

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 **Resolution No. 1 – FAILED**

2 **Resolution No. 2 – DO NOT REPORT**

3 **Resolution No. 3 – FAILED**

4 **Resolution No. 4 – PASSED**

5 WHEREAS: Resolutions from the Conventions are referred to the ASEA State Executive Board for final
6 implementation; and

7 WHEREAS: Delegates of the ASEA Biennial Conventions disperse across the state at the close of each
8 session, and after returning home to their normal routines and often hectic lives, may neglect keeping
9 abreast of the implementation of the Resolutions; and

10 WHEREAS: Resolution 17 was adopted at the 16th ASEA Biennial Convention, and implemented with
11 great success and little to no cost to the union.

12 THEREFORE, BE IT RESOLVED THAT: ASEA Policies and Procedures Section 98.01.000 be amended to add
13 the relevant language of Resolution 17 from the 16th ASEA Biennial Convention as follows:

14 “When the State Executive Board proposes to modify the Policies & Procedures, all ASEA members
15 shall be notified of the proposed change(s). Such notification shall be sent by email. For any member
16 who does not have email access, the notification shall be mailed to the address on file. The
17 notification shall provide the web link where the proposed changes are outlined, and shall include a
18 discussion of the rationale for making the changes.”

19 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes
20 adopted by the ASEA Convention delegates become effective as of the date of passage. The State
21 Executive Board is in the process of updating the published P&P to reflect this change, and will ensure
22 the updated version is made available to all members as soon as the edits have been completed. Since
23 the Convention, the State Executive Board has proposed only one change. It was sent out for comment
24 under the provisions required by this Resolution.]

25 **Resolution No. 5 – PASSED**

26 WHEREAS: ASEA/AFSCME Local 52 Policies and Procedures Manual currently states in Section 17.01.020
27 Roster of Chapter Members that rosters shall only be released to a Chapter President, Secretary, or Chief
28 Steward; and

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 WHEREAS: Committee Chairs have a legitimate need for member rosters to solicit interest in the
2 committee, to organize Union building activities for a target audience, or otherwise notify of committee
3 happenings; and

4 WHEREAS: The Union needs and is encouraging its leadership to engage one-to-one conversations for
5 the AFSCME Strong Campaign due to the Supreme Court Case, Janus vs. AFSCME; and

6 WHEREAS: Judicial Panel charges may be brought against any member, Committee Chair, Steward, or
7 Union Officer for the misuse or breach of confidentiality of member information, such that those who
8 possess such information are compelled not to misuse it.

9 THEREFORE, BE IT RESOLVED THAT: Member Rosters shall be released to State Executive Board
10 Committee Chairs and to the Chapter Committee chairs, as long as Information Request form has been
11 filled out and sent to the Executive Director with explanation of a valid purpose for receipt and use of
12 such information.

13 BE IT FURTHER RESOLVED THAT: Member rosters will be required to be submitted back to the Union
14 Headquarters office after the need for the information no longer exists.

15 **STATUS:** [Implemented. This information will be made available pursuant to the terms of this
16 Resolution. No later than 10/31/2018, notice will be sent to all statewide Committee Chairs and
17 Chapter Presidents to inform them of this Resolution.

18 **Resolution No. 6 – PASSED**

19 WHEREAS: ASEA Policies & Procedures Section 4.02.015 allows a majority of the Executive Board to call
20 a meeting in addition to the regularly scheduled quarterly meetings; and

21 WHEREAS: The current policy requires the Executive Director to first determine if a quorum will be met;
22 and

23 WHEREAS: In the past, this policy has been misinterpreted to mean that if a quorum of the Board does
24 not request such a meeting, the meeting will not be called – even if a majority have requested it.

25 THEREFORE, BE IT RESOLVED THAT: ASEA Policies & Procedures Section 4.02.015 (A)
26 shall be amended as follows:

27 “Request of a majority: In accordance with Article 8.01 of the ASEA/AFSCME Local 52 Constitution, the
28 President or a majority of the State Executive Board may call a meeting in addition to the regularly
29 scheduled quarterly meetings. If the President, or in his or her absence the Secretary, fails to respond
30 within a 24-hour period to the requests of a majority of the State Executive Board to set up a meeting,
31 then the Executive Director shall be notified by a majority of the Executive Board to request a meeting.
32 He or she shall then set up the meeting immediately and notify the chapter presidents of the date, time,
33 and purpose of the meeting. If the President, Secretary, or Treasurer are absent, the remaining board
34 members shall select a chair by a vote of the majority.”

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P)
2 changes adopted by the ASEA Convention delegates become effective as of the date of passage. The
3 State Executive Board is in the process of updating the published P&P to reflect this change, and will
4 ensure the updated version is made available to all members as soon as the edits have been
5 completed. Since the Convention, the State Executive Board has not called any special meetings.]

6 **Resolution No. 7 – PASSED**

7 WHEREAS: Committees may use funds to pay for member attendance at various conferences and events;
8 and

9 WHEREAS: Members who attend such conferences and events are not currently required to disseminate
10 information they learn or obtain there; and

11 WHEREAS: Committee funds should be used to further union principles and to benefit the ASEA
12 membership at large.

13 THEREFORE, BE IT RESOLVED THAT: The ASEA Policies & Procedures Section 2.01.000 shall be amended
14 to add the following:

15 “Whenever Committee funds are used to fund, in whole or in part, a member’s attendance at a
16 conference or event (hereinafter, “event”), the member shall be required to submit a written report to
17 the Committee within 21 days following the event. Committees may also assign additional tasks to the
18 member, such as in-person presentations or trainings for other members. Prior to any expenditure, the
19 member shall be given written notice of these requirements. Provided such written notice is given, if
20 the member does not write the report or fulfill the other requirements as assigned by the Committee,
21 the member may be required to reimburse the Committee for the expended funds.

22 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes
23 adopted by the ASEA Convention delegates become effective as of the date of passage. The State
24 Executive Board is in the process of updating the published P&P to reflect this change, and will
25 ensure the updated version is made available to all members as soon as the edits have been
26 completed. Regardless of the P&P publication status, the ASEA State Executive Board President shall
27 notify all Committee Chairs and Chapter Presidents of this requirement no later than 12/31/2018.]

28 **Resolution No. 8 – FAILED**

29 **Resolution No. 9 – FAILED**

30 **Resolution No. 10 – PASSED**

31 WHEREAS: Resolutions from the Conventions are referred to the ASEA State Executive Board for final
32 implementation; and

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 WHEREAS: Delegates of the ASEA Biennial Conventions disperse across the state at the close of each
2 session, and after returning home to their normal routines and often hectic lives, may neglect keeping
3 abreast of the implementation of the Resolutions; and

4 WHEREAS: Resolution 17 was adopted and passed at the 16th ASEA Biennial Conventions, and was
5 implemented with great success and little to no cost to the union.

6 THEREFORE, BE IT RESOLVED THAT: ASEA Policies and Procedures section 4.05.030 be amended to add
7 the relevant language of Resolution 17 from the 16th ASEA Biennial Convention as follows:

8 “Within 30 days following the first quarterly Executive Board meeting after the close of the Biennial
9 Convention, the State Executive Board shall update all Convention delegates and alternates of the ASEA
10 Biennial Convention, and all chapter presidents and stewards, on the progress of implementation of the
11 Resolutions passed during the Convention. Such updates shall be sent on email. For any delegate,
12 alternate, chapter president, or steward who does not have state email access, such updates shall be
13 mailed to the address on file. Such updates shall also be posted to the ASEA website.

14 Following each quarterly Executive Board meeting, the State Executive Board shall update all convention
15 delegates and alternates, chapter presidents, and stewards on the progress of the implementation of
16 the Resolutions passed during the Convention. Such updates shall be sent on email. For any delegate,
17 alternate, chapter president, or steward who does not have email access, such updates shall be mailed
18 to the address on file. Such updates shall also be posted to the ASEA website.

19 Whenever a resolution has a final outcome, the State Executive Board shall update all Convention
20 delegates and alternates, chapter presidents, and stewards on the final outcome and justification for
21 the outcome, of the resolution. Such updates shall be sent on email. For any delegate, alternate, chapter
22 president, or steward who does not have email access, such updates shall be mailed to the address on
23 file. Such updates shall also be posted to the ASEA website.”

24 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes
25 adopted by the ASEA Convention delegates become effective as of the date of passage. The State
26 Executive Board is in the process of updating the published P&P to reflect this change, and will ensure
27 the updated version is made available to all members as soon as the edits have been completed.

28 **At its May 2018 Quarterly meeting, the State Executive Board appointed a Resolutions Subcommittee**
29 **tasked with reviewing the Resolutions passed at the 2018 Biennial Convention and recommending**
30 **Executive Board action where needed. Due to a number of factors outside the control of that**
31 **committee, a finalized version of the Resolutions was not available for review until August.**
32 **Additionally, staff and committee member obligations made it impossible for the committee to hold**
33 **an initial meeting until September. The committee held its first work session in October, and drafted**
34 **this status update at that time. Board will continue to make the required updates as required by this**
35 **P&P.]**

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 **Resolution No. 11 – PASSED**

2 Whereas: Article 7 of the ASEA/AFSCME Local 52 Constitution currently requires that the State Executive
3 Board be made up of 13 members including (4) Occupational Board Members elected, one each, from
4 the following State GGU occupational groups: Technical Employees, Professional Employees,
5 Administrative Support Employees, and Class I employees; and

6 Whereas: The State of Alaska no longer uses these occupational group designations, and has created
7 new occupational group designations that do not easily match up to the designation required in the
8 constitution; and

9 Whereas: During the election process, staff has been tasked with the duty of reconciling the current
10 employee designations with the prior designations, in order to ensure members get the correct ballot(s),
11 at great effort and cost to the Union; and

12 Whereas: Delegates to this convention may recognize and support changes to the Constitution that
13 would amend the size of the State Executive Board to align to the current occupational group
14 designations in use by the State, but do not have sufficient access to information to make the
15 appropriate Constitutional amendments to ensure such changes take place in a manner that doesn't
16 cause chaos, confusion, or damage to the State Executive Board and the Union as a whole; and

17 Whereas: The State Executive Board and the Executive Director have greater access to information about
18 total membership numbers, and membership by occupational designation than do the delegates to
19 Convention.

20 THEREFORE, BE IT RESOLVED THAT: The State Executive Board shall undertake the task of researching
21 possible changes to the Constitution that would amend the size of the Board, including but not limited
22 to realignment of the four (4) Occupational seats, to match the current State Occupational group
23 designations.

24 BE IT FURTHER RESOLVED THAT: Based upon such research, the State Executive Board shall draft a
25 proposed constitutional amendment addressing these issues, and submit such draft and a summary of
26 all research to all Chapter Presidents, Chapter Secretaries, and 2018 Convention delegates no later than
27 September 30, 2018, and make such information available to any member upon request; and

28 BE IT FINALLY RESOLVED THAT: Any member would then be free to use such information to pursue a
29 constitutional amendment either in an off-convention year, or during the next Biennial Convention.

30 **STATUS:** [In progress. The Resolutions Subcommittee will distribute a draft Constitutional
31 Amendment and the required research by 10/31/2018, in accordance with this Resolution and an
32 extension of the deadline granted by the State Executive Board at its September 2018 meeting.]

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 **Resolution No. 12 - PASSED**

2 WHEREAS: Article 1.02 (G) of the ASEA/AFSCME Local 52 Constitution allows members the right to full
3 participation in the decision-making process of the union, and to pertinent information needed for the
4 exercise of this right; and

5 WHEREAS: Article 8.02 (A) (2) of the ASEA/AFSCME Local 52 Constitution states that all meetings of the
6 State Executive Board are open to observation by any member in good standing of the union; and

7 WHEREAS: Many members are unable to attend State Executive Board meetings in person, due to cost
8 considerations, availability of personal leave, geography, or other reasons; and

9 WHEREAS: The regular quarterly meetings of the State Executive Board currently have a “member call-
10 in period,” which members may access via telephone; and

11 WHEREAS: The technology exists to make the entirety of each meeting similarly available.

12 THEREFORE, LET IT BE RESOLVED THAT: ASEA Policies & Procedures Section 4.02.010
13 shall be amended to add the following: “The regular quarterly business meetings of the State Executive
14 Board shall have a telephone access number through which any member who would otherwise be
15 eligible to attend in person, may call in to attend remotely, for all or part of any meeting. Such call-in
16 numbers shall be disseminated to the membership in the agenda for each meeting. Remote
17 attendance at the meeting shall not entitle the member to speak during the meeting, except during a
18 designated member comment period.

19 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes
20 adopted by the ASEA Convention delegates become effective as of the date of passage. The State
21 Executive Board is in the process of updating the published P&P to reflect this change, and will
22 ensure the updated version is made available to all members as soon as the edits have been
23 completed.

24 **However, due to the limitations of the current telecommunications system, ASEA is unable to**
25 **comply with this P&P. For this reason, the Resolutions Subcommittee will be recommending to the**
26 **State Executive Board that this P&P be suspended until implementation is possible. Concurrently,**
27 **staff is researching ways to provide secure meeting access, subject to current budget limitations, and**
28 **will report at the December 2018 Executive Board meeting.**

29 **Resolution No. 13 – RULED OUT OF ORDER – CONFLICT WITH CONSTITUTION**

30 **Resolution No. 14 - PASSED**

31 Whereas: Policy and Procedures Section 2.03.000 APPOINTED COMMITTEES states “In accordance with
32 Article 7 of the ASEA/AFSCME Local 52 Constitution all elections for the State Executive Board and
33 AFSCME convention delegates shall be conducted under the supervision of an Election Committee.”

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Whereas: Chapters have a vested interest in timely elections for the ASEA convention.
2 Be it Resolved: That the ASEA Policy and Procedures be amended to add Section 1.06.00, Chapter
3 Convention Delegate Elections, “In addition to following the election requirements in individual local
4 Chapter Bylaws, Chapters must also ensure that, when conducting elections for ASEA Biennial
5 Convention delegates, the Election Committee is appointed and holds its organizational meeting no later
6 than 30 days prior to the mailing of nomination forms.

7 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes
8 adopted by the ASEA Convention delegates become effective as of the date of passage. The State
9 Executive Board is in the process of updating the published P&P to reflect this change, and will
10 ensure the updated version is made available to all members as soon as the edits have been
11 completed.

12 **Regardless of the P&P publication status, the ASEA State Executive Board President shall notify all
13 Chapter Presidents of this requirement via email and at a regular quarterly President’s Committee
14 meeting no later than 12/31/2018. The ASEA Elections liaisons will share this information again with
15 all Chapters immediately ahead of the 2020 Biennial Convention election cycle.]**

16 **Resolution No. 15 - PASSED**

17 Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.01.000 Steward Goals Paragraph B states, “To
18 ensure that stewards perform their duties in a responsible, knowledgeable, and effective manner;” and

19 Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.04.000 Stewards Paragraph C. states, “The
20 steward’s duty and role is to be an advocate for the member and not to be concerned with their personal
21 relationship with management. The steward’s primary job is to protect and defend the rights of every
22 member; and

23 Whereas each steward should attend at least three quarterly chapter steward meetings and annual
24 mandatory contract training; and

25 Whereas stewards are required to submit a biannual report to their chapter chief steward to validate
26 steward time to ensure accountability.

27 Be it therefore resolved; chapter stewards must be held accountable for their steward release time for
28 the purposes of advocating for members by submitting supporting documentation as biannual reports
29 to their chapter chief steward who will forward the reports to headquarters.

30 **STATUS:** [This information was discussed at the April Steward training, and the Executive Director
31 will ensure it is reiterated at all future steward trainings. The State Executive Board will also ensure
32 the Chief Steward has distributed a copy of these requirements to all Chapter Chief Stewards no
33 later than 12/31/2018.]

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 **Resolution No. 16 - PASSED**

2 Resolution Regarding Chapter Elections for Biennial Convention Delegates

3 Whereas; No chapter can conduct a biennial convention delegate election more than 120 days before
4 the start of the convention; and

5 Whereas: every chapter should have time to gather their elected delegation to prepare for biennial
6 constitutional convention; and

7 Whereas; conducting a convention delegate election within a week of the deadline to submit the
8 delegate credentials is detrimental to solidarity and delegate committee participation at the convention.

9 Be it therefore Resolved: Each chapter will conduct their biennial convention delegate election no less
10 than 90 days prior to the start of the biennial convention.

11 **STATUS:** [The ASEA State Executive Board President shall notify all Chapter Presidents of this
12 requirement via email and at a regular quarterly President’s Committee meeting no later than
13 12/31/2018. The ASEA Elections liaisons will share this information again with all Chapters
14 immediately ahead of the 2020 Biennial Convention election cycle.]

15 **Resolution No. 17 - PASSED**

16 Resolution in support of changing Policy and Procedure Section 17.00.000 Information Requests

17 Whereas; members in good standing expect transparency from their Executive Board and their Executive
18 Director; and

19 Whereas; members in good standing may require requested information to conduct chapter and or
20 committee business; and

21 Whereas; members in good standing might need the requested information to ensure compliance with
22 ASEA/AFSCME Local 52 ruling documents;

23 Be it resolved that Section 17.00.000 Paragraph C will read:

24 “Upon receipt of an Information Request Form the Executive Director will acknowledge to the requestor
25 within ten (10) days of the receipt of the information request and the latest date by which the
26 information request will be completed. Requests routinely will be completed within fifteen (15) business
27 days unless circumstances require an extended period of time.”

28 Be it further resolved: Any response will either include the approval and provision of requested
29 information or denial with associated governing document citation supporting the denial.

30 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes
31 adopted by the ASEA Convention delegates become effective as of the date of passage. The State

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Executive Board is in the process of updating the published P&P to reflect this change, and will
2 ensure the updated version is made available to all members as soon as the edits have been
3 completed. Since the Convention, the Executive Director has been working under the requirements
4 of this change.]

5 Resolution No. 18 – RULED OUT OF ORDER – IDENTICAL TO RESOLUTION 12

6 **Resolution No. RB-1 - PASSED**

7 WHEREAS: performance evaluations are often delayed needlessly; and

8 WHEREAS: this adversely affects morale, members pay and can create a hardship; and

9 WHEREAS: delays disbursement of back pay may result in a higher tax rate; and

10 THEREFORE, BE IT RESOLVED THAT: the next contract negotiating committee be strongly encouraged to
11 negotiate a monetary penalty for late performance evaluations to be paid by the State similar to late
12 payment section 21.07 A 3.

13 **STATUS:** [The Executive Director has disseminated Resolution RB-1 to the ASEA Contract Negotiating
14 Committee]

15

16 **Resolution No. RB-2 - PASSED**

17 WHEREAS: Employees are increasingly required to use their personal vehicles to complete their assigned
18 job duties; and

19 WHEREAS: Needless delays in the processing of travel reimbursements and mileage reimbursements are
20 causing low morale and financial hardships; and

21 WHEREAS: Alaska Administrative Manual - Accounting section 60.140 Privately Owned Vehicles
22 language is vague and does not instruct the State to process reimbursements within a reasonable
23 timeframe.

24 THEREFORE, BE IT RESOLVED THAT: The Contract Negotiating Committee be strongly encouraged to
25 negotiate for additional language to process travel reimbursements and mileage reimbursements within
26 a 30-day timeframe or face penalties”

27 **STATUS:** [The Executive Director has disseminated Resolution RB-2 to the ASEA Contract Negotiating
28 Committee. The CNC has indicated this is on their priority list to deal with during the negotiations for
29 the 2019-21 Collective Bargaining Agreement.]

30 **Resolution No. C1-1 - PASSED**

31 Whereas, a twenty-year (20) retirement for Juvenile Justice Officers has been consistently supported in
32 past ASEA-AFSCME Local 52 Convention Resolutions; and

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Whereas, Juvenile Justice Officers perform identical and or similar duties as other Public Safety
2 Personnel in the State of Alaska;

3 Therefore, be it resolved that the ASEA/AFSCME Local 52 Executive Board shall aggressively recommend
4 through legislative action, a twenty-year retirement benefit for Juvenile Justice Officers.

5 **STATUS:** [The Executive Director will work with the ASEA Lobbyists on this issue and it will be part of
6 the ASEA Legislative package for the 2018-19 session]

7 **Resolution No. C1-2 - PASSED**

8 WHEREAS the current provision for hazard pay in the contract only covers industrial activities;

9 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”

10 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any
11 other job in the United States as recognized by the US department of labor;

12 Whereas state employees are being subjected to repeated assaults on a daily basis at state facilities by
13 the mentally patients;

14 Whereas GGU member have the right to work in a safe environment and/or be compensated;

15 Whereas states employees are not compensated for working in chronically hazardous work
16 environments.

17 Therefore let it be resolved that the Contract Negotiating Committee be strongly encouraged to
18 aggressively support hazard pay in the contract, and bargain to include members that work at API be
19 included under Article 21.05 Hazard Pay provision”

20 **STATUS:** [The Executive Director has disseminated Resolution C1-2 to the ASEA Contract Negotiating
21 Committee. The CNC has indicated this is on their priority list to deal with during the negotiations for
22 the 2019-21 Collective Bargaining Agreement.]

23 **Resolution No. C1-3 - PASSED**

24 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”

25 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any
26 other job in the United States as recognized by the US Department of Labor;

27 Whereas Class One employees are being subjected to repeated assaults on a daily basis at state facilities
28 by mentally ill patients, and other wards they are taking care of;

29 Whereas Class One employees have the right to work in a safe environment and/or be compensated;

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Whereas Class One employees are not compensated for working in chronically hazardous work
2 environments.

3 Therefore, be it resolved that the ASEA/AFSCME Local 52 Executive Board shall be strongly encouraged
4 to seek, through legislative action, a twenty-year (20) retirement benefit for all Class One employees.

5 **STATUS:** [The Executive Director will work with the ASEA Lobbyists on this issue and it will be part of
6 the ASEA Legislative package for the 2018-19 session]

7 **Resolution No. C1-4 – RULED (PROCEDURALLY) OUT OF ORDER – ACTION TAKEN ON INTENT**

8 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”

9 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any
10 other job in the United States as recognized by the US Department of Labor;

11 Whereas state employees are being subjected to repeated assaults on a daily basis at state facilities by
12 mentally ill patients;

13 Whereas GGU employees have the right to work in a safe environment and have basic human rights
14 afforded them under the Constitution and the Laws of the State;

15 Whereas the state has an Office of Victims’ Rights to help victims of assaults.

16 Therefore let it be resolved that the ASEA Local 52 Executive Board develop and provide training for
17 members that work at API and members who work with mentally ill patients to educate the members
18 about their rights under the law and how to access the office of Victims’ Rights.

19 **STATUS:** [This Resolution was ruled “out of order” on procedural grounds. Nevertheless, we
20 recognized that these issues and the substantive intent of the Resolution could still be addressed. Due
21 to the seriousness of the safety issues, the Executive Director has reached out to the AFSCME
22 International Safety Training department, and has received a grant to start trainings with members
23 who work in our 24-hour facilities. Trainings are anticipated to start in February 2019, and all affected
24 members will be notified of the training opportunities. In addition, the Resolutions Subcommittee
25 will recommend to the State Executive Board that we reinstate the “Pink Link” on the ASEA website,
26 which will refer members to various victims’ rights organizations.]

27 **Resolution No. C1-5 - PASSED**

28 WHEREAS: Article 1.02 (G) of the ASEA/AFSCME Local 52 Constitution allows members the

29 Whereas positive work-life balance results in greater work place productivity and improved employee
30 health and wellness.

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Therefore, be it resolved that the ASEA/AFSCME Local 52 Bargaining Committee (CNC) shall be
2 recommended to aggressively oppose furloughs, reductions of leave, and any and all losses to the
3 employees’ contract.”

4 **STATUS:** [The Executive Director has disseminated Resolution C1-5 to the ASEA Contract Negotiating
5 Committee]

6 **Resolution No. WIC-1 - PASSED**

7 RESOLUTION OF ASEA/AFSCME LOCAL 52 AFFIRMING THE RIGHT OF TRANS PEOPLE TO BE PROTECTED
8 FROM DISCRIMINATION ANCHORAGE MUNICIPAL LAW

9 WHEREAS respect for people of all gender identities and expressions is an important value of the ASEA
10 Pride Committee; AND

11 WHEREAS gender transition as a resolution of the experience of gender dysphoria is affirmed and
12 supported by the American Psychological Association, the American Medical Association, and numerous
13 other professional groups who care for transgender people, AND

14 WHEREAS a vital part of gender transition and the health and safety of trans people is living in their
15 identified, authentic genders, with those genders being affirmed and respected in the various spaces
16 and institutional settings where those individuals live, work, and go to school, AND

17 WHEREAS for the last two years, Anchorage’s municipal law has ensured basic, fundamental protections
18 for transgender residents and visitors, AND

19 WHEREAS Proposition 1 would repeal these protections under the guise of safety in restrooms, despite
20 the fact that Anchorage’s non-discrimination law has worked well for two years without incident, AND

21 WHEREAS these anti-transgender initiatives focus centrally on access to bathrooms and locker rooms,
22 claiming that laws protecting transgender people will enable men and boys to enter bathrooms and
23 locker rooms designated for the use of women and girls, in order to commit voyeuristic harassment or
24 sexual assault; AND

25 WHEREAS trans people have in fact been using bathrooms that match their identified genders for many
26 decades without any such problem existing; AND

27 WHEREAS legal protection of gender identity does not in any way render harassment or assault legal,
28 AND

29 WHEREAS it is in fact trans women who face substantial risk of becoming the victims of violence or
30 persecution in accessing bathrooms; AND

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 WHEREAS so-called “bathroom bills” (Municipality of Anchorage Proposition 1) have a vastly greater
2 negative impact on trans people than just limiting their ability to access toilets; TO WIT:

3 a) These bills deny the reality of gender identity, often using the nonsense phrase “biological gender,”
4 which conflates physical sex characteristics at birth with gender identity in order to delegitimize gender
5 transition as delusional; and

6 b) These bills encourage the general public to treat trans people, particularly trans women, with fear,
7 and to see them as potential child molesters and inclined to sexual assault; and

8 c) These bills encourage the general public to engage in gender policing, which is a practice of
9 scrutinizing the appearance and behavior of others, framing trans people as deceptive in their gender
10 presentations, and punishing gender-nonconformity—a practice that impacts cisgender individuals as
11 well as trans people; AND

12 WHEREAS the goal of a just society should be that all of its members be treated with dignity and respect,
13 rather than mocked, bullied, stigmatized, falsely accused, banned from equal access to facilities, or
14 otherwise marginalized;

15 NOW, THEREFORE, BE IT RESOLVED:

16 1) ASEA/AFSCME Local 52 reaffirms its longstanding support of the protection of people against
17 discrimination on the basis of gender identity or expression; AND

18 2) ASEA/AFSCME Local 52 is opposed to Proposition 1, which would bring discrimination back to
19 Anchorage and encourage public harassment of trans people

20 **STATUS:** [The Municipal election has taken place. Anchorage voters rejected Proposition 1 by a vote
21 of 52.64% to 47.36%. The ASEA PAC did not take a position, as the PAC’s next meeting following
22 convention was March 20th. The Executive Director was out of town and unable to attend, so was
23 unable to share this resolution at that time. The election was held April 3, prior to the April PAC
24 meeting]

25 **Resolution No. WIC-2 - PASSED**

26 Whereas, the Women’s Issues Committee was created for members to address challenges, inequalities,
27 and recommendations for improving working conditions for ASEA/AFSCME Local 52 women. Further,
28 the Class One Committee was created to represent members who are strike-ineligible, work in 24-hour
29 facilities and deal with unique situations in their workplaces in a daily basis;

30 Whereas, AFSCME women make up close to 60% of AFSCME International’s membership and the union
31 is only as strong as the membership core. AFSCME International is dedicated to working with its affiliates
32 to provide high quality training for its members;

33 Whereas, the International Association of Women Police (IAWP) was first established in 1915 in
34 California by the first American policewomen as an international organization to provide professional
35 development, mentoring, training, networking, and recognition for female law enforcement officers and
36 civilian support staff as well as increase the members of women in law enforcement;

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Whereas, the IAWP’s mission is to strengthen, unite, and raise the capacity of women in law
2 enforcement internationally. Further, IAWP envisions a world where law enforcement reflects the
3 diversity of the communities they serve and where human rights are protected;

4 Whereas, the Women Police of Alaska (WPA) is a multiagency organization comprised of Alaska women
5 and men in law enforcement associated with AFSCME International. WPA is an affiliate of the
6 International Association of Women Police and WPA is committed to bringing together culture and
7 perspectives that broaden the world view of women in law enforcement.

8 Whereas, the Women Police of Alaska have bid and won the contract to host the 57th Annual
9 International Association of Women Police Conference, in Anchorage, Alaska in September of (23 – 27)
10 2019. And, it is expected that 500 law enforcement and support staff will attend and receive expert
11 training at the international conference.

12 Therefore be it resolved, ASEA/AFSCME Local 52 reaffirms its longstanding commitment to women and
13 women in marginalized professions by supporting the 57th Annual International Association of Police
14 Conference, in Anchorage, Alaska

15 **STATUS:** [ASEA has not been approached for support, but will provide it if asked, within our financial
16 limitations]

17 **Resolution No. WIC-3 - PASSED** **Whereas, the Women’s Issues Committee meets monthly using a**
18 **teleconference service; and**

19 Whereas, this teleconference service incurs a service user fee each dependent on the number of
20 participants monthly; and

21 Whereas, there are other no-cost teleconference services in the market today; and

22 Whereas, other services (i.e. GoToMeeting) would allow for conversation and document sharing, and
23 might require the purchase of a license.

24 Be it therefore resolved, the Women’s Issues Committee working with their staff liaison, explore the
25 availability, cost and expediency of a GoToMeeting or similar service license for future committee use
26 and present recommendations for service implementation by this committee or other authorized groups
27 conducting ASEA business.

28 **STATUS:** [A WIC committee member conveyed the substance of this resolution to the committee at
29 their September meeting. No specific action has yet been taken. ASEA State Executive Board
30 President will follow up with the committee chair, and request the committee report to the State
31 Executive Board at the December 2018 State Executive Board meeting]

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Resolution No. WIC-4 - PASSED

2 Whereas, lesbian, gay, bisexual and transgender (LGBT) state workers are currently protected by a 2002
3 Administrative Order (AO 195) and Article 6 of the most recent negotiated contract (CBA 2016-2019),
4 and

5 Whereas, these protections, while laudable, do not provide the same enduring and comprehensive
6 deterrent to discrimination and options for legal recourse as codified laws in the form of statutory law
7 or agency regulation, and

8 Whereas, it is with the decades-long struggle for the necessary addition of anti-discrimination
9 protections for Alaska’s LGBT residents that we recall the words of Dr. Martin Luther King Jr. that “the
10 time is always right to do what is right,” and

11 Whereas, Alaskans via public testimony have overwhelmingly supported HB 184 and SB 72, the bills are
12 supported by a diverse set of faith leaders, civic organizations and Alaska’s Statewide Civil Rights
13 Enforcement Agency, the Alaska State Commission for Human Rights (ASCHR).

14 Therefore, be it resolved, that ASEA calls for the establishment of enduring and comprehensive
15 statewide LGBT anti-discrimination protections through amending of the Alaska Human Rights Act (A.S.
16 18.80) or through statutory interpretation, and

17 Be it further resolved, that a letter that embodies the spirit of this resolution be forwarded by the
18 Executive Director of ASEA/AFSCME Local 52 to the ASCHR, the Office of the Alaska Governor, and
19 members of the Alaska House of Representatives and the Alaska State Senate.

20 **STATUS:** [In progress. The Executive Director is working on a letter and will forward it as directed by
21 the resolution. Once the letter has been sent, the he will report this action to the WIC and to the State
22 Executive Board.]

23 Resolution No. LG-1 - PASSED

24 Whereas, employees of medical institutions such as the Alaska Psychiatric Institute have reported
25 hundreds of workplace assaults over the past year, and

26 Whereas, this represents an alarming increase in workplace violence at the Alaska Psychiatric Institute,
27 and

28 Whereas, when medical workers have reported these instances of violence to police they are repeatedly
29 informed that these instances would fall under AS 11.41.230 Assault in the Fourth Degree which requires
30 a warrant for an arrest, and

31 Whereas, Representative Matt Claman and Chuck Kopp have introduced HB 312 with a bipartisan group
32 of co-sponsors allowing for an arrest to be made for an assault at a health facility, and making it a felony
33 to assault a healthcare worker at a healthcare facility, and

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Whereas, all employees deserve safe and harm-free workplace conditions and the removal of barriers
2 to the completion of their duties and responsibilities.

3 Therefore, be it resolved, that ASEA expresses its grave concern regarding the increase of workplace
4 violence at the Alaska Psychiatric Institute, and

5 Be it further resolved, that ASEA supports HB 312, and

6 Be it further resolved that copies of this resolution be sent to members of Alaska State House of
7 Representatives and the Alaska State Senate.

8 **STATUS:** [ASEA aggressively supported HB 312. In March, Union members took direct action at API in
9 the form of a protest at the facility, which was covered by local media. This bill passed during the last
10 Legislative session, and was signed into law by Governor Walker in May. The new law increases
11 protections for medical providers, including harsher penalties for assaultive conduct toward medical
12 workers.]

13 **Resolution No. LG-2 - PASSED**

14 Whereas, HB83 would restore the option of a defined benefit retirement plan for the Tier IV employees
15 (July 1st, 2006 and after), and

16 Whereas, a Defined Benefit retirement plan will help recruit new talent and retain experienced
17 employees who often leave for better benefits in the private sector as well as save the state money in
18 the process, and

19 Whereas, there is a clear desire for this change; according to the State’s own figures 80% of the current
20 17,000 Tier IV employees could be expected to switch once created, and

21 Therefore, be it resolved, that ASEA endorses the new Tier V Defined Benefit plan and expresses its
22 support for HB83 and SB52.

23 **STATUS:** [During the 2017-18 Legislative session, both of these bills were moved through the
24 Legislative committee process, going further in this process than ever before. Unfortunately, neither
25 made it to a full vote of either legislative body. ASEA continues to be committed to the Tier V option,
26 and is working with its Lobbyists and with Governor Walker’s office to reintroduce similar legislation
27 in the 2018-19 session.]

28 **Resolution No. LG-3 - PASSED**

29 Whereas, the FY18 budget was not passed by the Legislature during the 2017 regular and special sessions
30 in time for the appropriate checks and balances to be completed by the Office of Management and
31 Budget, and

32 Whereas, several ASEA member agencies will be impacted by the funding contained in HB 321.

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Therefore, be it resolved that the Union supports the passing of HB 321 in the most expedient manner
2 possible, and

3 Be it further resolved, ASEA calls on the Legislature to pass a FY19 budget with enough time to complete
4 proper error checking, and

5 Be it further resolved, that a letter from the ASEA/AFSCME Local 52 Executive Director reflecting the
6 intent of this resolution be sent to the members of the Alaska State House of Representatives and the
7 Alaska State Senate.

8 **STATUS:** [HB 321 passed just after the Convention before any letter could be sent by ASEA. ASEA was
9 in communication with the legislature throughout the last session, encouraging passage of a full
10 budget in a timely manner. The Legislature completed its business in the 2017-18 session without the
11 need for any Special Sessions.]

12 **Resolution No. LG-4 - PASSED**

13 Whereas, Representative Millet and Senator Kelly have sponsored HB395 and SB212 which addresses
14 20-year retirement and associated medical benefits, and

15 Whereas, the duties of certain peace officers and firefighters are dangerous and they are routinely
16 exposed to hazardous materials and conditions, and

17 Whereas, critical incidents stress may result in long-term health problems and disability.
18 Therefore, be it resolved, that ASEA calls on the Alaska Legislature to ensure that wildland firefighters
19 are included in the proposed provisions set forth in HB395 and SB212.

20 **STATUS:** [During the 2017-18 Legislative session, both of these bills were moved through the
21 Legislative committee process. Unfortunately, neither made it to a full vote of either legislative body.
22 ASEA continues to be committed to 20-year retirement option for wildland firefighters, and is working
23 with its Lobbyists and with Governor Walker's office to reintroduce similar legislation in the 2018-19
24 session.]

25 **Resolution No. NW-1**

26 WHEREAS: The evolution of our organization is crucial, ease of access is necessary for the continued
27 success and growth of ASEA/ASFCME Local 52; and

28 WHEREAS: Information availability in as many forms as possible leads to increased and sustained
29 member participation which is vital to our Union's success; and

30 WHEREAS: Due to Alaska's unique geographical limitations, online membership-focused access would
31 increase ownership and Union presence across all of Alaska; and

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 WHEREAS: Driving increased membership traffic to our Union is essential to our success, the *myASEA*
2 portal should be accessible through the ASEA website; and

3 WHEREAS: *myASEA* should provide but not be limited to: membership status & dues, Union events &
4 activities, the ability to access & update member information, as well as new membership & chapter
5 support

6 THEREFORE BE IT RESOLVED: That the ASEA/AFSCME Local 52 Statewide Executive Board research and
7 oversee the creation and implementation of *myASEA* as an avenue for education, information and
8 participation

9 **STATUS:** [The State Executive Board and the Executive Director are working with the AFSCME
10 International Communications office on a review of ASEA’s communications capability, with the intent
11 to improve communications with ASEA members. One suggestion from that review is to set up
12 something similar to a “*myASEA*” portal. This ASEA Communications review is still underway, and at
13 the December 2018 Executive Board meeting, the Executive Director will give a report and
14 recommendations pertaining to this review.]

15 **Resolution No. NW-2 - PASSED**

16 WHEREAS: The AFSCME International Election Code needs to be updated to allow for an electronic voting
17 option in Union elections; and

18 WHEREAS: Electronic voting in Union elections would increase overall participation by the membership;
19 and

20 WHEREAS: The Union should reflect their membership, providing for a more inclusive Democratic
21 process; and

22 WHEREAS: Other Alaskan Unions, including other AFSCME affiliates, are utilizing electronic voting; and

23 WHEREAS: We recognize not all members will utilize electronic voting, a paper ballot option will continue
24 to be provided; and

25 THEREFORE BE IT RESOLVED: The State Executive Board shall pursue introducing electronic voting as an
26 option in all statewide elections; and

27 BE IT FINALLY RESOLVED: That the ASEA Local 52 Delegates to the AFSCME International convention shall
28 advocate for and prioritize the issue of electronic voting to the International Body

29 **STATUS:** [The State Executive Board disseminated this resolution to the ASEA delegates to the 2018
30 AFSCME International Convention, several of whom had already been doing research on this issue,
31 and so enthusiastically took up the cause. The ASEA delegation initially drafted and submitted a
32 resolution to require the AFSCME International Executive Board to provide guidelines as to when and

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 how electronic voting could be used, and to pursue a future Constitutional Amendment to allow
2 electronic balloting in all elections. However, prior to our resolution being taken up by the
3 Convention’s Resolutions Committee, we were advised by AFSCME leadership of barriers in federal
4 law that would make it impossible to implement our resolution if passed.

5 Specifically, we were advised that, although the National Labor Relations Board (NLRB) has offered
6 guidelines for electronic voting, and some AFSCME affiliates do conduct elections using those
7 guidelines, all officer elections are subject to strict scrutiny in order to ensure compliance with those
8 guidelines. To that end, the AFSCME Judicial Panel currently operates under a standing rule that it will
9 automatically grant any protest of an election in which electronic ballots are used, and those elections
10 must be re-run.

11 In short, the legal limitations on how and when electronic balloting is allowed renders the use of this
12 voting method virtually useless in our ASEA statewide elections, which are almost always officer
13 elections. Moreover, had we submitted our original resolution, it would have been ruled out of order,
14 due to the conflicts with federal law.

15 AFSCME leadership initially asked us to withdraw this resolution entirely. Instead, understanding its
16 importance to our members, we amended the resolution to require AFSCME International to continue
17 its efforts for legislative changes that will allow electronic voting in the future. The amended
18 resolution was passed by unanimous consent by the International Convention.

19 As a delegation, we also met with many other affiliates who also have an interest in electronic voting,
20 and are working to build a network of AFSCME members who can work together with leadership to
21 encourage legislative action on this issue. Finally, Executive Director Jake Metcalfe met with Senator
22 Lisa Murkowski directly following the convention, and expressed the importance of this issue on
23 behalf of our membership.]

24 **Resolution No. RC-1**

25 Whereas, the ASEA/AFSCME Local 52 Constitution clearly states that the Alaska State Employees
26 Association shall be affiliated with the Alaska State Federation of Labor, AFL-CIO, and the appropriate
27 central labor bodies of the Alaska AFL-CIO in the State of Alaska; and

28 Whereas, as a constituent member, we have representation rights; and

29 Whereas, this representation is a contingent of delegates who represent ASEA at the Alaska AFL-CIO
30 biennial convention, and a number of vice presidents who represent ASEA in accordance with the Alaska
31 AFL-CIO constitution; and

32 Whereas, The Alaska AFL-CIO constitution establishes the number of delegates that ASEA may send to
33 the biennial convention, but does not set forth the manner by which the delegates are selected, with
34 one exception; and

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 Whereas, under the Alaska AFL-CIO constitution, the Executive Director is automatically a delegate to
2 the Alaska AFL-CIO biennial convention; and

3 Whereas, The President shall submit to the board a list of proposed delegates for approval.

4 Be it therefore resolved that the ASEA/AFSCME Local 52 Executive Board deliberate and establish an
5 internal procedure to select, elect, or appoint delegates to the Alaska AFL-CIO biennial convention and
6 shall start at the next scheduled Executive Board meeting to prepare for future Alaska AFL-CIO biennial
7 conventions.

8 **STATUS:** [At the May 2018 State Executive Board meeting, the Board passed a motion as to how
9 Chapters could select delegates to the 2018 AFL-CIO Convention, and we sent eight (8) delegates
10 representing Sitka, Fairbanks, Anchorage, and Mat-Su. Southeast Executive Board representative
11 Nadine Lefebvre attended as the Juneau Central Labor Council President. Additionally, Executive
12 Director Jake Metcalfe was elected Secretary-Treasurer, and three (3) new Vice Presidents were
13 elected to represent ASEA. We continue to work on establishing a more permanent delegate selection
14 procedure and strengthening our relationships and power within the AFL-CIO, which will happen in
15 conjunction with overall strategic planning related to internal and external organizing.]

16 **Resolution No. RC-2 - PASSED**

17 Whereas, the Alaska State Legislature has been in a state of gridlock for several years; and

18 Whereas, due to the configuration of legislative voting districts, some Legislators have “safe” districts
19 from which they cannot be dislodged; and

20 Whereas, in a healthy democracy, leaders do not occupy their positions for life; and

21 Whereas, there is currently proposed legislation that would amend the Constitution of the State of
22 Alaska to establish “a nonpartisan statewide district map...”, and change the composition of the
23 redistricting board through the Sponsor Substitute for House Joint Resolution No. 26.

24 Be it therefore resolved that the ASEA/AFSCME Local 52 supports the passage of the Sponsor Substitute
25 for House Joint Resolution No. 26

26 **STATUS:** [ASEA supported the Sponsor Substitute for House Joint Resolution 26. However, HJR 26 did
27 not make it out of committee before the 2017-18 legislative session adjourned. If, in the upcoming
28 2018-19 session, the same HJR is introduced, ASEA will support its passage as part of the ASEA
29 legislative package.]

30 **Floor Resolution 1 - FAILED**

31 **Floor Resolution 2:**

Summary of Resolutions – ASEA 17TH BIENNIAL CONVENTION

1 I move to start a committee whose purpose is to advocate and support activities within the
2 ASEA/AFSCME Local 52 that are of special interest to veterans.

3 **STATUS:** [At its September 2018 meeting, the Executive Board drafted and passed language to be
4 added to the Policies & Procedures (P&P) to add a Veterans' Issues committee, which is considered to
5 be established as of the passage of this resolution at the convention. The ASEA State Executive Board
6 President will solicit statements of interest from members who wish to be on this committee, and will
7 appoint committee members at the December 2018 State Executive Board meeting.]