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**19<sup>th</sup> BIENNIAL CONVENTION 2024  
PROPOSED RESOLUTIONS  
WITH ASEA EXECUTIVE BOARD  
RECOMMENDATIONS**

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ASEA/AFSCME Local 52, AFL-CIO  
ASEA State Executive Board Meeting  
February 7-8, 2024

**ASEA 19<sup>TH</sup> Biennial Convention**  
**March 12-17, 2024**  
**Anchorage AK**

**Resolution No. 1**

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**Article      Commitment to A Safe and Inclusive Workplace for  
LGBTQIA+ Workers**

**(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter,  
a two-thirds vote is required.)**

1    Whereas the U.S. Equal Opportunity Employment Commission (EEOC), in conjunction with  
2    with the SCOTUS decision *Bostock v. Clayton County, Georgia* (S Ct. June 15, 2020, No. 17-  
3    1618) recognizes that the firing of individuals based on their gender orientation or transgender  
4    status violates Title VII's prohibition on discrimination because of sex; and  
5

6    Whereas the U.S. Department of Labor is committed to the fair treatment of, and equal  
7    opportunity for LGBTQIA+ individuals through the creation of safe spaces for all workers; and  
8

9    Whereas a 2018 study by the Human Rights Commission revealed 46% of LGBTQIA+ workers,  
10   nationwide, do not disclose their sexual orientation at work, 45% of both LGBTQIA+ and non-  
11   LGBTQIA+ individuals reported hearing anti-LGBTQIA+ remarks in the workplace; and  
12

13   Whereas a 2015 study by the National Center for Transgender Equality indicated that 77% of  
14   transgender respondents reported taking steps to avoid mistreatment at work; including hiding  
15   their gender transition or quitting their job; and  
16

17   Whereas the Alaska Supreme Court affirmed through Alaska Statute (AS) 18.80.220 that  
18   LGBTQIA+ people are protected from discrimination in any aspect of employment, including  
19   hiring, firing, pay, job assignments, promotions, layoffs, training, fringe benefits, and any other  
20   term or condition of employment;  
21

22   Now, therefore, be it resolved that ASEA hereby commits to taking active measures to curtail  
23   actions, behaviors, and/or policies that are in violation of local and national precedent regarding  
24   the treatment of LGBTQIA+ workers;  
25

26   Be it further resolved that the ASEA PRIDE committee will allocate resources and training to  
27   members and non-members to ensure they are well-versed on recognizing actions, behaviors, and  
28   policies that perpetuate a hostile work environment for LGBTQIA+ employees;  
29

30   Be it further resolved that ASEA encourages feedback from its members, particularly those who  
31   are members of the LGBTQIA+ community, to continuously improve workplace conditions and  
32   culture, and;  
33

34   Be it finally resolved that ASEA commits to fostering an inclusive environment that recognizes  
35   and values the diversity of its membership, including workers who are LGBTQIA+, and will  
36   work towards eliminating barriers to full participation in union activities and professional  
37   opportunity.

**Submitted by: Ryan J. Knight-Cole**\_\_\_\_\_

# ASEA 19<sup>TH</sup> Biennial Convention

March 12-17, 2024

Anchorage AK

Signature: Ryan J. Knight-Cole (President and Secretary or Delegate)

Convention Committee: \_\_\_\_\_ Committee Signature: \_\_\_\_\_

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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Comments are located on last page

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**Resolution No. 2**  
**Article**

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**(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)**

1 Alaska State Employees Association Commitment to Accessibility Enhancement Through  
2 Inclusive Design

3 Whereas, the Americans with Disabilities Act (ADA) Title I, II, III, the Rehabilitatio Act of  
4 1973 Section 508 requirements, have been enacted to protect from discrimination and  
5 ensure access to oppurtunities, estabilishments, transportation, and services are  
6 accessible to all citizens, including those with disabilities. Web Content Accessibility  
7 Guidelines (WCAG) emphasize the importance of accessibility in communications; and

8 Whereas, Section 508 is considered a model for best practices in digital accessibility to  
9 ensure that digital services are accessible to all citizens, including those with disabilities.

10 Whereas, it is the responsibility of the Alaska State Employees Association (ASEA) to  
11 ensure that all members, regardless of ability, have equal access to participation,  
12 information, and communications; and

13 Whereas, inclusive design is recognized as a proactive approach to promoting  
14 accessibility for all individuals, including those with disabilities;

15 Whereas, the 2020 U.S. Census reported that over nine percentage of Alaskans between  
16 the age of 18 to 65 years old were identified as having a disability, and highlighting the  
17 critical need for enhanced accessibility measures <sup>1 2</sup> ;

18 Now, therefore, be it resolved, that ASEA hereby commits to taking active measures to  
19 enhance the accessibility of all its communications, ensuring they meet or exceed the  
20 accessibility standards outlined in ADA and Section 508 requirements;

21 Be it further resolved, that effective immediately, ASEA will prioritize inclusive design  
22 principles in the creation and dissemination of all communications to ensure accessibility  
23 for all members, with specific attention to the needs of those with disabilities;

24 Be it further resolved, that starting July 1, 2024, all electronic communications and forms  
25 to be used by member issued by the ASEA to its members will undergo a thorough  
26 accessibility screening prior to dissemination, with the goal of meeting or exceeding ADA  
27 and Section 508 requirements;

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28 Be it further resolved, that ASEA will allocate resources and provide training to its  
 29 communication teams to ensure they are well-versed in inclusive design practices ADA,  
 30 and Section 508 requirements;

31 Be it further resolved, that ASEA will regularly assess and update its communication  
 32 processes to incorporate advancements in accessibility technology and standards;

33 Be it further resolved, that ASEA will establish a dedicated accessibility committee,  
 34 consisting of no less than five eligible members with some expertise in accessibility and  
 35 representatives of those with disabilities, to oversee the implementation of these  
 36 measures and to report on progress to the union membership biannually;

37 Be it further resolved, that ASEA encourages feedback from its members, particularly  
 38 those with disabilities, to continuously improve the accessibility of its communications;

39 Be it finally resolved, that ASEA commits to fostering an inclusive environment that  
 40 recognizes and values the diversity of its membership, including those with disabilities,  
 41 and will work towards eliminating barriers to full participation in union activities and  
 42 information dissemination.

43 This resolution shall take effect immediately upon its adoption.

44 1 <https://www.census.gov/quickfacts/fact/table/AK/DIS010222#DIS010222>

45 2 <https://www.disabled-world.com/disability/statistics/scc.php#state>

**Submitted by:** Deadra Browne

**Signature:** \_\_\_\_\_ (President **and** Secretary **or** Delegate)

**Convention Committee:** \_\_\_\_\_ **Committee Signature:** \_\_\_\_\_

<b>RECOMMENDATIONS AND CONVENTION ACTION</b>		
<b>BOARD RECOMMENDATION TO COMMITTEE</b>	<b>RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY</b>	<b>CONVENTION ACTION</b>
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**Resolution No. 3**  
**Article**

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**(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)**

1 WHEREAS: The members of the Alaska State Employees Association (ASEA), working for and  
 2 in conjunction with the citizens of the State of Alaska (SOA), wish to perform the mission of  
 3 public service for the benefit of all Alaskans in the various fields and services that are provided  
 4 to the citizenry every day, and we honor the pledge to protect and nurture the institutions,  
 5 principles, merit, people, and resources of ASEA, SOA, and *all* constituents of the jurisdiction  
 6 known as the 49<sup>th</sup> state of the United States, the State of Alaska, for the perpetual benefit of all  
 7 the forestated parties; and

8  
 9 THEREFORE, LET IT BE RESOLVED THAT ASEA/AFSCME LOCAL 52 document,  
 10 catalogue, educate, promote, engage, encourage, and connect all of its members and constituents  
 11 with the resources, abilities, and clear definitions of the language and methods, both subtle and  
 12 overt, proper or improper, utilized by agencies, parties, constituents, members, and any other  
 13 applicable internal or external stakeholders to conduct business, processes, and operations,  
 14 within and without, the State of Alaska (SOA) so as to better prepare and teach the people of  
 15 same of the means by which they can transparently see and engage in the discourse of their  
 16 government, communities, and organizations, both public and private, to the best of their  
 17 abilities, within the limits imposed by time and available resources, for the intrinsic development  
 18 of same.

19  
 20 So state, us all.

21  
 Submitted by: Paul Keller, Vice-president, 1/29/2024

Signature: \_\_\_\_\_ (President and Secretary or Delegate)

Convention Committee: \_\_\_\_\_ Committee Signature: \_\_\_\_\_

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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**Resolution No. 4**

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**Article**

**(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)**

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**ASEA LOGO**

Whereas, in December 2003, the ASEA State Executive Board, adopted motion 03-278 to establish a logo design contest and committee; and

Whereas, the Logo Design Committee allowed members, staff and family the ability to submit logos for the contest, and the submitted logos were posted online for ASEA members to cast their vote;

Whereas, the winning logo (Circle with Mountains and prominently displaying ASEA in large letters) was adopted by the ASEA Executive Board in January 2004 by motion 04-073; and;

Whereas, the ASEA Executive Board and the ASEA Members selected their logo of choice;

Whereas, the current logo (Blue Circle with State of Alaska) was designed by affiliate staff and implemented by the former Executive Director.

Therefore, Be it Resolved, that the ASEA Logo should be selected by the members of ASEA; and,

Be it Further Resolved, that ASEA Staff shall post both logos online for a vote of the membership.

**Submitted by:** CHARLES STEWART

**Signature:**  (President and Secretary or Delegate)

**Convention Committee:** \_\_\_\_\_ **Committee Signature:** \_\_\_\_\_

<b>RECOMMENDATIONS AND CONVENTION ACTION</b>		
<b>BOARD RECOMMENDATION TO COMMITTEE</b>	<b>RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY</b>	<b>CONVENTION ACTION</b>
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# Comments

## **Resolution #1**

Do not Adopt with Comments

We believe in the spirit of this resolution, however, need to work on the wording of the resolution to resolve the verbiage such as allocation of funds, mention of non-members, too many actions that have no say in and are unattainable.

## **Resolution #2**

Do Not Adopt with Comment

We love the spirit of this resolution, but some refinement is needed to ensure what exactly this resolution can carry, including due dates to complete as it is not possible, # of committee members, such as 2 from each region, and to address it to the ASEA Executive Board. The verbiage is very restrictive.