WHEREAS, the AFGE National Constitution, Appendix C, Sections 1, 12, 14, and 16 refer to the deliberative assemblies that consider resolutions submitted to the AFGE National Convention in preparation for full consideration by the Convention as “workshops;”

WHEREAS, the term “workshop” is very often applied to educational classes;

WHEREAS, delegates, especially new delegates, have been confused about the deliberative nature of the workshops;

THEREFORE BE IT RESOLVED that the term “workshop” be replaced with the term “resolution review session,” wherever it appears in the AFGE National Constitution in reference to deliberative assemblies meeting prior to and in conjunction with the AFGE National Convention.

Committee Action: _A_ Workshop Action: _A_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
REDUCING SPECIAL RETIREE AFFILIATE DUES

RESOLUTION # 1022
Submitted by the National Executive Council

RESOLUTION # 1023
Submitted by District 2

WHEREAS, AFGE established a Retiree Program at its last convention in 2015;

WHEREAS, the per capita tax for full, voting retirees is $2.00 per month and the per capital tax for special retiree affiliates is $4.16 per month;

WHEREAS, Special Retiree Affiliate members may not hold office or vote in AFGE elections;

WHEREAS, thousands of AFGE members who retired from locals that did not have a retiree program were not given an opportunity to become full, voting retiree members at the time of their retirement;

WHEREAS, the purpose of the Retiree Program is union building – organizing and mobilizing retirees to participate in activities, action and social functions;

WHEREAS, many former members want to assist the union toward this stated purpose, but object to the significant difference in dues;

THEREFORE BE IT RESOLVED that in Article III, Section 1(e) (2) the per capita tax for special retiree affiliates shall be $2.50 $2.00 per month.

BE IT FURTHER RESOLVED that special retiree affiliates may remain as members of their locals and pay additional dues as the local requires but may elect to be a national, or district at- large local member of AFGE as a Special Retiree Affiliate for the amount of $2.50 $2.00 per month, payable on per annum basis of $30 $24.

Committee Action: _M_ Workshop Action: A as C Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Committee Amendment: Amended to insert line 27 “at large local.”

Workshop Combined Resolution #1022 and #1023 strike $2.50 and insert $2.00, strike $30 and insert $24.
ADDITIONS TO ARTICLE XV AND XVI

RESOLUTION # 1025

Submitted by

National Human Rights Committee and the National Y.O.U.N.G. Committee

Whereas, the National Human Rights Committee and the National Y.O.U.N.G. Committee work closely with the National Vice President for Women and Fair Practices.

Whereas, the National Y.O.U.N.G. Committee was established after the National Human Rights Committee’s duties were established.

Whereas, the duties of the National Human Rights Committee and the National Y.O.U.N.G. Committee overlap in the areas of civil, human and worker’s rights.

Whereas, the National Human Rights Committee and the National Y.O.U.N.G. Committee have reaffirmed their commitment to collectively build a better union.

Therefore be it resolved that, Article XV Section 1 will be edited as follows:

(i) Work closely with the National Vice Presidents for their respective districts and their district Y.O.U.N.G. Coordinators;

(j) Maintain accurate financial and travel records for their district activities; and

(k) Serve as a member of the National Human Rights Committee.

Therefore be it resolved that, Article XVI Section 1 will be edited as follows:

(i) Work closely with the National Vice Presidents for their respective districts and their district Y.O.U.N.G. Coordinators;

(j) Maintain accurate financial and travel records for their district activities; and

(k) Serve as a member of the National Human Rights Committee.

Committee Action: _A_

Workshop Action: _A_

Convention Action _A_

( Adopt = A    Combine = C    aMend = M    Fail = F )
Whereas, there is no formal policy set forth within the federation to provide a safe environment for engaging with each other.

Whereas, there is a need to specifically ensure that all members are provided a safe environment to engage with each other.

Whereas, the constitution does not explicitly allow for equal protections under the law for offenses which happen while in an official union capacity.

Therefore be it resolved that a new Article XXIII Section 2(k) be added to read as follows:

Discrimination and/or Bullying, harassment and/or discrimination on the basis of race, color, religion, national origin, sex, age, disability, status as a covered veteran in accordance with federal laws, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, or retaliation for participation in the complaint process concerning such discrimination. AFGE formally adopt and adapt the AFL-CIO Anti-Harassment policy as its own.

Committee Action: _M_    Workshop Action: _M__    Convention Action _A_

( Adopt = A    Combine = C    aMend = M    Fail = F )

Committee Amendment: Amended to strike line 15 “AFGE formally adopt and adapt the AFL-CIO Anti-Harassment policy as its own” and insert line 15 “a new Article XXIII Section 2(k) be added to read as follows: Discrimination and/or harassment on the basis of race, color, religion, national origin, sex, age, disability, status as a covered veteran in accordance with federal laws, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, or retaliation for participation in the complaint process concerning such discrimination.”

Workshop Amendment: Amended line 17 to read as follows: “Bullying, harassment, and discrimination on the basis of race, color, religion, national origin, sex, age,”.
POLICIES TO WEBSITE RESOLUTION

RESOLUTION # 1032

Submitted by
Local 836 (SSA, C-220, District 8)

Whereas, our Constitution makes reference to “the policies of the Federation …”;
Whereas, members and leaders of our Union have no understanding of and/or have seen the
policies set forth by the NEC;
Whereas, to be compliant with the our National Constitution;
Therefore, Let It Be Resolved that ALL policies of the NEC and referenced in the AFGE
National Constitution shall be published on the AFGE website;
Let it Further Be Resolved that posting of the policies digitally available on the AFGE website
shall take place no later than December 31, 2018. All further policies will be uploaded as soon
as possible and on an ongoing basis. Obsolete polices shall be archived and shall not have to
comply with this resolution.
Finally, Let it be Resolved that no member shall be brought up on charges by any AFGE
member or officer based on unpublished policies.

Committee Action: _M_    Workshop Action: _A_    Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment: amend to insert line 12 “digitally available;” insert line 13 to “All further policies
will be uploaded as soon as possible and on an ongoing basis. Obsolete polices shall be archived
and shall not have to comply with this resolution;” strike lines 14-15 in entirety.
RESOLUTION TO ALLOW RETIREE/AT-LARGE LOCALS TO EXTEND FULL MEMBERSHIP RIGHTS TO RETIREE AFFILIATE MEMBERS

RESOLUTION # 1036

Submitted by
District 14 and Local 65

WHEREAS, the AFGE National Constitution at Article III, Section 1(e) (Membership) establishes Special Retiree Affiliation for: “Any retired person who either: (1) At the time of being retired from employment covered by subsection (b) was not a member of good standing of any local, or (2) Has dropped membership in the Federation subsequent to retirement from employment covered by subsection (b), is eligible for special retiree affiliation in the at-large or recruiting local, except where a local wishes to affiliate its own retiree affiliate members, with all rights, except any representational rights, insured local benefits, voting, candidacy for office, and participation and representation in direct or indirect elections under Appendix A, subject to receipt by the National Secretary-Treasurer of the special retiree affiliation rate of $50.00 per annum, effective September 1, 2006;”

WHEREAS, AFGE Local 65 duly-chartered Retiree/At-Large Local which would benefit from wider pool of members from which to elect officers, including Special Retiree members;

WHEREAS, the AFGE National Constitution at Article III, Section 1(e) (Membership) establishes Special Retiree Affiliation as a category of membership, and excepts those Special Retiree members from the rights to candidacy for office and participation and representation in direct or indirect elections under Appendix A; and

THEREFORE, BE IT RESOLVED that the AFGE National Constitution, Article III, Section 1(e) be amended to allow additional rights to the Special Retiree Affiliation members, including the right to stand for Local office and to vote in Local elections, but only in those Locals specifically chartered as At-Large/Retiree Locals. To that purpose, this sentence shall be inserted at the end of Article III, Section 1(e):

“For Local 65, which has been chartered as an Any At-Large/Retiree Local, special retiree affiliate members shall have the right to vote in local elections, declare candidacy for office in the Local, and participate and be represented in direct or indirect local elections under Appendix A.”

Committee Action: _M_ Workshop Action: _M_ Convention Action _A_

( Adopt = A Combine = C aMend = M Fail = F )

Committee Amendment: Amend to strike line 32 “For Local 65, which has been chartered as an” and insert line 32 “Any.”

Workshop Amendment: Amended line 34 to strike “or indirect”.

6
Whereas, the current AFGE budget reports revenue from specific sources and expenditures in specific budget categories, and
Whereas the AFGE quarterly statement of activities also delineates revenue and expenses from specific sources and budget categories, and
Whereas, AFGE budgets lump sum operational expenses to each national officer and to each of the AFGE Districts, and
Whereas, the quarterly statement of activities contains only lump sum totals showing the expenditures of the operational budget by the 12 Districts, the Office of the President, the Office of the Secretary-Treasurer and unallocated expenses, and
Whereas, the quarterly expense statement contains no itemization of these lump sum expenditures, and
Whereas, the lump sum operational expenditures of the 12 districts will exceed $22 million in 2017 and the lump sum expenditures of the offices of the National President and the Secretary-Treasurer and unallocated expenditures will exceed over $16 million in 2017, and
Whereas, the failure to itemize the operational expenditures of District Vice Presidents and AFGE National officers constitutes a lack of transparency, and
Whereas, transparency in how dues are spent is critical to membership recruitment and trust in AFGE, and
Whereas, membership engagement will be enhanced if members understand how their dues are spent, and
Therefore, be it resolved that the quarterly AFGE statement of expenses by activity will further itemize each District's operational budget expenses, the operational budget expenses of the National President and the National Secretary Treasurer and the unallocated expenses, and
Be it further resolved that such itemization should be in the categories of travel, rent, postage, technology, equipment, contributions, Local and Council support, organizing, legislative action, telephones, meetings, salaries, social events, gift and other.
Be it further resolved that Article X, Section 5 of the AFGE constitution shall be amended with the following additional language: Expenditures by each District, the office of the National
President, the office National Secretary-Treasurer and unallocated expenditures will be further itemized in the categories of travel, office rent, postage, equipment, contributions, Local and Council expenditures, telephone, technology, meetings, training, legislative activity, salaries, gifts, social events and other.

Committee Action: _F_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
RECOGNIZING JOSEPH P. FLYNN
RESOLUTION # 2001
Submitted by
National Executive Council

WHEREAS, Joseph P. Flynn has been a member of Local 1923 for 39 years, having served as its Vice President when the local was chartered and representing the employees at the Healthcare Financing Management Administration;

WHEREAS, he worked to build the membership of Local 1923 to become the largest local in the federation;

WHEREAS, he worked to build the membership of Local 1923 to become the largest local in the federation;

WHEREAS, he has given willingly and generously to the growth and success of AFGE, returning to serve AFGE’s members as National Secretary Treasurer in 2017 and 2018;

WHEREAS, he was elected National Vice President of AFGE’s Fourth District in 1999 and served honorably in that capacity for 18 years;

THEREFORE BE IT RESOLVED that Joseph P. Flynn’s name be added to the List of Emeritus Officers.

Committee Action: _A_  Workshop Action: _A_  Convention Action _A_  
( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
RECOGNIZING KEITH HILL
RESOLUTION # 2002
Submitted by
National Executive Council

WHEREAS Keith Hill and has been a member of Local 1647 for 31 years, serving much of that
time at Tobyhanna Army Depot as an electrician, and as Local President for seven years;

WHEREAS he enlisted and served our country in the Navy as an Electricians Mate;

WHEREAS he volunteered in Afghanistan in 2004 as a civilian defense worker as part of a
skilled team providing support to computer and electronics systems;

WHEREAS he fought tirelessly for parity for AFGE’s wage grade employees;

WHEREAS he served for seven years as an officer of the Pennsylvania AFL-CIO;

WHEREAS he was elected National Vice President of AFGE’s Third District in 2009 and
served honorably for eight years,

THEREFORE BE IT RESOLVED that Keith Hill’s name be added to the List of Emeritus
Officers.

Committee Action: _A_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
RECOGNIZING JANE NYGAARD
RESOLUTION # 2003
Submitted by
National Executive Council

WHEREAS Jane Nygaard has been a member of Local 3669 and served as Local President for 22 years;

WHEREAS she has been a member of the VA Council, having served on the Title 38 Committee since the bargaining of its first contract;

WHEREAS she served diligently as a member of the VA Nurses Steering Committee;

WHEREAS even in retirement she continues to serve our union members and retirees;

WHEREAS she has served the labor movement in America throughout her professional life;

WHEREAS she was elected National Vice President of AFGE’s Eight District in 2005 and served honorable in that capacity for twelve years;

THEREFORE BE IT RESOLVED that Jane Nygaard’s name be added to the List of Emeritus Officers.

Committee Action: _A_ Workshop Action: _A_ Convention Action _A_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
THE JOB SERIES MAPPING INITIATIVE RESOLUTION
RESOLUTION # 2005

Submitted by
Local 400 (Army, District 2)

WHEREAS AFGE has had a difficult time identifying Locals that represent Police Officers, Firefighters, Nurses and other job series. This lack of information makes it extremely difficult to mobilize members around occupation specific issues and to engage in targeted organizing.

THEREFORE BE IT RESOLVED that AFGE will amend the rebate information, recorded at the bottom of 1187’s, to include a section where job series can be captured. This amended 1187 should be available for use on or before the date of the Fall 2018 NEC meeting.

BE IT FURTHER RESOLVED, that AFGE will modify the My Local database so that the job series can be captured in membership data and that this data will be added once a new member is entered into the database. This modification to My Local should be accomplished on or before the date of the Fall 2018 NEC meeting.

BE IT FURTHER RESOLVED, that the AFGE National and District offices will encourage Locals to collect and enter the job series for current members once My Local has been modified.

Committee Action: _A_     Workshop Action: _A_     Convention Action _A_

( Adopt = A     Combine = C     aMend = M     Fail = F )

Amendment:
POLICY RESOLUTION
RESOLUTION # 2006
Submitted by
Local 836 (SSA, C-220, District 8)

Whereas, only the delegates at a National Convention have the sole authority to raise the salaries
of the NEC;

Whereas, only the delegates at a National Convention have the authority to approve “longevity
bonuses” for the NEC;

Whereas, after the last convention the NEC illegally voted to give themselves longevity bonuses
of 5%-18% for each additional term they are elected. A total of $185,146 for 2016 (average of
$14,242) and $161,264 for 2017 (average of $17,918);

Whereas, Federal employees have received 3.4% (average of $316) in cost of living raises since
2016;

Therefore, Let it Be Resolved that all longevity bonuses for the NEC cease and desist.

Committee Action: _M_ Workshop Action: _A_ Convention Action _A_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
POLICY RESOLUTION – FIRST CLASS TRAVEL
RESOLUTION # 2010
Submitted by
Council 220 (SSA Field Operations Locals)

Whereas, AFGE should use membership dues in a judicious manner;

Whereas, Federal travel regulations do not generally permit Federal employees to travel first class using taxpayer money;

Whereas, AFGE should have similar rules prohibiting use of dues money for first class travel;

Whereas, some AFGE officers make it a practice to fly first class;

Whereas, such first class travel constitutes a misuse of membership dues;

Whereas, such first class travel displays arrogance and elitism;

Therefore, Let It Be Resolved, it will be the policy of AFGE that the Federation will not reimburse 1st class air fare unless the fare was purchased due to an emergency and the 1st class seat is the only seat available.

If the traveler has a documented disability that requires first class travel, they are exempted from this policy.

This does not prohibit travelers from upgrading their seats to first class through frequent flyer points.

Committee Action: _A_ Workshop Action: _A_ Convention Action _A_

(Adopt = A Combine = C aMend = M Fail = F )

Amendment:
POLICY RESOLUTION – YOUNG CHAIR IS REPRESENTATIVE TO YWAC
RESOLUTION # 2011
Submitted by
Council 220 (SSA Field Operations Locals)

Whereas, AFGE YOUNG is an affiliate member of the AFL-CIO Young Workers Advisory Committee (YWAC), who advises the AFL-CIO on Young Workers Issues.

Whereas, the AFGE National YOUNG Committee elects their leadership, through the internal election process.

Whereas, the elected leadership of the YOUNG speaks as representative for all YOUNG Workers issue [sic] on a national level.

Whereas, the YOUNG Chair is the figurehead of the group.

Therefore Be It Resolved that, the YOUNG Chair is the appropriate YWAC Representative and should serve in that capacity. If the YOUNG Chair is unable to attend an AFLCIO Workers Advisory Committee Meeting, the YOUNG chairperson can designate a replacement.

Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
RESOLUTION TO ESTABLISH A WORKING GROUP ON UNION BUILDING FOR FEDERAL EMPLOYEES OUTSIDE OF THE CONTINENTAL UNITED STATES (OCONUS)

RESOLUTION # 3003

Submitted by District 14 and Local 65

WHEREAS, there are AFGE members in remote and difficult to represent areas outside of the Continental United States, such as on the Isle of Crete in the Mediterranean (Local 1156, District 3) on Kwajelein Atoll in the Pacific (Local 1858, District 5), in Panama (District 10), on Guam, as well as on Okinawa and in other Pacific locations (Local 1689, District 11), and at Sigonella Naval Air Station in Italy and other locations in Europe (Local 3712, District 14);

WHEREAS, there are a total of more than 30,000 federal employees who work outside of the continental United States (OCONUS) in foreign countries or US territories (20,000 employed by DOD agencies) who are eligible to be organized and represented by AFGE;

WHEREAS, AFGE Districts and Locals are frequently contacted by federal employees who are eager to organize their workplaces which are Outside of the Continental United States;

WHEREAS, there are considerable resource issues that make it difficult to represent existing overseas units, or to organize new ones;

WHEREAS, it is in the interest of AFGE as whole to organize all federal employees who want a union and to cut off any practice by agencies of imposing changes in working conditions on unrepresented overseas units with an eye to later imposing those changes on units represented by AFGE; and

WHEREAS, specific legislative work is needed to get changes in federal law to help overseas federal employees, including getting rid of the “5-year rule” that rotates many of these employees back to the U.S.;

THEREFORE, BE IT RESOLVED that the organizing committee of the National Executive Council AFGE shall establish a Working Group of National Officers, Locals Officers and staff to shall pursue well-funded and effective solutions for representation, organizing and legislative initiatives to build the union among federal employees who work Outside of the Continental United States.

Committee Action: _M_    Workshop Action: _M_    Convention Action _M_

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
Line 33: Strike “AFGE shall establish a Working Group of National Officers, Local Officers, and staff to” and insert “the organizing committee of the National Executive Council shall”
UNION BUSTING EXECUTIVE ORDERS
RESOLUTION # 4001
Submitted by
National Executive Council

WHEREAS, the Administration issued three unlawful Executive Orders (EOs) on May 25, 2018, with the intent of harming federal employees and their exclusive representatives by:

1. Targeting federal employee rights and union representation in the workplace,

2. Drastically and unlawfully restricting use of Official Time to perform legally mandated representation of employees in the workplace,

3. Unlawfully restricting collective bargaining subjects and procedures to negotiate workplace protocols such as for reasonable accommodations for those with disabilities, employee training, overtime, telework, and flexible work schedules, and

WHEREAS, these attacks on federal employees and their union, collective bargaining and due process rights represent an egregious and outrageous attack against our work, our country, and our democracy, and

WHEREAS, each of these three unlawful EOs strikes at the core of representation and rights in the workplace and opens up limitless avenues for unjust termination and retaliation, and

WHEREAS, these EOs will eviscerate fairness in disciplinary actions, meaning there will not have to be the same standard or reason applied to fire one employee as is used for another employee, and

WHEREAS, these EOs:

1. Drastically reduce represented federal employees’ ability to obtain union help and guidance in the workplace,

2. Dramatically cut the hours union representatives are available to respond to bargaining unit needs, including for matters relating to discrimination, intimidation, or harassment in the workplace,

3. Charge for union offices and access to meeting rooms at the worksite, making it harder for unions to be available to employees at the worksite, and

WHEREAS, these EOs:

1. Order agencies to re-open collective bargaining agreements (CBAs) for re-negotiation as soon as possible, so that agencies can implement new rules that give management more unilateral authority,
2. Set arbitrary timelines for completion of phases of bargaining, and when those timelines expire, allow agencies to enforce their own recommendations without union input,

3. End bargaining on permissive subjects, which narrows the issues subject to negotiation, and

WHEREAS, the President is attempting to silence veterans, law enforcement officers, and other frontline federal workers and intends to strip federal employees of their decades-old right to representation at the worksite,

THEREFORE BE IT RESOLVED that the American Federation of Government Employees will continue to fight and never give up fight, both legally and politically, to have these unprincipled and unlawful attempts at union and democracy busting rescinded,

BE IT FURTHER RESOLVED that these EOs are a direct assault on the legal rights and protections that Congress has specifically guaranteed to the two million federal employees who serve the American public with devotion and integrity,

BE IT FURTHER RESOLVED that our government is built on a system of checks and balances to prevent any one person or group from having too much influence. The President’s EOs undermine this balance and replace an apolitical civil service that works for all taxpayers with a politicized service that will be wide open to corruption and mismanagement.

BE IT FURTHER RESOLVED that federal employees swear an oath to serve this country, and the American people rightly expect that federal employees go to work every day and do the jobs they were hired to do – whether it’s ensuring our food is safe to eat, caring for veterans who were injured while serving their country, preventing illegal weapons and drugs from crossing our borders, or helping communities recover from hurricanes and other disasters. The President’s EOs do nothing to improve the operations of government agencies. In fact, they do the opposite by depriving workers of their rights to address and resolve workplace issues such as sexual harassment, racial discrimination, retaliation against whistleblowers, improving workplace health and safety, enforcing reasonable accommodations for workers with disabilities, and so much more.

BE IT FURTHER RESOLVED that these EOs strip agency management of their duty to bargain terms and conditions of employment and instead instruct them to follow a politically charged scheme to fire employees without due process. These EOs will only create inefficiencies and hinder the ability of dedicated federal employees to deliver services to the American public in an efficient and effective manner.

BE IT FURTHER RESOLVED AFGE commits to having these EOs declared illegal in whole or in part and electing a new Congress and a new administration that will rescind the EOs and abjure the unlawful treatment of federal employees. In solidarity we will act and engage to eliminate these egregious and outrageous attacks against our work, our country, and our democracy.

Committee Action: M  Workshop Action: M  Convention Action M

( Adopt = A  Combine = C  aMend = M  Fail = F )

Amendment:
Line §7 add: “continue to fight and never give up” and delete “fight”
WHEREAS, many members of our Federation have outstanding college educational debt; and

WHEREAS, studies have shown that young workers are continuing to be saddled with increasingly higher college educational loan debt; and

WHEREAS, our members are all public servants and therefore, should have their college educational debt reduced or forgiven; and

WHEREAS, we as a federal and D.C. employees’ union are of the public service and work to ensure the health, safety and welfare of the general public;

THEREFORE BE IT RESOLVED that we as a Federation will lobby Congress to completely forgive all college educational loans for federal and D.C. employees and retirees.

BE IT FURTHER RESOLVED that we as a Federation will work to repeal the requirements in the College Cost Reduction and Access Act of 2007, which requires a fixed term, specific loan eligibility and requirements on length of repayment such that this program reduces the required monthly payment amounts and allows repayment to occur on a shorter term over a ten-year period without the initial federal service requirement.

Committee Action: _M__ Workshop Action: _M__ Convention Action _M_
( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
Committee: Line 6: change “most” to “many”
Workshop: Lines 1, 6, 9, 11, and 18, change “college” to “educational”
Line 8: delete “young”
Line 18: add “and retirees”
CONDEMNING HUMAN TRAFFICKING AND SEX TRAFFICKING OF CHILDREN
RESOLUTION # 4011

Submitted by
National Executive Council

WHEREAS, human trafficking in all forms is a global phenomenon that traps millions in cycles of exploitation for sex or labor and is often called “modern slavery”; it is a direct affront to individual human rights and jeopardizes community health; and

WHEREAS, worldwide, human trafficking generates about $36 billion each year. About one of every four of those dollars circulates in the United States, where freedom is an inalienable right; and

WHEREAS, commercial sex trafficking includes “the recruitment, harboring, transportation, provision or obtaining of a person for the purposes of a commercial sex act.” Children in “the life” are considered victims of severe forms of trafficking—and they are in our schools; and

WHEREAS, every year, hundreds of thousands of children, mostly girls in early adolescence, are at risk of being trafficked. They are subject to physical, verbal and sexual abuse. Specifically, they face social isolation, lack of care, manipulation and severe health concerns, including HIV. Getting out of the life isn’t easy—many are trauma-bonded with those who exploit them and must overcome stigmatization and post-traumatic stress. In some states, they also face the threat of a criminal record; and

WHEREAS, research by the Polaris Project indicates that the majority of trafficked persons come from vulnerable groups, including undocumented migrants, runaways and at-risk youth, oppressed and marginalized groups, and the poor, and that this occurs specifically because they are easiest to recruit and control. Many of these young people are our students; and

WHEREAS, organizations such as the Polaris Project and Fair Girls have been incredible leaders in establishing and maintaining infrastructure to combat child sex trafficking and education about this issue. In 2013, the Trafficking Victims Protection Act was reauthorized to protect and prevent. Yet there is work to be done; and

WHEREAS, with the right training, paraprofessionals, teachers and school personnel can be first responders in this national emergency. Schools can be part of the frontline to combat the marginalization, criminalization and exploitation of our most vulnerable;

THEREFORE BE IT RESOLVED that the American Federation of Government Employees (AFGE) supports the fight to end human trafficking and especially condemn the ongoing exploitation and profit from sex trafficking with children; and

BE IT FURTHER RESOLVED that the American Federation of Government Employees (AFGE) provide outside guidance to inform and educate American Federation of Government Employees (AFGE) members and its allies about the issue of sex trafficking and what they can do to take action against it; and
BE IT FURTHER RESOLVED that the American Federation of Government Employees (AFGE) help prevent child trafficking by providing training and appropriate guidance to ensure members have the skills to identify indicators of children at risk and to identify signs of child trafficking. This should include, but not be limited to, educational materials describing indicators of child exploitation/trafficking, workshops at conferences sponsored by American Federation of Government Employees (AFGE), educational materials such as palm cards and articles in American Federation of Government Employees (AFGE) publications; and

BE IT FURTHER RESOLVED that the American Federation of Government Employees (AFGE) combat child trafficking by providing training and appropriate guidance to ensure members have the skills to safely report suspicious activity to the right authorities and agencies such as the National Human Trafficking Resource Center Hotline and the National Center for Missing and Exploited Children; and

BE IT FURTHER RESOLVED that the American Federation of Government Employees (AFGE) address the consequences of human trafficking by supporting programs that counteract victims’ criminalization and stigmatization, educate victims about their rights and opportunities, facilitate social reintegration, advance educational opportunities and assist in obtaining sustainable employment; and

BE IT FURTHER RESOLVED that the American Federation of Government Employees (AFGE) reclaim the promise of healthy communities by supporting legislation to eradicate human trafficking in the United States and abroad.

Committee Action: _M__ Workshop Action: _M__ Convention Action M
( Adopt = A Combine = C aMend = M Fail = F )

Amendment:
Line 6: added “in all forms”
WHEREAS real due process rights, including the right to appeal adverse personnel decisions to an objective third party, are afforded to almost all federal workers; and

WHEREAS no federal agency head, regardless of the mission of the agency, is above the law. All TSA employees (including TSA managers) other than TSOs follow the Federal Aviation Administration personnel management system, which gives those employees the right to file appeals to the Merit Systems Protection Board (MSPB); and

WHEREAS TSA can no longer use national security as a shield against the requirement that the agency follow the same laws, Office of Personnel Management (OPM) regulations and guidance as the rest of the Federal government; and

WHEREAS TSA should apply all laws, guidelines and regulations applicable to Title 5 workers to the TSO workforce; and

WHEREAS AFGE also calls for the enactment of S. 272, Strengthening American Transportation Security Act (SATSA) and H.R. 2309, Rights for Transportation Security Officers Act of 2017; and

WHEREAS basic workforce protections should have the permanence of enacted law and not be subject to the politics of successor administrations; and

WHEREAS TSA’s behavior toward the TSO workforce has proven the agency to be particularly unsuited for the sweeping authority granted to it by an ill-considered management rights provision included in the Aviation Transportation Security Act (ATSA). A mere statutory footnote has no relationship to the goal of defending the country against those seeking to commit harmful acts;

THEREFORE BE IT RESOLVED that AFGE will continue to *lobby Congress to achieve* support TSOs fighting for full MSPB and Title 5 rights and respect for the important work *that TSOs do.*

Committee Action: _M__ Workshop Action: _M__ Convention Action M__

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:

Line 34: add “lobby Congress to achieve”, and Line 35 delete “support TSOs fighting for” and add “that TSOs”
FULL COLLECTIVE BARGAINING RIGHTS FOR VA’S TITLE 38 EMPLOYEES
RESOLUTION # 4020
Submitted by
National Executive Council

WHEREAS the lack of equal bargaining rights for VA physicians, registered nurses and others
covered by the VA’s arbitrary and abusive “7422” policy (38 USC §7422) is directly
undermining physician hiring, and similar efforts to recruit other clinicians; and

WHEREAS high turnover and low morale also are a direct result of the VA’s use of Section
7422 to intimidate, harass and silence dedicated clinicians by refusing to come to the bargaining
table with labor over routine matters regularly bargained by other health care employees with
full Title 5 bargaining rights (e.g. VA Hybrid Title 38 [“Hybrid”] employees, and clinicians in
DoD facilities and other federal facilities); and

WHEREAS the VA singles out one group of clinicians (physicians, dentists, registered nurses
[RN], physician assistants [PA], podiatrists, optometrists, chiropractors, and expanded-duty
dental auxiliaries) for this unfair treatment while affording full bargaining rights to nearly 40
other health care positions; and

WHEREAS VA Secretaries are rubber stamping the recommendations of labor relations
specialists who use this unintended loophole in Title 38 bargaining law to violate agency policies
on pay, schedules, assignments, training, workload and numerous other matters without any
accountability; and

WHEREAS many of these Secretarial determinations are directly inconsistent with VA’s own
revised 7422 policy (issued in 2011) allowing bargaining over violations of agency regulations
and policies; and

WHEREAS it is time for Congress to enact legislation to amend 38 USC §7422 to restore equal
bargaining rights to Title 38 health care professionals; and

WHEREAS VA needs to improve retention and workplace morale by adding to VA’s “7422”
policy language from the prior labor management agreement permitting bargaining over routine
scheduling and compensation matters;

THEREFORE BE IT RESOLVED that AFGE continue to lobby Congress to enact
legislation to amend 38 USC §7422 to restore equal bargaining rights to Title 38 health care
professionals that AFGE stands with VA employees fighting for Title 38 rights.

Committee Action: _M__ Workshop Action: _M__ Convention Action _M_
( Adopt = A    Combine = C    aMend = M    Fail = F )

Amendment: Delete Lines 30 and 31 and 37 and 38
Insert: “
Congress to enact legislation to amend 38 USC §7422 to restore equal bargaining rights to Title 38 health care professionals
SOLIDARITY WITH D.C. GOVERNMENT EMPLOYEES
RESOLUTION # 4021
Submitted by
National Executive Council

WHEREAS, solidarity with our union brothers and sisters is the foundation of a strong and lasting labor movement; and

WHEREAS, the American Federation of Government Employees is a diverse union with members from all trades, races, incomes, ages, faiths, genders, employers, sexual orientation and geographies; and

WHEREAS, District of Columbia Government employees are an active and growing part of our Federation; and

WHEREAS, the Abolishment Act and conforming amendments, in relying on outdated policies instituted during the Control Board Era, unnecessarily deprive D.C. Government employees of certain fundamental union rights, including the ability to bargain over and enforce reduction in force procedures that are fair, objective, and in keeping with the procedures already required elsewhere by D.C. statute; and

WHEREAS, the Comprehensive Merit Personnel Act needlessly lacks provisions for awarding of reasonable attorney fees to employee union representatives in arbitrations filed under negotiated grievance procedures, despite such permissions already existing under the Federal Back Pay Act;

THEREFORE BE IT RESOLVED that the American Federation of Government Employees, AFL-CIO, support our D.C. Government brothers and sisters by actively pursuing amendment of the Abolishment Act and conforming amendments to develop a fair reduction in force procedure, and amendment of the Comprehensive Merit Personnel Act to permit attorney’s fees in arbitration awards.

Committee Action: _M__ Workshop Action: _M__ Convention Action _M__

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:

Line 28: delete “in their effort to amend” and insert “by actively pursuing amendment of” And Line 29: add “ment of”
NAF EMPLOYEES EQUITY IN APPLYING MINIMUM WAGE STANDARDS
RESOLUTION # 4025
Submitted by
National Executive Council

WHEREAS, the American Federation of Government Employees (AFGE) strives to ensure justice for all workers; and

WHEREAS, the current federal minimum wage is now set at $7.25 per hour; and

WHEREAS, many Non-Appropriated Fund (NAF) employees earn an hourly wage at or near the federal minimum wage, often working in base exchange stores, clubs and shops, sometimes as tipped workers; and

WHEREAS, the Labor Movement is supporting a move toward a $15 an hour wage for workers in fast food and other low-wage employment; and

WHEREAS, some States and localities have enacted legislation to raise the minimum wage in their jurisdictions above the federal minimum wage, and while these raises apply to appropriated fund federal workers, they are not applied to the federal NAF workforce; and

WHEREAS, NAF Instrumentality employers like the Army Air Force Exchange Service (AAFES), the Navy Exchange Service (NEX), and Morale, Welfare and Recreation (MWR) operations have not responded favorably to AFGE contract proposals to at least meet the local minimum wage, in the absence of any mandate to do so; and

WHEREAS, many of the lowest paid NAF employees are from immigrant and/or minority backgrounds, and are in need of the best efforts of AFGE to defend their interests;

THEREFORE BE IT RESOLVED that AFGE hereby establishes a policy to seek, either through negotiations or legislation, a $15 minimum wage, with the stipulation that it be fairly adjusted to reflect rises in inflation, for all NAF employees.

Committee Action: _M__ Workshop Action: _M__ Convention Action M
( Adopt = A Combine = C aMend = M Fail = F )

Amendment:

Line 31” add “with the stipulation that it be fairly adjusted to reflect rises in inflation,”
WHEREAS, this nation is founded on the belief that all people are endowed with certain
inalienable rights and that to secure these rights, governments are instituted, deriving their just
powers from the consent of the governed; and

WHEREAS, the rights of the residents of the District of Columbia are abridged when the U.S.
Congress imposes its will on local matters and denies us voting representation on federal issues
in both houses of the U.S. Congress; and

WHEREAS, the people of the District of Columbia are the only Americans who bear all of
the responsibilities of citizenship, and who do not enjoy all of the rights of citizenship,
including authority over state and local matters and representation in both houses of Congress,
making the District, in effect, a colony under Congressional jurisdiction; and

WHEREAS, 86% of District voters approved a referendum in support of D.C. statehood on
November 8, 2016; and

WHEREAS, the District has a greater population, 693,000 people, than two states (Wyoming &
Vermont); and

WHEREAS, over 192,000 District residents have served in the armed forces and sacrificed for
our country; and

WHEREAS, in 2015, District residents paid more than $26 billion in federal taxes, more than 22
other states; and

WHEREAS, statehood will ensure that residents of the District of Columbia enjoy full rights in
state and local matters and voting representation in both houses of the U.S. Congress just like
every other citizen of the United States of America, and is a matter of simple justice;

THEREFORE, BE IT RESOLVED that the American Federation of Government Employees,
AFL-CIO will include a question on D.C. Statehood in candidate surveys, will consider the
position of political candidates on D.C. Statehood when making endorsements, will include as
issue paper regarding D.C. Statehood in materials for AFGE Legislative Conferences, and urge
Congress to support granting the people of Washington, D.C. the full rights of American
citizenship by making the residential and commercial areas of the District of Columbia the 51st
State, while preserving a smaller federal district as the nation’s capital.
Line 14: delete “the only” and “still”  Line 15: delete “but” and add “and”
STOP VIOLENCE AGAINST WOMEN AND PROTECT SURVIVORS OF ABUSE
RESOLUTION # 4044
Submitted by
National Human Rights Committee

Violence against women starts early with girls under 18 each year experiencing rape or
tried rape. Four million experienced rape involving drugs or alcohol. Sexual violence or
domestic abuse is often the start of the school to prison pipeline for young African American
girls women of color. The American Federation of Government Employees (AFGE) widely
supports the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972 and
their enforcement in the workplace, community and schools and Universities.

Teens are harassed or abused through technology. Teenage girls in the United States report being
a survivor of sexual violence, with young women of color and those who identify as LGBTQ
being particularly vulnerable.

Gender based violence costs businesses hundreds of millions annually in lost productivity and
paid days of work lost. Often in the workplace violence is related to personal relationships,
which involve situations where an individual often gains access to a workplace and commits a
crime targeting an employee or customer who is a current or former intimate partner.

Acts of violence affect workers in every field in the U.S.A, women are killed by an intimate
partner at an alarming rate.

Millions of women experience domestic violence, sexual violence, harassment, and stalking each
year. The workplace can be a critical place for responding to gender-based violence and building
systems that help protect survivors of abuse. Low wage workers, immigrants and workers in non-
traditional jobs are most vulnerable to experiencing sexual assault, domestic violence, stalking
and trafficking. Their workplaces— retail, hotels, restaurants, hospitals, clinics, private residences
and farms, often make them vulnerable to perpetrators. Many of the workers also spend large
amounts of time working in isolation that increase their chances of being threatened, stalked or
assaulted on the job.

AFGE condemns the issues with the statute of limitation in relation to rape and sexual assault, in
particular the problems associated with the Sexual Assault Evidence Kits which are stockpiled
pending funding issues and make processing and timely prosecution hard to achieve.

THEREFORE, BE IT RESOLVED: Violence that cover the root causes of sexual violence, the
role of social media, consent, intervention strategies.

The American Federation of Government Employees will raise awareness among its members,
allies and partners about the broad issue of protecting and supporting victims of sexual assault
and domestic violence. In particular, AFGE will highlight the importance of how sexual assault
and domestic violence impacts women especially women of color or LGBTQ people.

AFGE will support federal funding for schools, law enforcement agencies, health programs, rape
crisis centers and agencies and community-based organizations to provide service to victims and families and support prevention training.

AFGE will lobby for policymakers to increase funding for the Violence Against Women Act (VAWA) that provides protection and funding to programs helping prevent sexual assault, aid to survivors, and ensure implementation of supportive laws. AFGE will lobby against any legislation that would prevent protecting the rights of survivors of sexual abuse and domestic violence.

AFGE will also advocate for workplace policies that address domestic violence and sexual assault and provide support programs for workers.

Committee Action: _M__ Workshop Action: _M__ Convention Action _M__

( Adopt = A Combine = C aMend = M Fail = F )

Amendment:

Committee: Strike lines 38 and 39

Workshop: On line 8 and 9, delete "African American Girls" and insert "women of color"
FREEDOM TO SPEND TIME WITH FAMILY
RESOLUTION # 4050
Submitted by
National Human Rights Committee

Work is a down payment on the freedom to spend time with our families. Unfortunately, that investment does not always pay off. Outdated workplace policies put working women in a particular bind, forcing them to make impossible choices between work, family and personal wellness. Women want new rules for an economy that works for all working people equally, and the freedom to build lives of value.

In the past decade, there has been tremendous momentum at the state and local level, with millions of working people winning the freedom to take time to care for family, and labor unions have been at the center of these wins. The difference for union women is irrefutable. Our affiliates have joined or led coalitions for paid sick leave and paid family leave in nearly every state with active campaigns. Overall, states with higher union density are more likely to have paid sick leave, and paid family and medical leave laws.

At the same time, the erosion of overtime protection and the 40-hour workweek in recent decades is having a disproportionate impact on working women. There is overwhelming evidence that overtime protection is effective in discouraging overly long work hours and giving working people the ability to spend more time away from work, and that reducing excessive working hours makes working people healthier and more productive. Previously, new rules were issued to restore lost overtime protection and extend overtime eligibility to millions more people, disproportionately benefiting working women and workers of color. However, efforts currently in place to weaken those protections.

Working people must come together to demand the freedom to spend time with their families.

THEREFORE BE IT RESOLVED that American Federation of Government Employees (AFGE) will strengthen its commitment to these policy issues.

AFGE will
- Advocate for stronger overtime protections for working people at the federal and state level;
- Advocate for paid parental leave for all federal and District of Colombia employees;
- Advocate for federal and state legislation on paid leave, paid sick leave, and fair and predictable schedules;
- Collect and advocate for model bargaining language that wins paid family leave and fair work schedules at the bargaining table;
- Analyze the impact of proposed policies on women, people of color and other disproportionately impacted groups; and
- Promote model legislation for key campaigns at all levels of government

Committee Action: _M__ Workshop Action: _M__ Convention Action M

( Adopt = A Combine = C aMend = M Fail = F )
47 Amendment:
48 Line 37: Delete “AFGE will”
49
50 Line 43: add “at all levels of government”