



## RESOLUTIONS FOR LEGISLATION COMMITTEE

## **RESOLUTION NO. 15**

### **SUPPORTING AN INCREASE TO THE PA MINIMUM WAGE**

**WHEREAS**, the minimum wage was established to lift working families out of poverty and to encourage productivity by giving labor dignity, and

**WHEREAS**, the current minimum wage has not been increased in several years and has not kept up with inflation and is no longer adequate in supporting a family in PA above the poverty line, and

**WHEREAS**, Governor Tom Wolf has called for an increase in the minimum wage to \$12.00 an hour, with a path to \$15.00 an hour, and

**WHEREAS**, hundreds of thousands of Pennsylvania workers currently making less than a \$12 per hour wage will be positively affected, and

**WHEREAS**, more than half of workers affected are women, and more than a quarter of African-American, Latino and Asian workers will receive a raise with an increase in the minimum wage to \$12 per hour, and

**WHEREAS**, over half of affected workers by an increase in the minimum wage to \$12 per hour have full-time jobs, and

**WHEREAS**, the Raise the Wage PA coalition has been formed to fight for an increase in the Minimum wage, and

**WHEREAS**, the coalition made up of labor, religious, community and advocacy organizations has called for legislation adhering to the following for a just increase in the minimum wage

- 1) support an increase in the state and federal minimum wages to at least \$12 per hour with a target for \$15 per hour,
- 2) support a cost of living adjustment in any legislation so that the minimum wage keeps pace with inflation.
- 3) oppose a separate minimum wage for tipped workers,
- 4) oppose the preemption of the right of localities to set their own minimum wages in Pennsylvania, and
- 5) support a significant increase in fines on employers who engage in wage theft against their employees and strengthening of enforcement efforts, and

**WHEREAS**, these goals are shared by the labor movement and are consistent with the PA AFL-CIO's commitment to social and economic justice for all working families.

**THEREFORE, BE IT RESOLVED**, that the PA AFL-CIO endorses these principals and works to support legislation that encompasses the spirit and intent of the above principals, and

**THEREFORE, BE IT FURTHER RESOLVED**, that the PA AFL-CIO 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 with a letter urging their support of legislation that encompasses the spirit and intent of these principals.

Submitted by: UFCW LOCAL 1776

Referred to: Legislation Committee

Committee Action:

Convention Action:

## **RESOLUTION NO. 16**

### **OPPOSE LEGISLATION ADVERSE TO CURRENT PREVAILING WAGE ACT**

**WHEREAS**, the Pennsylvania Prevailing Wage Act ensures that workers on public construction projects, paid for with taxpayer dollars, are paid a wage comparable to the local standard or "prevailing" wage; and

Prevailing wage prevents unscrupulous contractors from low-balling bids and undercutting community wages with cheap, unskilled labor; and

Prevailing wages ensure high-quality construction work that is performed by trained workers, and help prevent cost overruns;

**THEREFORE, BE IT RESOLVED**, that the Pennsylvania AFL-CIO and its affiliates OPPOSE any legislation that would attempt to adversely change Pennsylvania's current Prevailing Wage Act.

Submitted by: PENNSYLVANIA AFL-CIO  
EXECUTIVE COUNCIL

Referred to: Legislation Committee

Committee Action:

Convention Action:

## **RESOLUTION NO. 21**

### **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 can now be recalled for another vote at any time in the 2018 session.

**THEREFORE, BE IT RESOLVED**, the Pennsylvania AFL-CIO will 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 through Senate Bill 166 and 167 or any similar anti-union legislation.

Submitted by: AFSCME COUNCIL 13

Referred to: Legislation Committee

Committee Action:

Convention Action:

## **RESOLUTION NO. 25**

### **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 insure 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 more.

**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 4<sup>th</sup>, 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 needs 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 21<sup>st</sup> century economy, and that coal is an essential and cost effective component 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. 28**

#### **OPPOSITION TO ANY PRIVATIZATION EFFORTS IN PENNSYLVANIA AND SUPPORT FOR MODERNIZATION EFFORTS OF THE P.L.C.B**

**WHEREAS**, the United Food and Commercial Workers represents thirty-five hundred (3,500) employees of the Pennsylvania Liquor Control Board; and

**WHEREAS**, these Union Members are trained to safeguard the public interest by not servicing intoxicants to minors and carding over one hundred thousand underage drinkers last year; and

**WHEREAS**, in 2018-2019 alone the Pennsylvania Liquor Control Board contributed nearly \$770 Million Dollars to the State's General Fund in taxes and profits, and

**WHEREAS**, these Union Members are paid a decent salary with Health and Pension Benefits; and

**WHEREAS**, legislation has continued to be advocated for by House Majority Leader Mike Turzai and supported by the most right wing elements of the house to privatize this valuable public asset for the benefit of large private financial interests;

**THEREFORE, BE IT RESOLVED**, That the Pennsylvania AFL-CIO and its affiliates oppose this and any and all attempts to privatize the Pennsylvania Liquor Control Board or any of its functions, and vigorously support the P.L.C.B. and their employees so that they can meet the needs of the people of the Commonwealth of Pennsylvania and

**THEREFORE, BE IT FURTHER RESOLVED**, that the Pennsylvania AFL-CIO at this convention communicates our resolute rejection of his or any other Privatization Legislation directly to all candidates running for state office in 2020 with copies sent to all members of the General Assembly.

**THEREFORE, BE IT FINALLY RESOLVED**, that the Pennsylvania AFL-CIO and all its affiliates will withhold their support for any candidate running on a platform that contains plans to privatize the state owned PLCB Wine and Spirit shops.

Submitted by: UFCW LOCAL 1776

Referred to: Legislation Committee

Committee Action:

Convention Action:

### **RESOLUTION NO. 30**

#### **SUPPORT LGBTQ NON-DISCRIMINATION LAW IN PENNSYLVANIA**

**WHEREAS**, the PA AFL-CIO recognizes that divisions amongst workers based on race, gender, religion, ethnicity, immigration status, sexual orientation, gender expression, gender identity solely benefit employers and politicians who seek to weaken us in the struggle for workers' rights; and

**WHEREAS**, the PA AFL-CIO recognizes that workers' unity is their greatest strength in standing up for social and economic justice, in our workplaces and communities; and

**WHEREAS**, the PA AFL-CIO has a long and proud history of uniting workers across the lines that divide us, leading our sisters, brothers and friends side by side in the struggle for workers' rights, never standing silently by the face of oppression and discrimination; and

**WHEREAS**, the union is the best protection against discrimination in the workplace, and the best voice for equality in our communities; and

**WHEREAS**, the current status quo in the Commonwealth leaves the majority of LGBTQ workers and their families without legal protections against discrimination in the work place and in their communities, and

**WHEREAS**, the National AFL-CIO has come out in strong support of federal legislation in the Employment Non-Discrimination Act, knowing that only 21 states, the District of Columbia, Guam and Puerto Rico have laws prohibiting employment discrimination based on sexual orientation and gender identity, and two more have laws barring employment discrimination based only on sexual orientation; and

**WHEREAS**, it is unacceptable that Pennsylvania is not one of these states that prohibits discrimination; it is legal to discriminate in employment, housing, and public accommodation based on sexual orientation, gender identity, or gender expression; and

**THEREFORE, BE IT RESOLVED**, that the PA AFL-CIO shall commit to add our voices, collective power, and resources to the movement for full LGBTQ equality for all workers, their families; and

**THEREFORE, BE IT FURTHER RESOLVED**, that we shall seek equality of benefits and protection and against discrimination in our collective bargaining agreements; and

**THEREFORE, BE IT FURTHER RESOLVED**, that the PA AFL-CIO will seek to educate our members on the importance of LGBTQ equality in our collective struggles for justice in the workplace and our communities; and

**THEREFORE, BE IT FINALLY RESOLVED**, that the PA AFL-CIO resolves to strongly join efforts to pass non-discrimination laws in the Commonwealth.

Submitted by: UFCW LOCAL 1776

Referred to: Legislation Committee

Committee Action:

Convention Action: