1	WORKSHOPS
2	RESOLUTION # 1020
3	Submitted by
4	National Executive Council
5	
6	WHEREAS, the AFGE National Constitution, Appendix C, Sections 1, 12, 14, and 16 refer to the
7	deliberative assemblies that consider resolutions submitted to the AFGE National Convention in
8	preparation for full consideration by the Convention as "workshops;"
9	
10	WHEREAS, the term "workshop" is very often applied to educational classes;
11	
12	WHEREAS, delegates, especially new delegates, have been confused about the deliberative
13	nature of the workshops;
14	
15	THEREFORE BE IT RESOLVED that the term "workshop" be replaced with the term
16	"resolution review session," wherever it appears in the AFGE National Constitution in reference
17	to deliberative assemblies meeting prior to and in conjunction with the AFGE National
18	Convention.
19	
20	Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
21	(Adopt = A Combine = C aMend = M Fail = F)
22	Amendment:

1	REDUCING SPECIAL RETIREE AFFILIATE DUES
2	
3	RESOLUTION # 1022
4	Submitted by the National Executive Council
5	RESOLUTION # 1023
6 7	Submitted by District 2
8	Submitted by District 2
9	WHEREAS, AFGE established a Retiree Program at its last convention in 2015;
10	
11	WHEREAS, the per capita tax for full, voting retirees is \$2.00 per month and the per capital tax
12	for special retiree affiliates is \$4.16 per month;
13	
14	WHEREAS, Special Retiree Affiliate members may not hold office or vote in AFGE elections;
15	
16	WHEREAS, thousands of AFGE members who retired from locals that did not have a retiree
17 19	program were not given an opportunity to become full, voting retiree members at the time of their retirement;
18 19	then retirement,
20	WHEREAS, the purpose of the Retiree Program is union building – organizing and mobilizing
21	retirees to participate in activities, action and social functions;
22	
23	WHEREAS, many former members want to assist the union toward this stated purpose, but
24	object to the significant difference in dues;
25	
26	THEREFORE BE IT RESOLVED that in Article III, Section 1(e) (2) the per capita tax for
27	special retiree affiliates shall be \$2.50 \$2.00 per month.
28	DE IT EUDTUED DESOI VED that anguid ratings officiates may remain as members of their
29 30	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 <u>at-</u>
30 31	<i>large local</i> member of AFGE as a Special Retiree Affiliate for the amount of \$2.50 §2.00 per
32	month, payable on per annum basis of $\frac{330}{224}$.
33	$\frac{1}{p-1}$
34	Committee Action: _M_ Workshop Action: <u>A as C</u> Convention Action _A_
35	(Adopt = A Combine = C aMend = M Fail = F)
36	Committee Amendment: Amended to insert line 27 "at large local."
30 37	committee Amendment. Amended to insert fine 27 at large local.
38 39	Workshop Combined Resolution #1022 and #1023 strike \$2.50 and insert \$2.00, strike \$30 and insert \$24.

1 2 3	ADDITIONS TO ARTICLE XV AND XVI RESOLUTION # 1025 Submitted by
4	National Human Rights Committee and the National Y.O.U.N.G. Committee
5	Wheness the National Human Dickte Committee and the National VOUNC Committee mark
6 7	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.
8 9	Wheness the National VOUNC Committee was established after the National Human Diskte
10	Whereas, the National Y.O.U.N.G. Committee was established after the National Human Rights Committee's duties were established.
11 12 13	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.
14 15 16	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.
17 18 19	Therefore be it resolved that, Article XV Section 1 will be edited as follows:
20 21	(i) Work closely with the National Vice Presidents for their respective districts and their district Y.O.U.N.G. Coordinators;
22	(j) Maintain accurate financial and travel records for their district activities; and
23 24	(k) Serve as a member of the National Human Rights Committee.
25 26	Therefore be it resolved that, Article XVI Section 1 will be edited as follows:
27 28	(i) Work closely with the National Vice Presidents for their respective districts and their district Y.O.U.N.G. Coordinators;
29	(j) Maintain accurate financial and travel records for their district activities; and
30 31	(k) Serve as a member of the National Human Rights Committee.
32	Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
33	(Adopt = A Combine = C aMend = M Fail = F)
34	Amendment:

1 2	HARASSMENT POLICY RESOLUTION # 1026
3	Submitted by
4	National Y.O.U.N.G. Committee
5	
6	Whereas, there is no formal policy set forth within the federation to provide a safe environment
7	for engaging with each other.
8	
9	Whereas, there is a need to specifically ensure that all members are provided a safe
10	environment to engage with each other.
11	
12	Whereas, the constitution does not explicitly allow for equal protections under the law for
13	offenses which happen while in an official union capacity.
14	
15	Therefore be it resolved that <i>a new Article XXIII Section 2(k) be added to read as follows:</i>
16	
17	Discrimination and/or Bullying, harassment and/or discrimination on the basis of race,
18	<u>color, religion, national origin, sex, age, disability, status as a covered veteran in accordance</u>
19	with federal laws, marital status, personal appearance, sexual orientation, gender identity or
20	expression, familial status, family responsibilities, matriculation, political affiliation, or
21	<u>retaliation for participation in the complaint process concerning such discrimination AFGE</u>
22	formally adopt and adapt the AFL-CIO Anti-Harassment policy as its own.
23	
24	Committee Action: _M_ Workshop Action: _M_ Convention Action _A_
25	(Adopt = A Combine = C aMend = M Fail = F)
26	Committee Amendment: Amended to strike line 15 "AFGE formally adopt and adapt the AFL-
27	CIO Anti-Harassment policy as its own" and insert line 15 "a new Article XXIII Section 2(k) be
28	added to read as follows: Discrimination and/or harassment on the basis of race, color, religion,
29	national origin, sex, age, disability, status as a covered veteran in accordance with federal laws,
30	marital status, personal appearance, sexual orientation, gender identity or expression, familial
31	status, family responsibilities, matriculation, political affiliation, or retaliation for participation in
32	the complaint process concerning such discrimination."
33	
34 25	Workshop Amendment: Amended line 17 to read as follows: "Bullying, harssment, and

35 discrimination on the basis of race, color, religion, national origin, sex, age,".

1	POLICIES TO WEBSITE RESOLUTION
2	RESOLUTION # 1032
3	Submitted by
4	Local 836 (SSA, C-220, District 8)
5	
6	Whereas, our Constitution makes reference to "the policies of the Federation";
7	Whereas, members and leaders of our Union have no understanding of and/or have seen the
8	policies set forth by the NEC;
9	Whereas, to be compliant with the our National Constitution;
10	Therefore, Let It Be Resolved that ALL policies of the NEC and referenced in the AFGE
11	National Constitution shall be published on the AFGE website;
12	Let it Further Be Resolved that posting of the policies <u>digitally available</u> on the AFGE website
13	shall take place no later than December 31, 2018. <u>All further policies will be uploaded as soon</u>
14	as possible and on an ongoing basis. Obsolete polices shall be archived and shall not have to
15	comply with this resolution.
16	Finally, Let it be Resolved that no member shall be brought up on charges by any AFGE
17	member or officer based on unpublished policies.
18	
19	Committee Action: _M_ Workshop Action: _A_ Convention Action _A_
20	(Adopt = A Combine = C aMend = M Fail = F)
21	Amendment: amend to insert line 12 "digitally available;" insert line 13 to "All further policies
22	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.

1 **RESOLUTION TO ALLOW RETIREE/AT-LARGE LOCALS TO EXTEND FULL** 2 **MEMBERSHIP RIGHTS TO RETIREE AFFILIATE MEMBERS** 3 **RESOLUTION # 1036** 4 Submitted by 5 **District 14 and Local 65** 6 7 WHEREAS, the AFGE National Constitution at Article III, Section 1(e) (Membership) 8 establishes Special Retiree Affiliation for: "Any retired person who either: (1) At the 9 time of being retired from employment covered by subsection (b) was not a member of 10 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 11 special retiree affiliation in the at-large or recruiting local, except where a local wishes 12 13 to affiliate its own retiree affiliate members, with all rights, except any representational 14 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 15 16 National Secretary-Treasurer of the special retiree affiliation rate of \$50.00 per annum, 17 effective September 1, 2006;" 18 19 WHEREAS, AFGE Local 65 duly-chartered Retiree/At-Large Local which would 20 benefit from wider pool of members from which to elect officers, including Special 21 Retiree members: 22 23 WHEREAS, the AFGE National Constitution at Article III, Section 1(e) (Membership) 24 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 25 26 representation in direct or indirect elections under Appendix A; and 27 28 THEREFORE, BE IT RESOLVED that the AFGE National Constitution, Article III, 29 Section 1(e) be amended to allow additional rights to the Special Retiree Affiliation 30 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, 31 32 this sentence shall be inserted at the end of Article III, Section 1 (e) : 33 34 "For Local 65, which has been chartered as an Any At-Large/Retiree Local, special 35 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 36 elections under Appendix A." 37 38 39 Committee Action: <u>M</u> Workshop Action: <u>M</u> Convention Action <u>A</u> 40 $(Adopt = A \quad Combine = C \quad aMend = M \quad Fail = F)$ 41 Committee Amendment: Amend to strike line 32 "For Local 65, which has been chartered as an" 42 and insert line 32 "Any." 43 44 Workshop Amendment: Amended line 34 to strike "or indirect".

1 2	RESOLUTION REGARDING TRANSPARENT BUDGET REPORTING RESOLUTION # 1060
3	Submitted by
4	Local 3302 (SSA, C-220, District 4)
5 6	Whereas, the current AFGE budget reports revenue from specific sources and expenditures in
7 8	specific budget categories, and
9	Whereas the AFGE quarterly statement of activities also delineates revenue and expenses from
10 11	specific sources and budget categories, and
12 13 14	Whereas, AFGE budgets lump sum operational expenses to each national officer and to each of the AFGE Districts, and
15 16 17 18	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
19 20	Whereas, the quarterly expense statement contains no itemization of these lump sum expenditures ,and
21 22 23	Whereas, the lump sum operational expenditures of the 12 districts will exceed
24 25 26	\$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
20 27 28	Whereas, the failure to itemize the operational expenditures of District Vice
29 30	Presidents and AFGE National officers constitutes a lack of transparency, and
31 32 33	Whereas, transparency in how dues are spent is critical to membership recruitment and trust in AFGE, and
34 35 36	Whereas, membership engagement will be enhanced if members understand how their dues are spent, and
37 38 39 40	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
41 42 43	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.
44 45 46	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.
- 50 51

52 Committee Action: _F_ Workshop Action: _A_ Convention Action _A_

 $(Adopt = A \quad Combine = C \quad aMend = M \quad Fail = F)$

1	RECOGNIZING JOSEPH P. FLYNN
2	RESOLUTION # 2001
3	Submitted by
4	National Executive Council
5	
6	WHEREAS, Joseph P. Flynn has been a member of Local 1923 for 39 years, having served as
7	its Vice President when the local was chartered and representing the employees at the Healthcare
8	Financing Management Administration;
9	
10	WHEREAS, he worked to build the membership of Local 1923 to become the largest local in
11	the federation;
12	
13	WHEREAS, he worked to build the membership of Local 1923 to become the largest local in
14	the federation;
15	
16	WHEREAS, he has given willingly and generously to the growth and success of AFGE,
17	returning to serve AFGE's members as National Secretary Treasurer in 2017 and 2018;
18	
19	WHEREAS, he was elected National Vice President of AFGE's Fourth District in 1999 and
20	served honorably in that capacity for 18 years;
21	
22	THEREFORE BE IT RESOLVED that Joseph P. Flynn's name be added to the List of
23	Emeritus Officers.
24	Committee Actions A Workshop Actions A Convention Action A
25	Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
26	(Adopt = A Combine = C aMend = M Fail = F)

1	RECOGNIZING KEITH HILL
2	RESOLUTION # 2002
3	Submitted by
4	National Executive Council
5	
6	WHEREAS Keith Hill and has been a member of Local 1647 for 31 years, serving much of that
7	time at Tobyhanna Army Depot as an electrician, and as Local President for seven years;
8 9	WIIEDEAS he onlisted and conved our country in the Newy of an Electricians Meter
9 10	WHEREAS he enlisted and served our country in the Navy as an Electricians Mate;
10	WHEREAS he volunteered in Afghanistan in 2004 as a civilian defense worker as part of a
12	skilled team providing support to computer and electronics systems;
12	skilled team providing support to computer and electronics systems,
14	WHEREAS he fought tirelessly for parity for AFGE's wage grade employees;
15	
16	WHEREAS he served for seven years as an officer of the Pennsylvania AFL-CIO;
17	
18	WHEREAS he was elected National Vice President of AFGE's Third District in 2009 and
19	served honorably for eight years,
20	
21	THEREFORE BE IT RESOLVED that Keith Hill's name be added to the List of Emeritus
22	Officers.
23	
24	Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
25	(Adopt = A Combine = C aMend = M Fail = F)
26	A man descents

1	RECOGNIZING JANE NYGAARD
2	RESOLUTION # 2003
3	Submitted by
4	National Executive Council
5	
6	WHEREAS Jane Nygaard has been a member of Local 3669 and served as Local President for
7	22 years;
8	
9	WHEREAS she has been a member of the VA Council, having served on the Title 38
10	Committee since the bargaining of its first contract;
11	
12	WHEREAS she served diligently as a member of the VA Nurses Steering Committee;
13	
14	WHEREAS even in retirement she continues to serve our union members and retirees;
15	
16	WHEREAS she has served the labor movement in America throughout her professional life;
17	WHEREAS the many thread National Vice Development of AEOE's Fight District in 2005 and
18	WHEREAS she was elected National Vice President of AFGE's Eight District in 2005 and
19 20	served honorable in that capacity for twelve years;
20	THEREFORE BE IT DESCI VER that Iona Nuccourd's name he added to the List of Emeritua
21 22	THEREFORE BE IT RESOLVED that Jane Nygaard's name be added to the List of Emeritus Officers.
22	Officers.
23 24	Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
24	Commute ActionA_ workshop ActionA_ Convention Action _A_
25	(Adopt = A Combine = C aMend = M Fail = F)
26	Amendment:

1 2	THE JOB SERIES MAPPING INITIATIVE RESOLUTION RESOLUTION # 2005
$\frac{2}{3}$	Submitted by
4	Local 400 (Army, District 2)
5	
6	WHEREAS AFGE has had a difficult time identifying Locals that represent Police Officers,
7	Firefighters, Nurses and other job series. This lack of information makes it extremely difficult to
8	mobilize members around occupation specific issues and to engage in targeted organizing.
9	
10	THEREFORE BE IT RESOLVED that AFGE will amend the rebate information, recorded at
11	the bottom of 1187's, to include a section where job series can be captured. This amended 1187
12	should be available for use on or before the date of the Fall 2018 NEC meeting.
13	
14	BE IT FURTHER RESOLVED , that AFGE will modify the My Local database so that the
15	job series can be captured in membership data and that this data will be added once a new
16	member is entered into the database. This modification to My Local should be accomplished on
17	or before the date of the Fall 2018 NEC meeting.
18	
19	BE IT FURTHER RESOLVED , that the AFGE National and District offices will encourage
20	Locals to collect and enter the job series for current members once My Local has been modified.
21	
22	Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
23	(Adopt = A Combine = C aMend = M Fail = F)

1	POLICY RESOLUTION
2	RESOLUTION # 2006
3	Submitted by
4	Local 836 (SSA, C-220, District 8)
5	
6	Whereas, only the delegates at a National Convention have the sole authority to raise the salaries
7	of the NEC;
8	
9	Whereas, only the delegates at a National Convention have the authority to approve "longevity
10	bonuses" for the NEC;
11	
12	Whereas, after the last convention the NEC illegally voted to give themselves longevity bonuses
13	of 5%-18% for each additional term they are elected. A total of \$185,146 for 2016 (average of
14	\$14,242) and \$161,264 for 2017 (average of \$17,918);
15	
16	Whereas, Federal employees have received 3.4% (average of \$316) in cost of living raises since
17	2016;
18	
19	Therefore, Let it Be Resolved that all longevity bonuses for the NEC cease and desist.
20	
21	Committee Action: _M_ Workshop Action: _A_ Convention Action _A_
22	(Adopt = A Combine = C aMend = M Fail = F)
23	Amendment:

1 2 3 4	POLICY RESOLUTION – FIRST CLASS TRAVEL RESOLUTION # 2010 Submitted by Council 220 (SSA Field Operations Locals)
5 6 7	Whereas, AFGE should use membership dues in a judicious manner;
8 9 10	Whereas, Federal travel regulations do not generally permit Federal employees to travel first class using taxpayer money;
11 12 13	Whereas, AFGE should have similar rules prohibiting use of dues money for first class travel;
13 14 15	Whereas, some AFGE officers make it a practice to fly first class;
16 17	Whereas, such first class travel constitutes a misuse of membership dues;
18 19	Whereas, such first class travel displays arrogance and elitism;
20 21 22 23	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.
24 25 26	If the traveler has a documented disability that requires first class travel, they are exempted from this policy.
20 27 28 29	This does not prohibit travelers from upgrading their seats to first class through frequent flyer points.
30	Committee Action: _A_ Workshop Action: _A_ Convention Action _A_
31	(Adopt = A Combine = C aMend = M Fail = F)
32	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)

1	RESOLUTION TO ESTABLISH A WORKING GROUP ON UNION BUILDING FOR
2	FEDERAL EMPLOYEES OUTSIDE OF THE CONTINENTAL UNITED STATES
3	(OCONUS)
4	RESOLUTION # 3003
5	Submitted by
6	District 14 and Local 65
7	
8	WHEREAS, there are AFGE members in remote and difficult to represent areas outside of the
9 10	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,
11	as well as on Okinawa and in other Pacific locations (Local 1689, District 11), and at Sigonella
12	Naval Air Station in Italy and other locations in Europe (Local 3712, District 14);
13	
14	WHEREAS, there are a total of more than 30,000 federal employees who work outside of the
15	continental United States (OCONUS) in foreign countries or US territories (20,000 employed by
16	DOD agencies) who are eligible to be organized and represented by AFGE;
17	
18	WHEREAS, AFGE Districts and Locals are frequently contacted by federal employees who are
19 20	eager to organize their workplaces which are Outside of the Continental United States;
20 21	WHEREAS, there are considerable resource issues that make it difficult to represent existing
22	overseas units, or to organize new ones;
23	overseus units, or to organize new ones,
 24	WHEREAS, it is in the interest of AFGE as whole to organize all federal employees who want a
25	union and to cut off any practice by agencies of imposing changes in working conditions on
26	unrepresented overseas units with an eye to later imposing those changes on units represented by
27	AFGE; and
28	
29	WHEREAS, specific legislative work is needed to get changes in federal law to help overseas
30	federal employees, including getting rid of the "5-year rule" that rotates many of these
31	employees back to the U.S.;
32	
33	THEREFORE, BE IT RESOLVED that <i>the organizing committee of the National Executive</i> Council AFGE shall establish a Working Group of National Officers, Locals Officers and staff
34 35	to shall pursue well-funded and effective solutions for representation, organizing and legislative
36	initiatives to build the union among federal employees who work Outside of the Continental
37	United States.
38	
39	Committee Action: _M Workshop Action: _M Convention Action M
40	(Adopt = A Combine = C aMend = M Fail = F)
11	Amendment:
41 42	Line 33: Strike "AFGE shall establish a Working Group of National Officers, Local Officers,
42 43	and staff to" and insert "the organizing committee of the National Executive Council shall"
44	and start to and more the organizing commute of the radional Executive Counter shall
45	

1 2	UNION BUSTING EXECUTIVE ORDERS RESOLUTION # 4001
2	Submitted by
4	National Executive Council
5	
6	WHEREAS, the Administration issued three unlawful Executive Orders (EOs) on May 25,
7 8	2018, with the intent of harming federal employees and their exclusive representatives by:
9 10	1. Targeting federal employee rights and union representation in the workplace,
11 12 13	2. Drastically and unlawfully restricting use of Official Time to perform legally mandated representation of employees in the workplace,
14 15 16 17	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
18 19 20 21	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
22 23 24	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
25 26 27 28	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
29 30	WHEREAS, these EOs:
31 32 33	1. Drastically reduce represented federal employees' ability to obtain union help and guidance in the workplace,
34 35 36 37	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,
38 39 40	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
41 42	WHEREAS, these EOs:
43 44 45 46	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,

- 47 2. Set arbitrary timelines for completion of phases of bargaining, and when those timelines
- 48 expire, allow agencies to enforce their own recommendations without union input,
- 49
- 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,
- 55

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

- 59
- 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
- 62 serve the American public with devotion and integrity,
- 63
- 64 **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 taxpayerswith a politicized service that will be wide open to corruption and mismanagement.
- 67 68
- 69 **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 70 they were hired to do – whether it's ensuring our food is safe to eat, caring for veterans who were 71 injured while serving their country, preventing illegal weapons and drugs from crossing our 72 borders, or helping communities recover from hurricanes and other disasters. The President's 73 EOs do nothing to improve the operations of government agencies. In fact, they do the opposite 74 by depriving workers of their rights to address and resolve workplace issues such as sexual 75 harassment, racial discrimination, retaliation against whistleblowers, improving workplace health 76 and safety, enforcing reasonable accommodations for workers with disabilities, and so much 77 more.
- 78 79

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.

- 85
- 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.
- 91 92
- 93
- Committee Action: M Workshop Action: M Convention Action M(Adopt = A Combine = C aMend = M Fail = F)
- 94 Amendment:
- 95

96 Line 57 add: "continue to fight and never give up" and delete "fight"

1	COLLEGEEDUCATIONAL LOAN FORGIVENESS
2	RESOLUTION # 4007
3	Submitted by
4	National Executive Council
5 6	WHEREAS, <i>many</i> most members of our Federation have outstanding college <i>educational</i> debt;
7	and
8	
9	WHEREAS, studies have shown that young workers are continuing to be saddled with
10	increasingly higher college educational loan debt; and
11	
12	WHEREAS, our members are all public servants and therefore, should have their college
13	educational debt reduced or forgiven; and
14	
15	WHEREAS, we as a federal and D.C. employees' union are of the public service and work to
16	ensure the health, safety and welfare of the general public;
17	
18	THEREFORE BE IT RESOLVED that we as a Federation will lobby Congress to completely
19 20	forgive all college educational loans for federal and D.C. employees and retirees.
20 21	BE IT FURTHER RESOLVED that we as a Federation will work to repeal the requirements in
21	the College Cost Reduction and Access Act of 2007, which requires a fixed term, specific loan
22	eligibility and requirements on length of repayment such that this program reduces the required
24	monthly payment amounts and allows repayment to occur on a shorter term over a ten-year
25	period without the initial federal service requirement.
26	
27	Committee Action: _M Workshop Action: _M Convention Action M
28	(Adopt = A Combine = C aMend = M Fail = F)
29	Amendment:
30	Committee: Line 6: change "most" to "many"
31	
32	Workshop: Lines 1, 6, 9, 11, and 18, change "college" to "educational"
33	Line 8: delete "young"
34	Line 18: add "and retirees"
35	
36	

1	CONDEMNING HUMAN TRAFFICKING AND SEX TRAFFICKING OF CHILDREN
2	RESOLUTION # 4011
3	Submitted by
4	National Executive Council
5	
6	WHEREAS, human trafficking <i>in all forms</i> is a global phenomenon that traps millions in cycles
7	of exploitation for sex or labor and is often called "modern slavery"; it is a direct affront to
8	individual human rights and jeopardizes community health; and
9	
10	WHEREAS, worldwide, human trafficking generates about \$36 billion each year. About one of
11	every four of those dollars circulates in the United States, where freedom is an inalienable right;
12	and
13	
14	WHEREAS, commercial sex trafficking includes "the recruitment, harboring, transportation,
15	provision or obtaining of a person for the purposes of a commercial sex act." Children in "the life"
16	are considered victims of severe forms of trafficking—and they are in our schools; and
17	
18	WHEREAS, every year, hundreds of thousands of children, mostly girls in early adolescence, are
19	at risk of being trafficked. They are subject to physical, verbal and sexual abuse. Specifically, they
20	face social isolation, lack of care, manipulation and severe health concerns, including HIV. Getting
21	out of the life isn't easy-many are trauma-bonded with those who exploit them and must
22	overcome stigmatization and post-traumatic stress. In some states, they also face the threat of a
23	criminal record; and
24	
25	WHEREAS, research by the Polaris Project indicates that the majority of trafficked persons come
26	from vulnerable groups, including undocumented migrants, runaways and at-risk youth, oppressed

- 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.

- 33 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

45 Employees (AFGE) members and its allies about the issue of sex trafficking and what they can do

46 to take action against it; and

48 **BE IT FURTHER RESOLVED** that the American Federation of Government Employees (AFGE) help *prevent* child trafficking by providing training and appropriate guidance to ensure 49 50 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 51 52 of child exploitation/trafficking, workshops at conferences sponsored by American Federation of Government Employees (AFGE), educational materials such as palm cards and articles in 53 54 American Federation of Government Employees (AFGE) publications; and 55 56 **BE IT FURTHER RESOLVED** that the American Federation of Government Employees (AFGE) *combat* child trafficking by providing training and appropriate guidance to ensure 57 members have the skills to safely report suspicious activity to the right authorities and agencies 58 59 such as the National Human Trafficking Resource Center Hotline and the National Center for Missing and Exploited Children; and 60 61 BE IT FURTHER RESOLVED that the American Federation of Government Employees 62 (AFGE) *address* the consequences of human trafficking by supporting programs that counteract 63 victims' criminalization and stigmatization, educate victims about their rights and opportunities, 64 facilitate social reintegration, advance educational opportunities and assist in obtaining sustainable 65 66 employment; and 67 **BE IT FURTHER RESOLVED** that the American Federation of Government Employees 68 69 (AFGE) reclaim the promise of healthy communities by supporting legislation to eradicate human trafficking in the United States and abroad. 70 71 Committee Action: <u>M</u> Workshop Action: <u>M</u> Convention Action <u>M</u> 72 $(Adopt = A \quad Combine = C \quad aMend = M \quad Fail = F)$ 73 Amendment: 74

75 Line 6: added "in all forms"

1	TSA MSPB AND TITLE 5 RIGHTS
2	RESOLUTION # 4019
3	Submitted by
4	National Executive Council
5	
6	WHEREAS real due process rights, including the right to appeal adverse personnel decisions to
7	an objective third party, are afforded to almost all federal workers; and
8 9	WHEREAS no federal agency head, regardless of the mission of the agency, is above the law.
9 10	All TSA employees (including TSA managers) other than TSOs follow the Federal Aviation
11	Administration personnel management system, which gives those employees the right to file
12	appeals to the Merit Systems Protection Board (MSPB); and
13	
14	WHEREAS TSA can no longer use national security as a shield against the requirement that the
15	agency follow the same laws, Office of Personnel Management (OPM) regulations and guidance
16	as the rest of the Federal government; and
17 18	WHEREAS TSA should apply all laws, guidelines and regulations applicable to Title 5 workers
18 19	to the TSO workforce; and
20	
21	WHEREAS AFGE also calls for the enactment of S. 272, Strengthening American
22	Transportation Security Act (SATSA) and H.R. 2309, Rights for Transportation Security
23	Officers Act of 2017; and
24	
25 26	WHEREAS basic workforce protections should have the permanence of enacted law and not be subject to the politics of successor administrations; and
20 27	subject to the pointes of successor administrations, and
28	WHEREAS TSA's behavior toward the TSO workforce has proven the agency to be
29	particularly unsuited for the sweeping authority granted to it by an ill-considered management
30	rights provision included in the Aviation Transportation Security Act (ATSA). A mere statutory
31	footnote has no relationship to the goal of defending the country against those seeking to commit
32	harmful acts;
33	THEREFORE DE LE DESOLVER that AECE will continue to John Congress to achieve
34 25	THEREFORE BE IT RESOLVED that AFGE will continue to <i>lobby Congress to achieve</i>
35 26	support TSOs fighting for full MSPB and Title 5 rights and respect for the important work <i>that TSOs do.</i>
36	1308 40.
37	Committee Action: _M Workshop Action: _M Convention Action M
38	—
39	(Adopt = A Combine = C aMend = M Fail = F)
40	Amendment:
41	
42	Line 34: add "lobby Congress to achieve", and Line 35 delete "support TSOs fighting for" and
43	add "that TSOs"
44	

1	FULL COLLECTIVE BARGAINING RIGHTS FOR VA'S TITLE 38 EMPLOYEES
2	RESOLUTION # 4020
3	Submitted by
4	National Executive Council
5	
6	WHEREAS the lack of equal bargaining rights for VA physicians, registered nurses and others
7	covered by the VA's arbitrary and abusive "7422" policy (38 USC §7422) is directly
8	undermining physician hiring, and similar efforts to recruit other clinicians; and
9	
10	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
11 12	table with labor over routine matters regularly bargained by other health care employees with
12 13	full Title 5 bargaining rights (e.g. VA Hybrid Title 38 ["Hybrid"] employees, and clinicians in
13 14	DoD facilities and other federal facilities); and
15	Dob numities and other rederar numities), and
16	WHEREAS the VA singles out one group of clinicians (physicians, dentists, registered nurses
17	[RN], physician assistants [PA], podiatrists, optometrists, chiropractors, and expanded-duty
18	dental auxiliaries) for this unfair treatment while affording <i>full</i> bargaining rights to nearly 40
19	other health care positions; and
20	
21	WHEREAS VA Secretaries are rubber stamping the recommendations of labor relations
22	specialists who use this unintended loophole in Title 38 bargaining law to violate agency policies
23 24	on pay, schedules, assignments, training, workload and numerous other matters <i>without any accountability</i> ; and
25	accountability, and
26	WHEREAS many of these Secretarial determinations are directly inconsistent with VA's own
27	revised 7422 policy (issued in 2011) allowing bargaining over violations of agency regulations
28	and policies; and
29	
30	WHEREAS it is time for Congress to enact legislation to amend 38 USC §7422 to restore equal
31	bargaining rights to Title 38 health care professionals; and
32	
33 24	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
34 35	scheduling and compensation matters;
36	scheduling and compensation matters,
30 37	THEREFORE BE IT RESOLVED that AFGE continue to lobby Congress to enact
38	legislation to amend 38 USC §7422 to restore equal bargaining rights to Title 38 health care
39	professionals that AFGE stands with VA employees fighting for Title 38 rights.
40	
41	Committee Action: _M Workshop Action: _M Convention Action _M
42	(Adopt = A Combine = C aMend = M Fail = F)
43	Amendment: Delete Lines 30 and 31 and 37 and 38
44	Insert: "

- Congress to enact legislation to amend 38 USC §7422 to restore equal bargaining rights to Title 38 health care professionals

1 2	SOLIDARITY WITH D.C. GOVERNMENT EMPLOYEES RESOLUTION # 4021
3	Submitted by
4	National Executive Council
5	
6	WHEREAS, solidarity with our union brothers and sisters is the foundation of a strong and
7	lasting labor movement; and
8	WHEDEAS the American Enderstion of Covernment Employees is a diverse union with
9 10	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
10	geographies; and
12	geographies, and
13	WHEREAS, District of Columbia Government employees are an active and growing part of our
14	Federation; and
15	
16	WHEREAS, the Abolishment Act and conforming amendments, in relying on outdated policies
17	instituted during the Control Board Era, unnecessarily deprive D.C. Government employees of
18	certain fundamental union rights, including the ability to bargain over and enforce reduction in
19	force procedures that are fair, objective, and in keeping with the procedures already required
20	elsewhere by D.C. statute; and
21	
22	WHEREAS, the Comprehensive Merit Personnel Act needlessly lacks provisions for awarding
23	of reasonable attorney fees to employee union representatives in arbitrations filed under
24 25	negotiated grievance procedures, despite such permissions already existing under the Federal
25 26	Back Pay Act;
20 27	THEREFORE BE IT RESOLVED that the American Federation of Government Employees,
28	AFL-CIO, support our D.C. Government brothers and sisters by actively pursuingin their effort
29	to amendment of the Abolishment Act and conforming amendments to develop a fair reduction
30	in force procedure, and <i>amendment of</i> the Comprehensive Merit Personnel Act to permit
31	attorney's fees in arbitration awards.
32	
33	Committee Action: <u>M</u> Workshop Action: <u>M</u> Convention Action <u>M</u>
34	(Adopt = A Combine = C aMend = M Fail = F)
35	Amendment:
36	
37	Line 28: delete "in their effort to amend" and insert "by actively pursuing amendment of"
38	And Line 29: add "ment of"
39	

1 2 3	NAF EMPLOYEES EQUITY IN APPLYING MINIMUM WAGE STANDARDS RESOLUTION # 4025 Submitted by
4	National Executive Council
5 6	WHEREAS, the American Federation of Government Employees (AFGE) strives to ensure
7	justice for all workers; and
8 9	WHEREAS, the current federal minimum wage is now set at \$7.25 per hour; and
10	
11 12	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
13 14	as tipped workers; and
14 15	WHEREAS, the Labor Movement is supporting a move toward a \$15 an hour wage for workers
16 17	in fast food and other low-wage employment; and
18	WHEREAS, some States and localities have enacted legislation to raise the minimum wage in
19	their jurisdictions above the federal minimum wage, and while these raises apply to appropriated
20 21	fund federal workers, they are not applied to the federal NAF workforce; and
22	WHEREAS, NAF Instrumentality employers like the Army Air Force Exchange Service
23	(AAFES), the Navy Exchange Service (NEX), and Morale, Welfare and Recreation (MWR)
24	operations have not responded favorably to AFGE contract proposals to at least meet the local
25 26	minimum wage, in the absence of any mandate to do so; and
20 27	WHEREAS, many of the lowest paid NAF employees are from immigrant and/or minority
28	backgrounds, and are in need of the best efforts of AFGE to defend their interests;
29	
30	THEREFORE BE IT RESOLVED that AFGE hereby establishes a policy to seek, either
31	through negotiations or legislation, a \$15 minimum wage, with the stipulation that it be fairly
32	adjusted to reflect rises in inflation, for all NAF employees.
33	Committee Actions M. Workshop Actions M. Commention Action M
34	Committee Action: M Workshop Action: M Convention Action M
35	(Adopt = A Combine = C aMend = M Fail = F)
36 37	Amendment:
38	Line 31" add "with the stipulation that it be fairly adjusted to reflect rises in inflation,"
39	

1 2 3 4	STATEHOOD FOR THE PEOPLE IN DC RESOLUTION # 4029 Submitted by Local 65 and District 14
5	Local 05 and District 14
6	WHEREAS, this nation is founded on the belief that all people are endowed with certain
7	inalienable rights and that to secure these rights, governments are instituted, deriving their just
8	powers from the consent of the governed; and
9	
10	WHEREAS, the rights of the residents of the District of Columbia are abridged when the U.S.
11	Congress imposes its will on local matters and denies us voting representation on federal issues
12	in both houses of the U.S. Congress; and
13	
14	WHEREAS, the people of the District of Columbia are the only Americans whostill bear all of
15	the responsibilities of citizenship, and and but who do not enjoy all of the rights of citizenship,
16	including authority over state and local matters and representation in both houses of Congress,
17	making the District, in effect, a colony under Congressional jurisdiction; and
18	WHEREAS 960/ SDistrict and an answer to see the in summer of DC statules the
19 20	WHEREAS, 86% of District voters approved a referendum in support of D.C. statehood on November 8, 2016; and
20 21	November 8, 2010, and
22	WHEREAS, the District has a greater population, 693,000 people, than two states (Wyoming &
23	Vermont); and
24	(on one), and
25	WHEREAS, over 192,000 District residents have served in the armed forces and sacrificed for
26	our country; and
27	
28	WHEREAS, in 2015, District residents paid more than \$26 billion in federal taxes, more than 22
29	other states; and
30	
31	WHEREAS, statehood will ensure that residents of the District of Columbia enjoy full rights in
32	state and local matters and voting representation in both houses of the U.S. Congress just like
33	every other citizen of the United States of America, and is a matter of simple justice;
34 35	THEREFORE, BE IT RESOLVED that the American Federation of Government Employees,
35 36	AFL-CIO will include a question on D.C. Statehood in candidate surveys, will consider the
37	position of political candidates on D.C. Statehood when making endorsements, will include as
38	issue paper regarding D.C. Statehood in materials for AFGE Legislative Conferences, and urge
39	Congress to support granting the people of Washington, D.C. the full rights of American
40	citizenship by making the residential and commercial areas of the District of Columbia the 51st
41	State, while preserving a smaller federal district as the nation's capital.
42	
43	Committee Action: _M_ Workshop Action: _M_ Convention Action M_
44	(Adopt = A Combine = C aMend = M Fail = F)
45	Amendment:

46 Line 14: delete "the only" and "still" Line 15: delete "but" and add "and"

47

1	STOP VIOLENCE AGAINST WOMEN AND PROTECT SURVIVORS OF ABUSE
2	RESOLUTION # 4044
3	Submitted by
4	National Human Rights Committee
5	
6	Violence against women starts early with girls under 18 each year experiencing rape or
7	attempted rape. Four million experienced rape involving drugs or alcohol. Sexual violence or
8	domestic abuse is often the start of the school to prison pipeline for young African American
9	girls women of color. The American Federation of Government Employees (AFGE) widely
10	supports the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972 and
11	their enforcement in the workplace, community and schools and Universities.
12	
13	Teens are harassed or abused through technology. Teenage girls in the United States report being
14	a survivor of sexual violence, with young women of color and those who identify as LGBTQ
15	being particularly vulnerable.
16	
17	Gender based violence costs businesses hundreds of millions annually in lost productivity and
18	paid days of work lost. Often in the workplace violence is related to personal relationships,
19	which involve situations where an individual often gains access to a workplace and commits a
20	crime targeting an employee or customer who is a current or former intimate partner.
21	A sta of violence offect workers in every field in the U.S.A. women are killed by an intimate
22	Acts of violence affect workers in every field in the U.S.A, women are killed by an intimate
23	partner at an alarming rate.

Millions of women experience domestic violence, sexual violence, harassment, and stalking each 25 26 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-27 traditional jobs are most vulnerable to experiencing sexual assault, domestic violence, stalking 28 29 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 30 amounts of time working in isolation that increase their chances of being threatened, stalked or 31 32 assaulted on the job. 33 AFGE condemns the issues with the statute of limitation in relation to rape and sexual assault, in

AFGE condemns the issues with the statute of limitation in relation to rape and sexual assault, 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.

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.

40

41 The American Federation of Government Employees will raise awareness among its members,

42 allies and partners about the broad issue of protecting and supporting victims of sexual assault

43 and domestic violence. In particular, AFGE will highlight the importance of how sexual assault

44 and domestic violence impacts women especially women of color or LGBTQ people.

45

46 AFGE will support federal funding for schools, law enforcement agencies, health programs, rape

47 crisis centers and agencies and community-based organizations to provide service to victims and families and support prevention training. 48 49 50 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 51 survivors, and ensure implementation of supportive laws. AFGE will lobby against any 52 legislation that would prevent protecting the rights of survivors of sexual abuse and domestic 53 54 violence. 55 56 AFGE will also advocate for workplace policies that address domestic violence and sexual assault and provide support programs for workers. 57 58 Committee Action: M Workshop Action: M Convention Action M 59 $(Adopt = A \quad Combine = C \quad aMend = M \quad Fail = F)$ 60 Amendment: 61 62 Committee: Strike lines 38 and 39 63 64 Workshop: On line 8 and 9, delete " African American Girls" and insert "women of color" 65 66

1	FREEDOM TO SPEND TIME WITH FAMILY
2	RESOLUTION # 4050
3	Submitted by
4	National Human Rights Committee
5	
6	Work is a down payment on the freedom to spend time with our families. Unfortunately, that
7	investment does not always pay off. Outdated workplace policies put working women in a
8	particular bind, forcing them to make impossible choices between work, family and personal
9	wellness. Women want new rules for an economy that works for all working people equally, and the freedom to build lives of value.
10 11	the freedom to build lives of value.
12	In the past decade, there has been tremendous momentum at the state and local level, with
13	millions of working people winning the freedom to take time to care for family, and labor unions
14	have been at the center of these wins. The difference for union women is irrefutable. Our
15	affiliates have joined or led coalitions for paid sick leave and paid family leave in nearly every
16	state with active campaigns. Overall, states with higher union density are more likely to have
17	paid sick leave, and paid family and medical leave laws.
18	
19	At the same time, the erosion of overtime protection and the 40-hour workweek in recent
20	decades is having a disproportionate impact on working women. There is overwhelming
21	evidence that overtime protection is effective in discouraging overly long work hours and giving
22	working people the ability to spend more time away from work, and that reducing excessive
23 24	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,
24 25	disproportionately benefiting working women and workers of color. However, efforts currently
26	in place to weaken those protections.
27	
28	Working people must come together to demand the freedom to spend time with their families.
29	
30	THEREFORE BE IT RESOLVED that American Federation of Government
31	Employees(AFGE) will strengthen its commitment to these policy issues.
32	
33	AFGE will
34 35	- Advocate for stronger overtime protections for working people at the federal and state level;
35 36	- Advocate for paid parental leave for all federal and District of Colombia employees;
37	- Advocate for federal and state legislation on paid leave, paid sick leave, and fair and predictable
38	schedules;
39	- Collect and advocate for model bargaining language that wins paid family leave and fair work
40	schedules at the bargaining table;
41	- Analyze the impact of proposed policies on women, people of color and other
42	disproportionately impacted groups; and
43	- Promote model legislation for key campaigns at all levels of government
44 45	Committee Action: _M_ Workshop Action: _M_ Convention Action M
45	
46	(Adopt = A Combine = C aMend = M Fail = F)

- Amendment: Line 37: Delete "AFGE will"
- Line 43: add "at all levels of government"