhoods to drive our members and our families to vote and
2 to hold officials accountable to a pro-union, pro-worker agenda; and

3
4 WHEREAS, corporations know the power of our solidarity in the workplace and in the ballot box and
5 hence, they and their corporate-backed politicians try to divide us by stoking racism, fear, and
6 xenophobia; and

7
8 WHEREAS, those same politicians have enacted laws aimed at voter suppression, including limiting early
9 voting sites and hours, requiring photo identification, and making voter registration more difficult, and
10 they have also gerrymandered our state's congressional and legislative districts in order to subvert the
11 will of voters and stack the deck in favor of anti-worker candidates; now

12
13 THEREFORE BE IT RESOLVED, that the NC State AFL-CIO and our affiliates will reject any efforts to divide
14 us by race or immigration status and that we will unite and work together to break the anti-worker
15 stranglehold on our state government by electing pro-worker candidates to the legislature, the Judiciary,
16 and the Council of State, positioning labor to impact our state's redistricting process in 2021, and
17 harnessing our political power to win better policies for working families; and

18
19 BE IT FURTHER RESOLVED, that in order to achieve that goal, the NC State AFL-CIO and our affiliates will
20 recruit volunteers to leaflet at worksites (where permitted), phone bank, and canvass our membership
21 and that we will do everything we can to strengthen our member to member mobilization program and
22 encourage union members and our families to get out and vote in support of our labor endorsed
23 candidates; and

24
25 BE IT FURTHER RESOLVED, that the NC State AFL-CIO and our affiliates will double down on the actions
26 we committed to last year including fighting voter suppression, recruiting union members to run for
27 office, and raising resources for the state federation "Victory Fund" and COPE PAC; and

28
29 BE IT FURTHER RESOLVED, that the NC State AFL-CIO will use our endorsement process to build power
30 and aggressively foster a new generation of elected officials who share our aspirations for growing the
31 labor movement, creating an economy that works for all, and ensuring shared prosperity for everyone.

32
33 Submitted by: Political Committee of the NC State AFL-CIO Executive Board

34

1 **RESOLUTION 6:**

2 **GROWING A POWERFUL LABOR MOVEMENT**

3
4 WHEREAS, the most effective ways for working people to exercise their power on the job and in our
5 society are through union membership and collective bargaining; and

6
7 WHEREAS, by organizing in unions, workers improve not only their own pay, benefits and working
8 conditions, but also contribute to the greater good by raising wages for all workers and fighting for
9 policies that improve the lives of all working people; and

10
11 WHEREAS, the rich and powerful are driving large scale changes in the nature of work, including
12 digitization, automation, deindustrialization, de-professionalization, globalization, offshoring and unfair
13 trade agreements—all of which threaten to leave working families with even less clout and economic
14 security in the future; and

15
16 WHEREAS, with the uncertain and changing nature of work, working people recognize that a strong
17 labor movement is more important than ever. Public support for unions is the highest it has been in 50
18 years, and polls show that a growing majority of working people, if given the opportunity, would want to
19 join a union to negotiate for better pay, benefits and working conditions; and

20
21 WHEREAS, at the 2018 annual NC State AFL-CIO convention, delegates resolved that the work of the NC
22 State AFL-CIO on political campaigns, policy initiatives, and affiliate education should all be in support of
23 helping working people to organize for a better life and that all of us should seize this moment when
24 working people want change and do all we can to educate unorganized workers about their rights and
25 support efforts to grow a broad, diverse working people’s movement in North Carolina; and

26
27 WHEREAS, the NC State AFL-CIO has expanded its support for affiliate organizing by surveying unions
28 about their organizing needs, offering strategic research trainings and consulting, and publishing an
29 online NC Union Jobs Board, and additionally, the state fed is committed to hiring a staff person to focus
30 on growing our movement by increasing affiliation with the state fed and CLCs, providing research and
31 training to support affiliate efforts to organize new and existing workplaces, and mobilizing support for
32 union campaigns and unions generally; and

33
34 WHEREAS, through courage and the power of solidarity, adjunct faculty at Elon University in Burlington
35 and workers at Stericycle in Haw River organized and won union elections; CWA members at AT&T in
36 the Southeast went on strike and won a better contract; and across the country, teachers, coal miners,
37 airport workers and others are striking and taking brave workplace actions; and

38
39 WHEREAS, such actions show that working people are determined to organize for a better life despite
40 increased attacks on workers’ freedom to organize including the proliferation of so-called right to work
41 laws, increased prohibitions on public sector collective bargaining, and the Trump administration’s
42 weakening of Department of Labor rules, changes to the National Labor Relations Board, and assaults on
43 federal employee unions; and

44
45 WHEREAS, if we want to stop the trend toward a contingent low wage workforce, end this global race to
46 the bottom, and build worker power for the future, we must grow and organize those workers who
47 need help the most—workers in the South, workers in unorganized sectors, low-wage workers, women,
48 immigrants, young workers, and people of color; and

1 WHEREAS, in this changing world of work and an increasingly challenging legal environment, we must
2 think creatively and boldly about innovative ways to organize workers, especially those in the gig
3 economy; and
4

5 WHEREAS, building power and making union membership real for more workers can happen only with
6 concerted planning, coordinated activity, and improved execution; and to that end, the state federation
7 can play an important role in supporting working people and our affiliated unions when they organize;
8 now
9

10 THEREFORE BE IT RESOLVED, that the Organizing Committee will work with the NC State AFL-CIO
11 Executive Board to develop an organizing initiative aimed at increasing union membership in NC both in
12 existing and in new workplaces and that state federation staff will work with affiliates to develop goals
13 and will support affiliates in meeting those goals with research, training, and tools; and
14

15 BE IT FURTHER RESOLVED, that affiliated unions will ask the federation for help with organizing
16 campaigns as needed, will take advantage of training offered by the state fed, participate to the best of
17 their ability in the state federation's Organizing Roundtable, and will continue to ask their national
18 unions for investment in organizing in North Carolina and throughout the South; and
19

20 BE IT FURTHER RESOLVED, that delegates will do their part to grow a bigger, more powerful movement
21 by assisting the federation's efforts to support internal organizing, new external organizing, and the
22 broader worker fight-back including efforts to raise wages, strengthen our freedom to organize, and
23 increase public support for unions.
24

25 Submitted by: Organizing Committee of the NC State AFL-CIO Executive Board
26

1 **RESOLUTION 7:**

2 **PROTECTION OF FEDERAL WORKERS' COLLECTIVE BARGAINING RIGHTS**

3
4 WHEREAS, the Trump Administration is attacking the collective bargaining rights of federal workers
5 through the imposition of contracts designed to eliminate federal employees' representation rights and
6 the presence of the union in the federal workplace; and

7
8 WHEREAS, the collective bargaining rights of federal workers are under attack and federal agencies are
9 not meeting their legal obligation to bargain in good faith and are not negotiating with federal employee
10 unions with a sincere resolve to reach agreement; and

11
12 WHEREAS, multiple agencies are coordinating extreme anti-labor and anti-worker proposals for labor
13 contracts that are under negotiation with federal employee unions representing federal workers; and

14
15 WHEREAS, recent contract proposals from federal agencies to multiple federal employee unions across
16 the government have severely limited the representation rights of federal workers in the workplace and
17 would all but prevent the exercise of federal workers' right to represent one another through their
18 union; and

19
20 WHEREAS, federal employees are not permitted to bargain for pay and benefits, only working
21 conditions; and

22
23 WHEREAS, these contract proposals remove the union from the federal workplace—providing no space
24 for the union to conduct specific representational duties as required by federal law; and

25
26 WHEREAS, the collective bargaining rights of federal workers at agencies like the Department of
27 Veterans Affairs, Social Security Administration, Department of Education, Department of Homeland
28 Security, Office of Personnel Management, Housing and Urban Development, and Health and Human
29 Services, are preventing federal workers from working with management to help facilitate a better,
30 safer, more productive workplace that ensures employee training, workplace health and safety, and
31 protection from whistleblower retaliation; and

32
33 WHEREAS, the law requires federal agencies and federal employee unions to bargain in good faith over a
34 grievance and arbitration procedure, and the conditions of employment; and

35 WHEREAS, the Civil Service Reform Act of 1978 codified collective bargaining rights for federal
36 employees and deemed collective bargaining in the federal government in the interest of the public; and

37
38 WHEREAS, federal workers care for our nation's veterans; provide direct support to the military; inspect
39 our food and water; secure our borders, airports and federal buildings; provide the elderly and disabled
40 with essential benefits and services; preserve our national heritage and parks; and keep dangerous
41 criminals off our streets and guard our prisons; and

42
43 WHEREAS, federal employees are dedicated public servants who provide vital services to the American
44 public, their rights in the workplace should be respected, and their right to have a voice in the workplace
45 through union representation should be protected; now

46
47 THEREFORE BE IT RESOLVED, the NC State AFL-CIO and delegates to this convention call on Congress and
48 the President to uphold the collective bargaining rights of federal workers and to stop unilaterally
49 imposing contracts that eliminate the presence of the union in the federal workplace, severely restrict

1 the conditions under which federal workers can bargain and undermine federal employees' right to
2 union representation.

3

4 Submitted by AFGE Local 1738

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RESOLUTION 8:
JUSTICE FOR FARM WORKERS

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4 WHEREAS, agricultural workers are excluded from U.S. labor law and the H2A guest worker program is
5 ridden with legal loopholes that prevent workers from protecting themselves; and
6

7 WHEREAS, agricultural employers have recently expanded the use of H2A Farm Labor Contractors as a
8 form of subcontracting labor in North Carolina; and
9

10 WHEREAS, guest workers are recruited in countries where corruption is rampant, and workers are often
11 forced to pay bribes in order to get recruited and the extortion of bribes from workers returning to
12 Mexico by federal and state authorities is widespread and creates fear for guest workers; and
13

14 WHEREAS, agricultural purchasers such as Reynolds American, Inc. and its parent company, British
15 American Tobacco, remain among the wealthiest companies in the world and have refused to take
16 action to guarantee workers' rights in their supply chain for over ten years and their procurement
17 practices have often encouraged violations of workers' rights; now
18

19 THEREFORE BE IT RESOLVED, that the NC State AFL-CIO condemns any and all forms of corruption within
20 the guest worker system, the subcontracting practice of using farm labor contractors to avoid
21 negotiating collectively and complying with state and federal law, and any and all workplace raids by
22 immigration enforcement that are used to intimidate workers; and
23

24 BE IT FURTHER RESOLVED, that the NC State AFL-CIO calls on Reynolds American, Inc. and British
25 American Tobacco companies to end ten years of refusal to provide justice to thousands of workers in
26 their supply chain and sign an agreement guaranteeing Freedom of Association with the Farm labor
27 Organizing Committee, FLOC.
28

29 Submitted by Farm Labor Organizing Committee (FLOC)