



RESOLUTIONS FOR WORK AND FAMILY COMMITTEE

RESOLUTION NO. 14

EXTENSION OF THE FAMILY AND MEDICAL LEAVE ACT

WHEREAS, the Family and Medical Leave Act (FMLA) has been a law that has had a tremendous affect on working men and women, and their families, throughout the United States; and

WHEREAS, the Act has proven to work well for both workers and employers, despite the concerns to the contrary, expressed by opponents prior to its passage; and

WHEREAS, while the Act has proven to be a great piece of legislation, it does not apply to workers employed by smaller employers, and it does not require employers to pay any salary to employees who are out of work on FMLA Leave,

THEREFORE, BE IT RESOLVED, that the Pennsylvania AFL-CIO and it affiliates support the effort to expand coverage of the Family and Medical Leave Act to all workers, whatsoever the size of their employer; and

THERE FORE, BE IT FURTHER RESOLVED, that the Pennsylvania AFL-CIO and its affiliates also support the effort to require employers to pay workers who are out of work on FMLA Leave.

Submitted by: UFCW LOCAL 1776

Referred to: Work and Family Committee

Committee Action:

Convention Action:

RESOLUTION NO. 17

BUILDING AN INCLUSIVE LABOR MOVEMENT TO FIGHT FOR AN END TO HARRASSMENT, INEQUALITY, AND DISCRIMINATION IN THE WORKPLACE

WHEREAS, the Labor Movement recognizes that all working people have the right to a safe workplace and a fair return on their hard work; and

WHEREAS, all working people regardless of their gender, sex, race, ethnicity and orientation are entitled to the same rights; and

WHEREAS, labor unions and organized workplaces narrow the wage gap through collective bargaining and representation; and

WHEREAS, our sisters are too often subjected to discrimination, harassment and demeaning behavior both in the workplace and in society at large;

THEREFORE, BE IT RESOLVED, that the labor unions of Pennsylvania will continue to create and expand opportunities for women, people of color, immigrants and members of the LGBTQ community in labor leadership; and

THEREFORE, BE IT FURTHER RESOLVED, that all members of the Labor Movement will advance practices and foster workplaces that are inclusive, welcoming, supportive and safe for all working people;

THEREFORE, BE IT FINALLY RESOLVED, that the Labor Movement will continue to support all efforts to ensure an equitable and just workplace for all of our sisters and brothers.

Submitted by: PENNSYLVANIA AFL-CIO
EXECUTIVE COUNCIL

Referred to: Work and Family Committee

Committee Action:

Convention Action:

RESOLUTION NO. 18

SUPPORTING FULL EMPLOYMENT FOR AMERICANS WITH DISABILITIES

WHEREAS, disability is a natural part of the human experience that in no way diminishes one's right to fully participate in all aspects of community life and disability can develop at any point during an individual's life time and have varying impacts; and

WHEREAS, people with disabilities are underutilized in our workforce and frequently experience social and economic disadvantage; and

WHEREAS, individuals with disabilities age 21-64 are approximately twice as likely to fall below the federal poverty line; and

WHEREAS, individuals with disabilities bring valuable skills to the workforce, and represent an untapped segment of the labor pool for public, private and nonprofit sector employment; and

WHEREAS, employment is the most direct and cost-effective means to empower individuals with disabilities to achieve independence, economic self-sufficiency, and a sense of dignity and self-worth; and

WHEREAS, people with disabilities are a key factor in states' ability to build strong, inclusive workforces that translate into economic success; and

WHEREAS, while state policy efforts to support increased disability employment have made an impact, many individuals with disabilities remain unemployed or under-employed; and

WHEREAS, moving the needle on this critical workforce issue will require the support of the labor movement.

THEREFORE, BE IT RESOLVED,

1. That the Pennsylvania AFL-CIO and its affiliates will support efforts to support to obtain employment, both full and part-time, and union rights for disabled Americans.
2. That the Pennsylvania AFL-CIO will support legislation intended to create opportunities for persons with disabilities to obtain public or private employment.
3. That the Pennsylvania AFL-CIO and its affiliates will encourage employers and partner unions to create opportunities for qualified persons with disabilities within the trades and their apprenticeships.
4. The Pennsylvania AFL-CIO and its affiliates will support legislation that creates an opportunity for disabled veterans and other qualified persons with disabilities to access Civil Service and non-Civil Service job opportunities through an initiative based on the Federal government's "Schedule A" program, which provides the opportunity for qualified persons to be appointed to a position on a trial basis which can lead to a permanent career appointment.

Submitted by: SEIU 668

Referred to: Work and Family Committee

Committee Action:

Convention Action:

RESOLUTION NO. 20

RETIREMENT SECURITY IN AMERICA

WHEREAS, America's traditional retirement security model consisting of an employer-provided defined benefit plan, Social Security, and personal savings has unraveled for tens of millions of working-age households; and

WHEREAS, defined benefit pension plans providing secure retirement income have been all but eliminated in the private sector and have been the target of increasing attacks in the public sector; and

WHEREAS, only half of workers in the U.S. have access to any type of employer-sponsored retirement plan and 38 million households have no retirement account assets; and

WHEREAS, the median retirement account balance for working households is \$3,000 and just \$12,000 for households near retirement which demonstrates the failure of defined contribution plan; and

WHEREAS, the collective retirement savings shortfall facing U.S. workers is between \$7 and \$14 trillion, depending on which assets are counted; and

WHEREAS, all workers must be able to count on a guaranteed stream of retirement income that allows them to maintain their standard of living after a lifetime of work; and

WHEREAS, Social Security is America's most successful anti-poverty program, providing low and moderate wage earners with much needed guaranteed retirement income.

THEREFORE, BE IT RESOLVED, the Pennsylvania AFL-CIO will initiate and support efforts at the state and national level to improve and build upon the federal Social Security and Supplemental Security Insurance programs; and

THEREFORE, BE IT FURTHER RESOLVED, all workers must have a guaranteed retirement income for life that allows them (and their spouses/partners) to maintain their standard of living after a lifetime of work and prevents all Americans from falling into poverty as they age; and

THEREFORE, BE IT FINALLY RESOLVED, that the working men and women of The Pennsylvania AFL-CIO reaffirm support for defined benefit pensions plans and reject efforts to expand defined contribution plans within our state and the nation.

Submitted by: AFSCME COUNCIL 13

Referred to: Work and Family Committee

Committee Action:

Convention Action:

