

Summary of Resolutions – ASEA 16TH BIENNIAL CONVENTION

Resolution No. 1 – WITHDRAWN BY MAKER

Resolution No. 2 – MOTION OUT OF ORDER

Resolution No. 3 – Combined With Resolution No. 7 - PASSED

WHEREAS: ASEA/AFSCME Local 52 wants to increase and support member involvement in Union activities; and

WHEREAS: Members in good standing who want to be convention delegates have been unable to participate due to lack of child care in or near the Convention site; and

WHEREAS: The State of Alaska’s fiscal crisis will likely continue to reduce our membership; and

WHEREAS: ASEA/AFSCME Local 52 must be diligent and tireless in its support of member participation; and

WHEREAS: AFSCME International Convention provides child care services during the International Convention, which is not financially feasible for ASEA/AFSCME Local 52.

THEREFORE, BE IT RESOLVED: That the Women’s Committee, in conjunction with the State Executive Board, undertake the task of planning and researching the logistics of providing onsite supervised activities to the children of delegates and alternates participating in all future biennial conventions, and related pre-convention activities. Such planning and research shall commence at least one year in advance of all conventions, beginning with the 2018 Convention; and

BE IT FURTHER RESOLVED: That the Women’s Committee will report to the Executive Board on their research. If the research shows no liability to the union or the convention facility and no additional cost to our union, the union shall allow the services to be available. The cost of such care shall be borne by members in need of such services. ASEA/AFSCME Local 52 shall assume no cost or liability for such services, or for any other costs of attendance of children, including but not limited to travel, food and hotel; and

BE IT FINALLY RESOLVED: That the actual need for supervised activities shall be assessed prior to all conventions by indication on a pre-convention survey of delegates and alternates to include specifics such as time (day, evening, weekend) and age of child or children needing such services.

STATUS: [The WIC researched and contacted three agencies with the requested parameters to inquire about providing supervised child care activities during our ASEA/AFSCME Statewide biennial convention March 7-11, 2018 for all elected delegates. The research concluded that the agencies/businesses offerings were too costly to and for our elected delegates with an emphasis of no cost and/or liability to ASEA/AFSCME Local 52. The WIC determined there was no conceivable way to satisfy the resolution and decided the best option is to provide a list of licensed child care agencies/businesses to elected delegates in the delegate package]

1 **Resolution No. 4 – PASSED**

2 4.03.000 RULES OF STATE EXECUTIVE BOARD MEETINGS

3 WHEREAS: The members of ASEA have been informed and encouraged about the open meeting policy
4 of the Alaska State Employees Association; and

5 WHEREAS: Members attend but then are instructed to leave for an unspecified amount of time, in order
6 for the Executive Board to enter into the Executive Session; and

7 WHEREAS: The purpose of calling for an Executive Session has been widely used by ASEA Statewide
8 Executive Board routinely at every quarterly meeting; and

9 WHEREAS: The ASEA Statewide Executive Board has used the meeting mechanism of Executive Session
10 for reasons to discuss Personnel & Finances, which are acceptable reasons to enter into Executive
11 Session; however, the discussion of a member of ASEA is not an acceptable reason to enter into Executive
12 Session because the member has a right to know the discussion and any motions made about the
13 member.

14 THEREFORE, BE IT RESOLVED: That the Executive Board be instructed that Executive Sessions are only
15 allowed for the discussion of ASEA Personnel (Staff), and Finances; and

16 BE IT FINALLY RESOLVED, That the ASEA P&P 4.03.000 'L' be amended to read: "Reasons for Executive
17 Session: discussions about Staff and Financials. The discussions about fellow members should be
18 confidential, however the member to be discussed should be notified of the pending executive session
19 and be allowed to be present during the executive session and/or may waive the right to confidentiality
20 of executive session and allow the discussion to become a matter of record."
21

22 **STATUS:** [Resolution is directed to Executive Board. The State Executive Board amended ASEA P&P
23 4.03.000 by adding a subsection M to address this issue. The amended P&P has been posted for
24 comment by the membership. The E-Board adopted the amendment to the ASEA Policy and
25 Procedures at the February 6, 2017, E-Board meeting.]
26

27 **Resolution No. 5 – FAILED**

28
29 **Resolution No. 6 – FAILED**

30
31 **Resolution No. 7 – Combined With Resolution No. 3**

32
33 **Resolution No. 8 – PASSED**

34 WHEREAS: Our union has a vested interest in increasing member involvement and protecting due process
35 rights of all members.

36 THEREFORE, BE IT RESOLVED: That the ASEA Local 52 shall modify ASEA Policy and Procedures, Section
37 2.03.010, C to read:

38 TERMS: Members of each committee shall serve for a term of three (3) years from the date of appointment.

39 All resignations by committee appointee must be submitted in writing to the President, through the
40 Executive Director.

1 Upon a majority vote of the State Executive Board, a committee may be dissolved. A committee member
2 may only be removed on grounds provided in Article X of the AFSCME Constitution. Accused committee
3 members shall have the right to a fair trial with strict adherence to due process.
4

5 **STATUS:** [The ASEA State Executive Board amended this P&P at their December meeting. The
6 amendment has been posted for member comment. The E-Board adopted the amendment to the
7 ASEA Policy and Procedures at the February 6, 2017, E-Board meeting.]
8

9 **Resolution No. 9 – PASSED**

10 WHEREAS: AFSCME has and is taking action to recruit, engage and educate new and young members to
11 step up and carry on legacy, that AFSCME leaders before us have built and created the NEXT WAVE
12 COMMITTEE; and

13 WHEREAS: AFSCME women make up to 60% of the union’s membership, and AFSCME supports preparing
14 AFSCME women for future leadership roles in our union; and

15 WHEREAS: ASEA/AFSCME LOCAL 52 has had members appointed to serve as liaisons for our state and
16 National committees; and

17 WHEREAS: These appointed members have engaged themselves in disseminating information from
18 national AFSCME headquarters to share with our members; and

19 THEREFORE BE IT RESOLVED: That any information, flyers, newsletters, training opportunities be
20 disseminated by the State Executive Board via the Executive Director to our membership within 10 days
21 of receipt through electronic media in perpetuity.
22

23 **STATUS:** [Referred to Executive Director for staff action. Notices received are being posted to the ASEA
24 website under AFSCME Training tab. Notices may also be posted on the ASEA Facebook page.]
25

26 **Resolution No. 10 – PASSED**

27 WHEREAS: We as ASEA members, state employees and members of every community are directly
28 accountable to the most vulnerable members of our community; and

29 WHEREAS: Over 500 ASEA members are currently employed in good jobs with benefits, providing
30 services to a vulnerable population; and

31 WHEREAS: Our State employees’ wages have a large multiplier effect in our communities and our state;
32 and

33 WHEREAS: The Ombudsman June 20, 2013 Investigations of Care Facilities report found that there are
34 17 skilled nursing facilities and 636 licensed assisted living facilities in Alaska; and

35 WHEREAS: 92% of all complaints against care facilities were against privatized assisted living homes; and

36 WHEREAS: The leading complaints against privatized care included 121 accidents and injuries, 104
37 incidents of failure to secure medical services, 99 incidents of inadequate supervision, 80 instances of
38 medication error, and 44 improper illegal evictions; and

39 WHEREAS: The federal government subsidizes through Medicaid, a multitude of quality services for our
40 Alaskan residents; and

1 WHEREAS: The care of vulnerable elders has been promised by the state of Alaska since 1913; and
2 WHEREAS: The intent of Senate Bill 74 is to privatize the Alaska Pioneer Homes; and
3 WHEREAS: Privatizing would potentially deny those without financial resources to have high quality safe
4 care by fellow Alaskans; and
5 WHEREAS: The vulnerable populations and elders of the State of Alaska are a living historic treasure to
6 be appreciated; and
7 WHEREAS: The State of Alaska must provide financial statements expressly proving the cost savings of
8 outsourcing the care of our vulnerable populations; and
9 THEREFORE BE IT RESOLVED: That ASEA Local 52 State Executive Board continue lobbying against the
10 passage of Senate Bill 74.

11 BE IT FINALLY RESOLVED: That any potential cost savings not be diminished by a reduction in the quality
12 of safe care to Alaska's most vulnerable populations, currently cared for by the State employees working
13 for the Alaska Pioneer's Homes, the Division of Juvenile Justice and the Alaska Psychiatric Institute.
14

15 **STATUS:** [ASEA lobbied against privatization of any state function in SB 74. SB 74 passed but we were
16 successful in removing privatization of Pioneer Homes from the bill. Privatization of pharmacy services
17 in the Pioneer Homes is still included, however, those are not union employees. Despite our
18 opposition privatization studies of Juvenile Justice and API remained in the bill. A RFP to determine if
19 a feasibility study should be conducted is underway by the State.]
20

21 **Resolution No. 11 - PASSED**

22 WHEREAS: Senate Bill No. 88 and House Bill No. 280; An Act relating to new defined benefit tiers in the
23 public employees' retirement system and the teachers' retirement system; providing Tier IV employees an
24 opportunity to choose between the defined benefit and defined contribution plan of the public employees'
25 retirement system and the teachers' retirement system; and providing for an effective date; and

26 WHEREAS: Tier I, II, & III are closed systems and this legislation would create a Pension Option (Tier V), and

27 WHEREAS: The current Tier IV system does not contribute to the PERS/TERS account and undermines the
28 viability of Tier I, II, and III Pension fund system; and

29 WHEREAS: Tier IV undermines the budget and workplace stability, quality of work product, and adherence
30 to program integrity; and

31 WHEREAS: Employees under this system are individually responsible for the entirety of their personal
32 retirement burden with no contribution from the employer; and

33 WHEREAS: These employees are vested in five (5) years of service and can take their retirement account
34 and leave their jobs and the state of Alaska making no further investment in this state, and

35 WHEREAS: Alaska State Employee Association has over 8,000 members a large percentage of whom are in
36 Tier IV; and

37 WHEREAS: Every state department spends thousands of dollars to hire and train new employees with a very
38 high turnover rate statewide among Tier IV employees.

1 THEREFORE BE IT RESOLVED: That the ASEA/AFSCME Local 52 shall petition the Governor and the
2 Legislature to adopt a new pension option system for public employees, and support SB 88/HB 280 Tier V,
3 to give ASEA/AFSCME members' a choice between Defined Contribution and Defined Benefit Pension
4 Programs.

5

6 **STATUS:** [We actively supported a new defined benefit system. The Legislature didn't pass a new
7 system. We are actively advocating for a DB option plan in the 2017 legislative session.]

8

9 **Resolution No. 12 - PASSED**

10 WHEREAS: Union busting is going on within the United States and efforts have happened and continue
11 happening within our state;

12 WHEREAS: Attempts of Union busting are being made by privatizing state working positions at the Alaska
13 Pioneer Homes;

14 WHEREAS: We have no type of communication with which to inform the public of the multitude of
15 quality services that ASEA/AFSCME Local 52 members provide with great pride to our communities;

16 WHEREAS: We as ASEA/AFSCME Local 52 members are state employees, members of every community,
17 and are directly accountable to the State for our performance;

18 WHEREAS: Privatization will not mitigate State liability to clients served by these facilities;

19 THEREFORE BE IT RESOLVED: That the ASEA/AFSCME Local 52 Executive Board shall aggressively seek
20 ways in which to communicate with and educate legislators, other stakeholder unions, and the public to
21 inform them of the dangers of privatization and/or closure of these facilities as well as ensure Alaska
22 State employees continue to provide the high level of care and services that our elders deserve.

23

24 **STATUS:** [We strongly opposed privatization of Pioneer Homes and were successful in having the
25 request for privatization removed from SB 74.]

26

27 **Resolution No. 13 - PASSED**

28 WHEREAS: Union busting is going on within the United States and efforts have happened and continue
29 happening within our state; and

30 WHEREAS: Attempts of Union busting are being made by privatizing state working positions at the Alaska
31 Psychiatric Institute; and

32 WHEREAS: We have no type of communication with which to inform the public of the multitude of
33 quality services that ASEA/AFSCME Local 52 members provide with great pride to our communities; and

34 WHEREAS: We as ASEA/AFSCME Local 52 members are state employees, members of every community,
35 and are directly accountable to the State for our performance; and

36 WHEREAS: Privatization will not mitigate State liability to patients served by this facility.

37 THEREFORE BE IT RESOLVED: That the ASEA/AFSCME Local 52 Executive Board shall aggressively seek
38 ways in which to communicate with and educate legislators, other stakeholder unions, and the public to
39 inform them of the dangers of privatization and/or closure of Alaska Psychiatric Institute as well as

1 ensure Alaska State employees continue to provide the high level of care and services that our patients
2 deserve.

3
4 **STATUS:** [ASEA has been very active opposing privatization of any State of Alaska functions. We filed
5 a class action grievance against the Governor’s proposal to outsource certain DOT functions. We were
6 successful in settling the grievance with language that allows ASEA to have maximum input if the
7 privatization study should be undertaken. In addition, we are worked with the Legislature to include
8 language in the FY 2018 budget that will not allow further privatization of DOT functions. We recently
9 filed a grievance against the Administration of the Letter of Grievance Resolution that we signed in
10 January of 2017. The State has until December 29 to respond at Step 2 of the class action grievance.]

11
12 **Resolution No. 14 - PASSED**

13 WHEREAS: Union busting is going on within the United States and efforts have happened and continue
14 happening within our state; and

15 WHEREAS: Attempts of Union busting are being made by privatizing state working positions at the Alaska
16 Juvenile Justice Facilities, to include Nome and Ketchikan; and

17 WHEREAS: The needs of juvenile offenders are best met within their local communities; and

18 WHEREAS: Family and cultural involvement in their local community facilitates successful reintegration
19 of our Alaska youth; and

20 WHEREAS: We have no type of communication with which to inform the public of the multitude of
21 quality services that ASEA/AFSCME Local 52 members provide with great pride to our communities; and

22 WHEREAS: We as ASEA/AFSCME Local 52 members are state employees, members of every community,
23 and are directly accountable to the State for our performance; and

24 WHEREAS: Privatization will not mitigate State liability to juvenile offenders served by these facilities.

25 THEREFORE BE IT RESOLVED: That the ASEA/AFSCME Local 52 Executive Board shall aggressively seek
26 ways in which to communicate with and educate legislators, other stakeholder unions, and the public to
27 inform them of the dangers of privatization and/or closure of Alaska Juvenile Justice facilities, to include
28 Nome and Ketchikan, as well as ensure Alaska State employees continue to provide the high level of care
29 and services that our juvenile offenders deserve.

30
31 **STATUS:** [ASEA has been very active in opposing privatization and communicate our position directly
32 with the legislators. We work jointly with other unions to oppose these efforts.]

33
34 **Resolution No. 15 - PASSED**

35 WHEREAS: Efforts have been made and continue to happen within our state that negatively affect
36 Alaskan children and families; and

37 WHEREAS: As citizens of Alaska, ASEA/AFSCME Local 52 employees recognize the importance of
38 coordinating with tribal entities when working with child welfare; we opine, this great responsibility
39 should remain under the supervision of the Office of Children’s Services and we feel Alaska should, in no
40 way, delegate this critical responsibility since child welfare is paramount to all citizens of Alaska; and

1 WHEREAS: We have no type of communication with which to inform the public of ASEA/AFSCME Local
2 52 members' who work at Office of Children's Services important mission of promoting child safety and
3 strengthening families; and

4 WHEREAS: We as ASEA/AFSCME Local 52 members are State employees, members of every community,
5 and are directly accountable to the State for our performance.

6 THEREFORE BE IT RESOLVED: That the ASEA/AFSCME Local 52 Executive Board shall aggressively seek
7 ways in which to communicate with and educate legislators, other stakeholder unions, and the public to
8 inform them of the risks of delegating the responsibility of child welfare away from the Office of
9 Children's Services as well as ensure Alaska State employees continue to provide the high level of care
10 and services to Alaskan children and families.

11
12 **STATUS:** [ASEA was active in this during the last legislative session and will continue to be active in
13 future sessions]

14
15 **Resolution No. 16 - PASSED**

16 WHEREAS: Labor unions have a long history of respecting and working for human rights; and

17 WHEREAS: ASEA/AFSCME Local 52 is a labor union created to empower and support the dignity of our
18 members; and

19 WHEREAS: ASEA/AFSCME Local 52 is the largest labor union and the leader in labor issues in Alaska; and

20 WHEREAS: Due to layoffs and position elimination, departments are left understaffed and unable to
21 fulfill their respective missions; and

22 WHEREAS: Purported cost savings from layoffs and position elimination is diminished by increased
23 inefficiencies and overtime wages to accomplish respective departmental missions.

24 THEREFORE BE IT RESOLVED: That the ASEA/AFSCME Local 52 Executive Board shall aggressively seek
25 ways in which to communicate with and educate legislators and the public to inform them that
26 ASEA/AFSCME Local 52 member layoffs and position elimination will not meaningfully effect the State
27 budget and will directly lead to a reduction in access, effectiveness, quality, and the amount of public
28 services provided by the State and ASEA/AFSCME Local 52 members.

29
30 **STATUS:** [During the 2016 legislative session, ASEA was active in urging adoption of a budget that
31 would minimize layoffs and communicating the important role our members play in delivering quality
32 services. We are continued to be very active during the 2017 legislative session to urge that the
33 Legislature minimize reductions and adopt a budget that will allow our members to provide the public
34 services important to Alaska.]

35
36 **Resolution No. 17 - PASSED**

37 WHEREAS: Delegates of the ASEA Biennial Convention will disperse across the state at the close of
38 session; and

39 WHEREAS: Resolutions are referred to ASEA Statewide Executive Board for final implementation; and

1 WHEREAS: After returning home, delegates return to their normal routines, and often hectic lives, and
2 may neglect keeping abreast of the implementation of the Resolutions.

3 THEREFORE BE IT RESOLVED: That the ASEA Local 52 Statewide Executive Board shall update all
4 Delegates and Alternates of the ASEA Biennial Convention, chapter presidents, and stewards within 30
5 days following the quarterly e-board meeting, after the close of the Biennial Convention, by State Email,
6 on the progress of implementation of Resolutions passed during the Convention. For any delegate,
7 alternate, chapter president, or steward who does not have state e-mail access, such updates shall be
8 mailed to the address on file; and

9 BE IT FURTHER RESOLVED: That the ASEA Local 52 Statewide Executive Board shall update the delegates
10 and alternates of the 16th ASEA Biennial Convention, chapter presidents, and stewards on a quarterly
11 basis, by State Email, on the progress of implementation of Resolutions passed during the Convention.

12 For any delegate, alternate, chapter president, or steward who does not have state e-mail access, such
13 updates shall be mailed to the address on file; and

14 BE FURTHER BE IT RESOLVED: That ASEA Local 52 Statewide Executive Board shall update the Delegates
15 and Alternates of the ASEA Biennial Convention, chapter presidents, and stewards on the final outcome,
16 and justification for the outcome, of all Resolutions that were referred to the Board for implementation.
17 For any delegate, alternate, chapter president, or steward who does not have state e-mail access, such
18 updates shall be mailed to the address on file; and

19 BE IT FINALLY RESOLVED: That where Resolutions result in the modification of the ASEA Local 52, Policies
20 and Procedures, all ASEA members shall be notified, through their work e-mail, whenever there is a
21 proposal to modify any of the ASEA's Governing documents. Members shall be provided with the web
22 link, where the proposed changes are outlined and a discussion will describe the rationale for making
23 the changes.

24

25 **STATUS: [The requested communication has been accomplished.]**

26

27 **Resolution No. 18 - PASSED**

28 WHEREAS: AFSCME International has an AFSCME Pride committee to address issues of our Lesbian, Gay,
29 Bisexual, and Transgender (LGBT) members; and

30 WHEREAS: There are still many documented worksite issues pertaining to our LGBT members; and

31 WHEREAS: In the tentative contract agreement sexual orientation and gender identity were added to an
32 expanded set of protected classes.

33 THEREFORE BE IT RESOLVED: That this Convention Delegation tasks the statewide Executive Board to create
34 and solicit members for a statewide committee whose charge is to address LGBT issues at the statewide
35 level.

36

37 **STATUS: [The ASEA State Executive Board created the ASEA Pride Committee at their September 7-8,
38 2016 meeting in Fairbanks. A solicitation to members to submit statements of interest in serving on
39 the committee has been done. The E-Board appointed the committee members at their February 6,
40 2017, E-Board meeting. The ASEA Pride Committee held their first formal committee meeting on
41 February 28th and continues to be an active and involved committee.]**

42

1 **Resolution No. 19**

2 WHEREAS: The US Department of Labor statute regarding union officer elections has not been updated
3 since Alaska achieved statehood (1959); and

4 WHEREAS: The Federal law needs to be updated to allow for electronic voting in union elections; and

5 WHEREAS: The AFSCME International Constitution needs to be updated to allow for electronic voting in
6 union elections; and

7 WHEREAS: Electronic voting in union elections would increase overall participation, particularly in rural and
8 bush communities, and among the next generation of union members; and

9 THEREFORE BE IT RESOLVED: The State Executive Board shall pursue introducing electronic voting as an
10 option in all statewide elections once the necessary changes to Federal law and the AFSCME International
11 Constitution have been made; and

12 BE IT FINALLY RESOLVED: That the elected ASEA Local 52 delegates to the AFSCME International Convention
13 shall advocate for electronic voting to the international voting body.

14

15 **STATUS:** [Disseminated Resolution No. 19 to ASEA delegates for use at International Convention.]

16

17 **Resolution No. 20 - PASSED**

18 WHEREAS: There are negative implications of changes in labor law impacting union operation and integrity
19 that have passed in other states; and

20 WHEREAS: Radical changes in labor law, such as Friedrichs v. CTA, Act 10 (Wisconsin), Right to Work, AO37,
21 etc. have led to a catastrophic underfunding of unions; and

22 WHEREAS: Allowing all to benefit from the financial contributions of some endangers the ability of unions
23 to provide their essential services to dues payers in good standing.

24 THEREFORE BE IT RESOLVED: That we request the Executive Board to ardently oppose any negative changes
25 to labor law allowing free-riders to benefit from the financial contributions of others.

26 BE IT FINALLY RESOLVED: That the Executive Board through the union offices shall provide educational
27 materials online, at worksite meetings, and mailers to our members, fully explaining the impacts of such
28 changes in labor law to our union members and all Alaskans.

29

30 **STATUS:** [Discussion of this has occurred at worksite meetings and through AFSCME Strong Training.
31 Appropriate pamphlets and other information have been added to the ASEA website and distributed.
32 AFSCME International assigned staff to ASEA to help communicate with members and to ask members
33 to sign "recommit" cards.]

34

35 **Resolution No. 21 - PASSED**

36 WHEREAS: The State of Alaska intends to privatize the procurement of goods and services through
37 SB195; and

38 WHEREAS: The procurement of goods and services is intimately related to public health and safety and
39 so warrants performance and oversight by State of Alaska employees; and

1 WHEREAS: These activities require discretion in applying state rules and regulation and the making of
2 sound judgements and decisions involving large amounts of personal data relating to its citizens and to
3 government function or to monetary transactions; and,

4 WHEREAS: Privatization is the shifting of State functions and responsibilities and the State does not have
5 the metrics in place to prove in advance that outsourcing will save money; and

6 WHEREAS: The outsourcing of procurement duties from governmental to private sector adversely
7 transforms the nature of government oversight and lack of oversight may contribute to profiteering and
8 corruption and erode accountability and transparency; and

9 WHEREAS: Outsourcing can create cost increases that surpass the cost of in-house services; and

10 WHEREAS: The State may be held liable for injuries, neglect, wrongful action or omission caused by
11 private entities.

12 THEREFORE BE IT RESOLVED: That ASEA Local 52 not support SB 195 and actively work against the
13 passage of SB 195.

14
15 **STATUS:** [ASEA strongly opposed SB 195. It didn't pass the Legislature.]

16
17 **Resolution No. 22 - PASSED**

18 WHEREAS: The State Executive Board is to relinquish all control of the ASEA/AFSCME Local 52 Union to
19 the Convention; and,

20 WHEREAS: Strategic placement of committee chairs results in control of Convention; and

21 WHEREAS: Strategic stacking of members to specific committees results in control of the Convention.

22 THEREFORE LET IT BE RESOLVED: That the delegates provide committee preferences; then by lottery
23 (e.g., drawing names out of a "hat", etc.), delegates shall be placed on committees; and then members
24 on each given committee shall vote upon their own chair, or in the event of an impasse, resort to lottery
25 for chair assignment.

26
27 **STATUS:** [Referred to Executive Board for consideration in Call to Convention of the ASEA 2018 Biennial
28 Convention.]