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WORKSHOPS
RESOLUTION # 1020
Submitted by
National Executive Council

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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;”

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18
19

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

20
21
22

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

(**A**dopt = A **C**ombine = C **a**Mend = M **F**ail = F)

Amendment:

1 **REDUCING SPECIAL RETIREE AFFILIATE DUES**

2
3 **RESOLUTION # 1022**
4 **Submitted by the National Executive Council**

5
6 **RESOLUTION # 1023**
7 **Submitted by District 2**

8
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 program were not given an opportunity to become full, voting retiree members at the time of
18 their retirement;

19
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
29 **BE IT FURTHER RESOLVED** that special retiree affiliates may remain as members of their
30 locals and pay additional dues as the local requires but may elect to be a national, or district ~~at-~~
31 **large local** 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 ~~\$30~~ **\$24**.

33
34 Committee Action: _M_ Workshop Action: A as C Convention Action _A_

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

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

37
38 Workshop Combined Resolution #1022 and #1023 strike \$2.50 and insert \$2.00, strike \$30 and
39 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)

Amendment:

1 **HARASSMENT POLICY**
2 **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 *a new Article XXIII Section 2(k) be added to read as follows:*
16

17 *Discrimination and/or Bullying, harassment and/or discrimination on the basis of race,*
18 *color, religion, national origin, sex, age, disability, status as a covered veteran in accordance*
19 *with federal laws, marital status, personal appearance, sexual orientation, gender identity or*
20 *expression, familial status, family responsibilities, matriculation, political affiliation, or*
21 *retaliation for participation in the complaint process concerning such discrimination* AFGE
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 Workshop Amendment: Amended line 17 to read as follows: “Bullying, harassment, 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 **digitally available** on the AFGE website
13 shall take place no later than December 31, 2018. **All further policies will be uploaded as soon**
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 (**A**dopt = **A** **C**ombine = **C** a**M**end = **M** **F**ail = **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
23 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
11 subsequent to retirement from employment covered by subsection (b), is eligible for
12 special retiree affiliation in the at-large or recruiting local, except where a local wishes
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
15 representation in direct or indirect elections under Appendix A, subject to receipt by the
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
25 Special Retiree members from the rights to candidacy for office and participation and
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
31 only in those Locals specifically chartered as At-Large/Retiree Locals. To that purpose,
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~~
36 ~~for office in the Local, and participate and be represented in direct ~~or indirect~~ local~~
37 ~~elections under Appendix A.”~~

38
39 Committee Action: M Workshop Action: M Convention Action A
40 (Adopt = A Combine = C aMend = M 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 **RESOLUTION REGARDING TRANSPARENT BUDGET REPORTING**

2 **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 specific budget categories, and

8
9 Whereas the AFGE quarterly statement of activities also delineates revenue and expenses from
10 specific sources and budget categories, and

11
12 Whereas, AFGE budgets lump sum operational expenses to each national officer and to each of
13 the AFGE Districts, and

14
15 Whereas, the quarterly statement of activities contains only lump sum totals showing the
16 expenditures of the operational budget by the 12 Districts, the Office of the President, the Office
17 of the Secretary-Treasurer and unallocated expenses, and

18
19 Whereas, the quarterly expense statement contains no itemization of these lump sum
20 expenditures ,and

21
22 Whereas, the lump sum operational expenditures of the 12 districts will exceed

23
24 \$22 million in 2017 and the lump sum expenditures of the offices of the National President and
25 the Secretary-Treasurer and unallocated expenditures will exceed over \$16 million in 2017, and

26
27 Whereas, the failure to itemize the operational expenditures of District Vice

28
29 Presidents and AFGE National officers constitutes a lack of transparency, and

30
31 Whereas, transparency in how dues are spent is critical to membership recruitment and trust in
32 AFGE, and

33
34 Whereas, membership engagement will be enhanced if members understand how their dues are
35 spent, and

36
37 Therefore, be it resolved that the quarterly AFGE statement of expenses by activity will further
38 itemize each District's operational budget expenses, the operational budget expenses of the
39 National President and the National Secretary Treasurer and the unallocated expenses, and

40
41 Be it further resolved that such itemization should be in the categories of travel, rent, postage,
42 technology, equipment, contributions, Local and Council support, organizing, legislative action,
43 telephones, meetings, salaries, social events, gift and other.

44
45 Be it further resolved that Article X, Section 5 of the AFGE constitution shall be amended with
46 the following additional language: Expenditures by each District, the office of the National

47 President, the office National Secretary-Treasurer and unallocated expenditures will be further
48 itemized In the categories of travel, office rent, postage, equipment, contributions, Local and
49 Council expenditures, telephone, technology ,meetings, training, legislative activity, salaries,
50 gifts, social events and other.

51
52 Committee Action: F Workshop Action: A Convention Action A

53 (**A**dopt = A **C**ombine = C **a**Mend = M **F**ail = F)

54 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:

1 **THE JOB SERIES MAPPING INITIATIVE RESOLUTION**
2 **RESOLUTION # 2005**

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)

24 Amendment:

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 **POLICY RESOLUTION – FIRST CLASS TRAVEL**
2 **RESOLUTION # 2010**
3 **Submitted by**
4 **Council 220 (SSA Field Operations Locals)**

5
6 **Whereas**, AFGE should use membership dues in a judicious manner;
7

8 **Whereas**, Federal travel regulations do not generally permit Federal employees to travel first
9 class using taxpayer money;
10

11 **Whereas**, AFGE should have similar rules prohibiting use of dues money for first class
12 travel;
13

14 **Whereas**, some AFGE officers make it a practice to fly first class;
15

16 **Whereas**, such first class travel constitutes a misuse of membership dues;
17

18 **Whereas**, such first class travel displays arrogance and elitism;
19

20 **Therefore, Let It Be Resolved**, it will be the policy of AFGE that the Federation will not
21 reimburse 1st class air fare unless the fare was purchased due to an emergency and the
22 1st class seat is the only seat available.
23

24 If the traveler has a documented disability that requires first class travel, they are exempted
25 from this policy.
26

27 This does not prohibit travelers from upgrading their seats to first class through frequent flyer
28 points.
29

30 Committee Action: A Workshop Action: A Convention Action A

31 (**A**dopt = A **C**ombine = C **M**end = M **F**ail = 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)

Amendment:

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 Continental United States, such as on the Isle of Crete in the Mediterranean (Local 1156, District
10 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 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

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 *the organizing committee of the National Executive*
34 **Council** ~~AFGE shall establish a Working Group of National Officers, Local Officers and staff~~
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)

41 Amendment:

42 Line 33: Strike “AFGE shall establish a Working Group of National Officers, Local Officers,
43 and staff to” and insert “the organizing committee of the National Executive Council shall”
44
45

1 **UNION BUSTING EXECUTIVE ORDERS**
2 **RESOLUTION # 4001**
3 **Submitted by**
4 **National Executive Council**
5

6 **WHEREAS**, the Administration issued three unlawful Executive Orders (EOs) on May 25,
7 2018, with the intent of harming federal employees and their exclusive representatives by:
8

- 9 1. Targeting federal employee rights and union representation in the workplace,
10
11 2. Drastically and unlawfully restricting use of Official Time to perform legally mandated
12 representation of employees in the workplace,
13
14 3. Unlawfully restricting collective bargaining subjects and procedures to negotiate workplace
15 protocols such as for reasonable accommodations for those with disabilities, employee training,
16 overtime, telework, and flexible work schedules, and
17

18 **WHEREAS**, these attacks on federal employees and their union, collective bargaining and due
19 process rights represent an egregious and outrageous attack against our work, our country, and
20 our democracy, and
21

22 **WHEREAS**, each of these three unlawful EOs strikes at the core of representation and rights in
23 the workplace and opens up limitless avenues for unjust termination and retaliation, and
24

25 **WHEREAS**, these EOs will eviscerate fairness in disciplinary actions, meaning there will not
26 have to be the same standard or reason applied to fire one employee as is used for another
27 employee, and
28

29 **WHEREAS**, these EOs:
30

- 31 1. Drastically reduce represented federal employees' ability to obtain union help and guidance in
32 the workplace,
33
34 2. Dramatically cut the hours union representatives are available to respond to bargaining unit
35 needs, including for matters relating to discrimination, intimidation, or harassment in the
36 workplace,
37
38 3. Charge for union offices and access to meeting rooms at the worksite, making it harder for
39 unions to be available to employees at the worksite, and
40

41 **WHEREAS**, these EOs:
42

- 43 1. Order agencies to re-open collective bargaining agreements (CBAs) for re-negotiation as soon
44 as possible, so that agencies can implement new rules that give management more unilateral
45 authority,
46

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

50 3. End bargaining on permissive subjects, which narrows the issues subject to negotiation, and
51

52 **WHEREAS**, the President is attempting to silence veterans, law enforcement officers, and other
53 frontline federal workers and intends to strip federal employees of their decades-old right to
54 representation at the worksite,
55

56 **THEREFORE BE IT RESOLVED** that the American Federation of Government Employees
57 will *continue to fight and never give up*~~fight~~, both legally and politically, to have these
58 unprincipled and unlawful attempts at union and democracy busting rescinded,
59

60 **BE IT FURTHER RESOLVED** that these EOs are a direct assault on the legal rights and
61 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
65 balances to prevent any one person or group from having too much influence. The President's
66 EOs undermine this balance and replace an apolitical civil service that works for all taxpayers
67 with a politicized service that will be wide open to corruption and mismanagement.
68

69 **BE IT FURTHER RESOLVED** that federal employees swear an oath to serve this country, and
70 the American people rightly expect that federal employees go to work every day and do the jobs
71 they were hired to do – whether it's ensuring our food is safe to eat, caring for veterans who were
72 injured while serving their country, preventing illegal weapons and drugs from crossing our
73 borders, or helping communities recover from hurricanes and other disasters. The President's
74 EOs do nothing to improve the operations of government agencies. In fact, they do the opposite
75 by depriving workers of their rights to address and resolve workplace issues such as sexual
76 harassment, racial discrimination, retaliation against whistleblowers, improving workplace health
77 and safety, enforcing reasonable accommodations for workers with disabilities, and so much
78 more.
79

80 **BE IT FURTHER RESOLVED** that these EOs strip agency management of their duty to
81 bargain terms and conditions of employment and instead instruct them to follow a politically
82 charged scheme to fire employees without due process. These EOs will only create
83 inefficiencies and hinder the ability of dedicated federal employees to deliver services to the
84 American public in an efficient and effective manner.
85

86 **BE IT FURTHER RESOLVED** AFGE commits to having these EOs declared illegal in whole
87 or in part and electing a new Congress and a new administration that will rescind the EOs and
88 abjure the unlawful treatment of federal employees. In solidarity we will act and engage to
89 eliminate these egregious and outrageous attacks against our work, our country, and our
90 democracy.
91

92 Committee Action: M Workshop Action: M Convention Action M

93 (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 **COLLEGE EDUCATIONAL LOAN FORGIVENESS**
2 **RESOLUTION # 4007**

3 **Submitted by**
4 **National Executive Council**

5
6 **WHEREAS**, ~~many~~^{most} members of our Federation have outstanding ~~college~~ *educational* 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 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
22 the College Cost Reduction and Access Act of 2007, which requires a fixed term, specific loan
23 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

47
48 **BE IT FURTHER RESOLVED** that the American Federation of Government Employees
49 (AFGE) help *prevent* child trafficking by providing training and appropriate guidance to ensure
50 members have the skills to identify indicators of children at risk and to identify signs of child
51 trafficking. This should include, but not be limited to, educational materials describing indicators
52 of child exploitation/trafficking, workshops at conferences sponsored by American Federation of
53 Government Employees (AFGE), educational materials such as palm cards and articles in
54 American Federation of Government Employees (AFGE) publications; and

55
56 **BE IT FURTHER RESOLVED** that the American Federation of Government Employees
57 (AFGE) *combat* child trafficking by providing training and appropriate guidance to ensure
58 members have the skills to safely report suspicious activity to the right authorities and agencies
59 such as the National Human Trafficking Resource Center Hotline and the National Center for
60 Missing and Exploited Children; and

61
62 **BE IT FURTHER RESOLVED** that the American Federation of Government Employees
63 (AFGE) *address* the consequences of human trafficking by supporting programs that counteract
64 victims' criminalization and stigmatization, educate victims about their rights and opportunities,
65 facilitate social reintegration, advance educational opportunities and assist in obtaining sustainable
66 employment; and

67
68 **BE IT FURTHER RESOLVED** that the American Federation of Government Employees
69 (AFGE) *reclaim the promise* of healthy communities by supporting legislation to eradicate
70 human trafficking in the United States and abroad.

71
72 Committee Action: M Workshop Action: M Convention Action M
73 (Adopt = A Combine = C aMend = M Fail = F)

74 Amendment:
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.
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
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 **WHEREAS** basic workforce protections should have the permanence of enacted law and not be
26 subject to the politics of successor administrations; and
27

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

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

37
38 Committee Action: M Workshop Action: M Convention Action M

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

45 Congress to enact legislation to amend 38 USC §7422 to restore equal bargaining rights to Title
46 38 health care professionals

1 **SOLIDARITY WITH D.C. GOVERNMENT EMPLOYEES**

2 **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
9 **WHEREAS**, the American Federation of Government Employees is a diverse union with
10 members from all trades, races, incomes, ages, faiths, genders, employers, sexual orientation and
11 geographies; and

12
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 negotiated grievance procedures, despite such permissions already existing under the Federal
25 Back Pay Act;

26
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 pursuing**~~in their effort~~
29 ~~to~~ **amendment of** the Abolishment Act and conforming amendments to develop a fair reduction
30 in force procedure, and **amendment of** the Comprehensive Merit Personnel Act to permit
31 attorney's fees in arbitration awards.

32
33 Committee Action: M Workshop Action: M Convention Action M

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 **NAF EMPLOYEES EQUITY IN APPLYING MINIMUM WAGE STANDARDS**
2 **RESOLUTION # 4025**

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

14
15 **WHEREAS**, the Labor Movement is supporting a move toward a \$15 an hour wage for workers
16 in fast food and other low-wage employment; and

17
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 fund federal workers, they are not applied to the federal NAF workforce; and

21
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 minimum wage, in the absence of any mandate to do so; and

26
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
34 Committee Action: M Workshop Action: M Convention Action M

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

36 Amendment:

37
38 Line 31” add “with the stipulation that it be fairly adjusted to reflect rises in inflation,”

39

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

47

47 crisis centers and agencies and community-based organizations to provide service to victims and
48 families and support prevention training.

49
50 AFGE will lobby for policymakers to increase funding for the Violence Against Women Act
51 (VAWA) that provides protection and funding to programs helping prevent sexual assault, aid to
52 survivors, and ensure implementation of supportive laws. AFGE will lobby against any
53 legislation that would prevent protecting the rights of survivors of sexual abuse and domestic
54 violence.

55
56 AFGE will also advocate for workplace policies that address domestic violence and sexual
57 assault and provide support programs for workers.

58
59 Committee Action: M Workshop Action: M Convention Action M
60 (Adopt = A Combine = C aMend = M Fail = F)

61 Amendment:

62
63 Committee: Strike lines 38 and 39

64

65 Workshop: On line 8 and 9, delete " African American Girls" and insert "women of color"

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
10 the freedom to build lives of value.

11
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 working hours makes working people healthier and more productive. Previously, new rules were
24 issued to restore lost overtime protection and extend overtime eligibility to millions more people,
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;
36 - Advocate for paid parental leave for all federal and District of Columbia 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

46 (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”