



AMENDED AND LATE RESOLUTIONS

RESOLUTION NO. 21-AMMENDED

SUPPORT FOR COLLECTIVE BARGAINING AND FAIR SHARE FEE

WHEREAS, Senate Bill 166, known as “Paycheck Protection” legislation, aims to take away the ability of public sector unions to collectively bargain for the employer to make voluntary deductions of union dues above the fair share fee rate and political deductions from the workers’ paycheck; and

WHEREAS, Senate Bill 167, also known as “Paycheck Protection” legislation, seeks to amend the Pennsylvania Constitution by prohibiting payroll deductions of membership dues above the fair share fee rate and political contributions from public employees; and

WHEREAS, these payroll deductions have been in place for years and are often one of the first agreements made by the parties in collective bargaining; and

WHEREAS, proponents of the legislation continue to mislead the public and members of the General Assembly by not differentiating between dues, “fair share” deductions, and political deductions. Union membership dues and worker political contributions are entirely voluntary. The union is compelled by law to represent all workers whether they join the union and pay dues or not. Fair-share fees from non-members can only be used by the union for representational activities such as contract negotiations and enforcing the workers’ contract rights, including in the grievance process; and

WHEREAS, supporters of this legislation falsely claim government money is being used to help fund union political activities. First, all union political deductions are voluntary, so if the worker chooses, they do not have to contribute. Second, the payroll system is nearly completely automated. With the number of deductions already being made for medical insurance, retirement accounts, and other items at the request of the employee or employer, the added cost for the deductions of political contributions is miniscule; and

WHEREAS, Senate Bill 166 was voted on and defeated December 12, 2017 by a vote of 102-90. Republican majority proceeded to request a reconsideration vote on Senate Bill 166, which was approved. Senate Bill 166 died without further action.

THEREFORE, BE IT RESOLVED, the Pennsylvania AFL-CIO will continue to visit their Senators and House of Representatives district offices urging the Pennsylvania General Assembly to oppose all efforts by anonymously-funded, out-of-state billionaires and the Commonwealth Foundation of Pennsylvania in their attacks on collective bargaining rights of public sector union workers and similar anti-union legislation.

Submitted by: AFSCME COUNCIL 13

Referred to: Legislation Committee

Committee Action:

Convention Action:

RESOLUTION NO. 25-AMMENDED

SUPPORTING A TRUE AND JUST ENERGY POLICY

WHEREAS, on October 3, 2019 Governor Wolf signed an Executive Order instructing the Pennsylvania Department of Environmental Protection to begin the rulemaking procedure to enroll in the Regional Greenhouse Gas Initiative (RGGI); and

WHEREAS, any proposed state or federal plan must ensure grid reliability and affordable power is maintained, while addressing the transition of displaced, stranded workers and communities; and

WHEREAS, an “all of the above” energy strategy must include cost effective, environmentally-efficient and much needed coal-fired facilities playing a critical role in keeping the lights on in America’s homes and businesses, while employing thousands of Pennsylvanian’s that operate and maintain facilities, extract the coal, move the coal from mines to plants, and handle outages and emergencies; and

WHEREAS, the global challenge of climate change cannot be solved by one country, one industry, or one region. Perceived gains in the Pennsylvania carbon footprint should not be offset by the carbon-emitting units in other states; and

WHEREAS, the PA Secretary of the DEP reported on March 4th, 2020, that coal powered electric generation plants have been closing due to market pressures. Fourteen coal powered plants have closed since 2010. Pennsylvania requires an energy plan that will address the needs of consumers, while protecting the workers in the Commonwealth; and

WHEREAS, national, regional, and local capacity markets and possible price manipulation must be thoroughly reviewed and considered prior to entering a state-by-state pact to regulate carbon emissions; and

WHEREAS, an all-inclusive investment in carbon capture sequestration and other forward thinking, proven technologies need to be priority, along with imposing border adjustments on goods generated offshore without similar carbon emission restrictions; and

WHEREAS, all stakeholders, especially the house of labor, need to have a seat and voice at the table with state policy makers and regulators.

THEREFORE, BE IT RESOLVED, that the Pennsylvania AFL-CIO, affiliates,

Central Labor Councils, and Area Labor Federations recognize that a diversified energy portfolio is required for a 21st century economy, and that coal, natural gas, and nuclear are essential and cost effective components in the supply of electrical generation to all classes of energy consumers as new reliable technologies are developed and put in place.

THEREFORE, BE IT FINALLY RESOLVED, that the Pennsylvania AFL-CIO, affiliates, Central Labor Councils, and Area Labor Federations will support provisions and advocate for strong displaced worker programs, including addressing affected communities' needs as a result of the Regional Greenhouse Gas Initiative.

Submitted by: IBEW District 3

Referred to: Legislation Committee

Committee Action:

Convention Action:

RESOLUTION NO. 32

“I AM A FIRST RESPONDER” CAMPAIGN

WHEREAS, the Pennsylvania AFL-CIO hereby recognizes the SEIU Local 668, “I Am a First Responder Campaign” as a critical effort to ensure that Pennsylvania’s emergency dispatchers are reclassified at the federal level, and, in the interim, are recognized by the Commonwealth of Pennsylvania as such; and

WHEREAS, 911 telecommunicators are the front line of emergency services and play a vital role in public safety; and

WHEREAS, emergency telecommunicators answer calls twenty-four hours a day and often make life-saving decisions within seconds of taking each call;

WHEREAS, emergency telecommunicators are highly trained professionals, have a vast knowledge of first aid procedures, and must walk frightened callers through life-saving measures before help arrives on the scene;

THEREFORE, BE IT RESOLVED, that the Pennsylvania AFL-CIO fully supports SEIU Local 668’s, “I Am a First Responder” campaign. Emergency telecommunicators are first responders, and both our federal government and the Commonwealth of Pennsylvania should recognize them as such.

Submitted by: SEIU Local 668

Referred to: Executive Council

Committee Action:

Convention Action:

RESOLUTION NO. 33

RESOLUTION TO PROTECT WORKERS DURING THE COVID-19 PANDEMIC

WHEREAS, labor unions represent workers in industries essential to the safety and support of all people affected by the COVID-19 pandemic; and

WHEREAS, the safety and protection of our members and all workers is a defining characteristic of the labor movement; and

WHEREAS, people are dependent on the safe, uninterrupted services provided by workers involved in the production, delivery, and retail sale of food, pharmaceuticals, medical cannabis, hygiene, health care products and devices, provision of health care services, maintenance of utilities and communications systems, and other essentials provided by public sector workers and others,

THEREFORE, BE IT RESOLVED, that these workers are absolutely essential during the COVID-19 crisis and as such are deserving of every protection, support, and consideration available, including, but not limited to:

- Official designation from government entities as “essential” in order to secure eligibility for all considerations extended to other workers so designated;
- Implementation of social distancing measures as appropriate for the specific workplace, including limiting the number of customers, vendors, third-party contractors, etc. permitted in the workspace, where applicable;
- Provision of adequate sanitary breaks and hygiene supplies for all employees, as well as sanitary spaces for rest and meal periods that allow for safe distancing;
- Establishment of rigorous cleaning protocols in all facilities and provision of sanitizers and disinfectants in common and work areas;
- Adoption of pay and benefits policies to cover employees who have been directed to quarantine for the duration of the infection or quarantine, including the waiver of any waiting periods for any COVID-19-related leaves;
- Suspension of attendance policies and discipline or penalties regarding any medically directed or voluntary quarantines/self-isolations for a COVID-19 circumstance, including those related to the care of a family member or child;
- Establishment of protocols should an employee be diagnosed with COVID-19 to include sanitizing the workspace, identifying co-workers in contact with or in the area of the infected person, and requiring a 14-day paid quarantine for those affected at regular rates of pay;

- Provision of fully paid sick leave for those affected by COVID-19;
- Recognition of front-line workers via additional wage and benefit incentives;

THEREFORE, BE IT FURTHER RESOLVED, that the PA AFL-CIO and its affiliates shall commit to work with employers and governmental entities to do all within their collective power to assure the safety and fair treatment of essential workers during this unprecedented crisis;

Submitted by: UFCW Local 1776 Keystone State

Referred to: Executive Council

Committee Action:

Convention Action:

RESOLUTION NO. 34

SUPPORTING THE AMERICAN WORKING FAMILY RELIEF ACTION PLAN

WHEREAS, the current COVID-19 pandemic has caused hundreds of thousands of employees to be laid off without prior notice; and

WHEREAS, the crisis has led to over 1 million unemployment claims throughout the Pennsylvania; and

WHEREAS, thousands of front-line workers, such as nurses, grocery store workers, and UC benefits processors are being directly exposed to the virus, without proper protective equipment and without healthcare protections in place; and

WHEREAS, over 9,000 state employees have been furloughed due to the COVID-19 pandemic; and

WHEREAS, the entire country is currently in a state of emergency, requiring that unique and bold measures be taken to ensure the safety and success of working families; and

WHEREAS, this coalition of over 40 organizations has been formed to fight for the needs of working families in this critical moment, releasing this list of demands:

Expansion of Healthcare Access:

- Fully paid leave for any COVID-19 related issue, including sick time, furlough, self-quarantine, and providing care to infected family members;
- Free COVID-19 testing and treatment, regardless of insurance status, language, race, country of origin, or immigration status;
- No profits from this crisis. Private corporations providing public health services must do so at no cost, and any eventual vaccine must be made available cost-free to the public;
- Protections from disciplinary action from employers against workers who utilize sick time or leave due to COVID-19 related issues;

- Expansion of Medicaid to all Pennsylvanians without insurance until the end of 2020;
- Waive all cost sharing for emergency room (in or out of network), urgent care (in network), and office visits (in network) associated with medically necessary screening and testing (in and out of laboratories) for Covid-19.

Protection of Front-line Workers and Communities:

- Emergency funding for safety equipment and mental health supports for front-line healthcare workers, direct support professionals, and first responders;
- Emergency standards and accountability for healthcare facilities to implement containment control plans;
- Suspension of foot traffic to public and community facilities, where operationally feasible and legally permissible. When not feasible/permissible, limitations of foot traffic to the greatest extent possible by shifting public services with online and in-person options to online-only. Promotion of teleworking options for public and private sector employees;
- Regular cleaning of workplaces that remain open to workers and/or the public in a manner that meets or exceeds federal and state standards for preventing COVID-19

Economic Relief for Working Families

- Doubling unemployment compensation and extending the length of the benefit to 52 weeks, eliminating the “waiting week” and waiving the requirement to search for work for COVID-19 related layoffs and closures, and increased staffing to allow the rapid processing of new unemployment applications;
- Suspension of foreclosures, utility shutoffs, evictions, credit defaults, school loan payments, and other liens for workers who may be laid off or have reduced hours for the duration of the national public health emergency;
- Enhancement of food security programs for Pennsylvania’s working families, the elderly, and children by increasing funding for nutrition assistance programs;
- Review and revision of public benefit and unemployment compensation eligibility requirements to ensure that low-income, seasonal, contract, and gig workers are not adversely affected by the pandemic;
- Continuation of pay and benefits for hourly K-12 School District employees, along with salaried employees, during any school shutdowns;
- Continuation of pay for contracted workers, such as those employed by food service contractors, during any campus shutdowns ordered by the colleges and universities where they work, including PASSHE and state-supported colleges and universities, as well as non-public colleges and universities;
- Return to work protections for those who utilize unemployment compensation or leave work due to childcare, school, or other temporary closures;
- Assessment of benefits such as paid sick leave and unemployment compensation for tipped workers based on the Bureau of Labor Statistics’ calculation of \$11.85 as their hourly rate;
- Establish free and reliable access to telecommunication tools so that workers can

work remotely by ensuring internet providers waive fees for the duration of the crisis and cell phone companies provide free mobile hotspots through every cell phone.

Protection of our Values, Safety, and Voices

- Expansion of the Pennsylvania Human Relations Commission to properly investigate attacks on Pennsylvania's Asian American and Pacific Islander communities, as well as to educate and inform the public to prevent discrimination that may result as a result of this pandemic;
- Implementation of aggressive legal and regulatory measures to prevent price gouging for common household goods, especially those necessary to prevent and treat COVID-19;
- Necessary resources to protect our democracy and ensure all people have the ability to be counted and make their voice heard, including the 2020 Census and ongoing elections;
- Ensuring fair and accessible elections in Pennsylvania during the pandemic by mailing all voters a ballot with postage paid return.

WHEREAS, these goals are shared by the labor movement, over 40 labor and advocacy organizations, and the PA Democratic House and Senate,

THEREFORE, BE IT RESOLVED, that the Pennsylvania AFL-CIO endorses these principles and works to support all legislative measures that captures the essence of these important principles; and

THEREFORE, BE IT FURTHER RESOLVED, that the Pennsylvania AFL-CIO and this coalition will urge its affiliates to become champions of this cause; and

THEREFORE, BE IT FINALLY RESOLVED, that the officers will convey a copy of this resolution to all members of the PA General Assembly, urging their support of a legislative package that captures the essence of these principals.

Submitted by: SEIU Pennsylvania State Council

Referred to: Executive Council

Committee Action:

Convention Action:

