

1           **Summary of Resolutions – ASEA 17<sup>TH</sup> BIENNIAL CONVENTION**

2  
3           **Resolution No. 1 – FAILED**

4  
5           **Resolution No. 2 – DO NOT REPORT**

6  
7           **Resolution No. 3 – FAILED**

8  
9           **Resolution No. 4 – PASSED**

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

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

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

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

19  
20          “When the State Executive Board proposes to modify the Policies & Procedures, all ASEA members  
21          shall be notified of the proposed change(s). Such notification shall be sent by email. For any member  
22          who does not have email access, the notification shall be mailed to the address on file. The  
23          notification shall provide the web link where the proposed changes are outlined, and shall include a  
24          discussion of the rationale for making the changes.”

25  
26          **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes  
27          adopted by the ASEA Convention delegates become effective as of the date of passage. The published  
28          P&P has been revised to include this change.]

29  
30          **Resolution No. 5 – PASSED**

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

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

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

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

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

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

48  
49 **STATUS:** [Implemented. This information will be made available pursuant to the terms of this  
50 Resolution. Notice has been sent to all statewide Committee Chairs and Chapter Presidents to inform  
51 them of this Resolution.

52  
53 **Resolution No. 6 – PASSED**

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

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

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

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

62  
63 “Request of a majority: In accordance with Article 8.01 of the ASEA/AFSCME Local 52 Constitution, the  
64 President or a majority of the State Executive Board may call a meeting in addition to the regularly  
65 scheduled quarterly meetings. If the President, or in his or her absence the Secretary, fails to respond  
66 within a 24-hour period to the requests of a majority of the State Executive Board to set up a meeting,  
67 then the Executive Director shall be notified by a majority of the Executive Board to request a meeting.  
68 He or she shall then set up the meeting immediately and notify the chapter presidents of the date, time,  
69 and purpose of the meeting. If the President, Secretary, or Treasurer are absent, the remaining board  
70 members shall select a chair by a vote of the majority.”

71  
72 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes  
73 adopted by the ASEA Convention delegates become effective as of the date of passage. The published  
74 P&P has been revised to include this change.]

75  
76 **Resolution No. 7 – PASSED**

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

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

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

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

85  
86 “Whenever Committee funds are used to fund, in whole or in part, a member’s attendance at a  
87 conference or event (hereinafter, “event”), the member shall be required to submit a written report to  
88 the Committee within 21 days following the event. Committees may also assign additional tasks to the  
89 member, such as in-person presentations or trainings for other members. Prior to any expenditure, the  
90 member shall be given written notice of these requirements. Provided such written notice is given, if the  
91 member does not write the report or fulfill the other requirements as assigned by the Committee, the  
92 member may be required to reimburse the Committee for the expended funds.

93  
94 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes  
95 adopted by the ASEA Convention delegates become effective as of the date of passage. The  
96 published P&P has been revised to include this change. Additionally, the ASEA State Executive Board  
97 President has notified all Committee Chairs and Chapter Presidents of this requirement.]

98  
99 **Resolution No. 8 – FAILED**

100  
101 **Resolution No. 9 – FAILED**

102  
103 **Resolution No. 10 – PASSED**

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

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

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

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

113  
114 “Within 30 days following the first quarterly Executive Board meeting after the close of the Biennial  
115 Convention, the State Executive Board shall update all Convention delegates and alternates of the ASEA  
116 Biennial Convention, and all chapter presidents and stewards, on the progress of implementation of the  
117 Resolutions passed during the Convention. Such updates shall be sent on email. For any delegate,

118 alternate, chapter president, or steward who does not have state email access, such updates shall be  
119 mailed to the address on file. Such updates shall also be posted to the ASEA website.

120  
121 Following each quarterly Executive Board meeting, the State Executive Board shall update all convention  
122 delegates and alternates, chapter presidents, and stewards on the progress of the implementation of  
123 the Resolutions passed during the Convention. Such updates shall be sent on email. For any delegate,  
124 alternate, chapter president, or steward who does not have email access, such updates shall be mailed  
125 to the address on file. Such updates shall also be posted to the ASEA website.

126  
127 Whenever a resolution has a final outcome, the State Executive Board shall update all Convention  
128 delegates and alternates, chapter presidents, and stewards on the final outcome and justification for the  
129 outcome, of the resolution. Such updates shall be sent on email. For any delegate, alternate, chapter  
130 president, or steward who does not have email access, such updates shall be mailed to the address on  
131 file. Such updates shall also be posted to the ASEA website.”

132  
133 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes  
134 adopted by the ASEA Convention delegates become effective as of the date of passage. The published  
135 P&P has been revised to include this change. The Board will continue to make the required updates  
136 as required by this P&P.]

137  
138 **Resolution No. 11 – PASSED**

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

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

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

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

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

157 THEREFORE, BE IT RESOLVED THAT: The State Executive Board shall undertake the task of researching  
158 possible changes to the Constitution that would amend the size of the Board, including but not limited

159 to realignment of the four (4) Occupational seats, to match the current State Occupational group  
160 designations.

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

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

167

168 **STATUS:** [Completed. The Resolutions Subcommittee distributed a draft Constitutional Amendment  
169 and the required research for poll vote by the Board on 10/23/2018, and the materials were  
170 subsequently distributed to the membership at large. In a separate action, an ASEA member brought  
171 forward this Constitutional Amendment in the most recent election, where it was passed. The  
172 Amendment has now been submitted to AFSCME International for final approval, after which an  
173 updated version of the ASEA Constitution will be published.]

174

175 **Resolution No. 12 - PASSED**

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

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

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

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

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

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

193

194 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes  
195 adopted by the ASEA Convention delegates become effective as of the date of passage. The  
196 published P&P has been revised to include this change.]

197

198 However, due to the limitations of the current telecommunications system, ASEA is unable to comply  
199 with this P&P. For this reason, the State Executive Board voted at its December 2018 meeting to  
200 suspend this P&P until implementation is possible. Concurrently, staff is researching ways to provide  
201 secure meeting access, subject to budget limitations, and will continue to report status to the Board.  
202

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

204  
205 **Resolution No. 14 - PASSED**

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

209 Whereas: Chapters have a vested interest in timely elections for the ASEA convention.

210 Be it Resolved: That the ASEA Policy and Procedures be amended to add Section 1.06.00, Chapter  
211 Convention Delegate Elections, “In addition to following the election requirements in individual local  
212 Chapter Bylaws, Chapters must also ensure that, when conducting elections for ASEA Biennial  
213 Convention delegates, the Election Committee is appointed and holds its organizational meeting no later  
214 than 30 days prior to the mailing of nomination forms.  
215

216 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes  
217 adopted by the ASEA Convention delegates become effective as of the date of passage. The  
218 published P&P has been revised to include this change.  
219

220 The ASEA State Executive Board President notified all Chapter Presidents of this requirement via  
221 email and at the February 2019 quarterly President’s Committee meeting. The ASEA Elections  
222 liaisons will share this information again with all Chapters immediately ahead of the 2020 Biennial  
223 Convention election cycle.]  
224

225 **Resolution No. 15 - PASSED**

226 Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.01.000 Steward Goals Paragraph B states, “To  
227 ensure that stewards perform their duties in a responsible, knowledgeable, and effective manner;” and  
228 Whereas ASEA/AFSCME Local 52 Policy and Procedures 9.04.000 Stewards Paragraph C. states, “The  
229 steward’s duty and role is to be an advocate for the member and not to be concerned with their personal  
230 relationship with management. The steward’s primary job is to protect and defend the rights of every  
231 member; and

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

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

236 Be it therefore resolved; chapter stewards must be held accountable for their steward release time for  
237 the purposes of advocating for members by submitting supporting documentation as biannual reports  
238 to their chapter chief steward who will forward the reports to headquarters.  
239

240 **STATUS:** [This information was discussed at the April 2018, November 2018, and April 2019 Steward  
241 trainings, and the Executive Director will ensure it is reiterated at all future steward trainings. The  
242 Chief Steward has also distributed a copy of these requirements to all Chapter Chief Stewards.]  
243

244 **Resolution No. 16 - PASSED**

245 Resolution Regarding Chapter Elections for Biennial Convention Delegates

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

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

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

252 Be it therefore Resolved: Each chapter will conduct their biennial convention delegate election no less  
253 than 90 days prior to the start of the biennial convention.  
254

255 **STATUS:** [The ASEA State Executive Board President notified all Chapter Presidents of this  
256 requirement via email and at the February 2019 quarterly President’s Committee meeting. The ASEA  
257 Elections liaisons will share this information again with all Chapters immediately ahead of the 2020  
258 Biennial Convention election cycle.]  
259

260 **Resolution No. 17 - PASSED**

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

262 Whereas; members in good standing expect transparency from their Executive Board and their Executive  
263 Director; and

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

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

268 Be it resolved that Section 17.00.000 Paragraph C will read:  
269

270 “Upon receipt of an Information Request Form the Executive Director will acknowledge to the requestor  
271 within ten (10) days of the receipt of the information request and the latest date by which the  
272 information request will be completed. Requests routinely will be completed within fifteen (15) business  
273 days unless circumstances require an extended period of time.”  
274



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

277  
278 **STATUS:** [Pursuant to prior rulings of AFSCME International, Policy & Procedure (P&P) changes  
279 adopted by the ASEA Convention delegates become effective as of the date of passage. The  
280 published P&P has been revised to include this change.]

281  
282 **Resolution No. 18 – RULED OUT OF ORDER – IDENTICAL TO RESOLUTION 12**

283  
284 **Resolution No. RB-1 - PASSED**

285 WHEREAS: performance evaluations are often delayed needlessly; and  
286 WHEREAS: this adversely affects morale, members pay and can create a hardship; and  
287 WHEREAS: delays disbursement of back pay may result in a higher tax rate; and  
288 THEREFORE, BE IT RESOLVED THAT: the next contract negotiating committee be strongly encouraged to  
289 negotiate a monetary penalty for late performance evaluations to be paid by the State similar to late  
290 payment section 21.07 A 3.

291  
292 **STATUS:** [The Executive Director disseminated Resolution RB-1 to the ASEA Contract Negotiating  
293 Committee. During the 2019 collective bargaining negotiations, the CNC successfully negotiated a  
294 Letter of Agreement (LOA) with the State regarding resolving late pay increments. The LOA will go into  
295 effective July 1, 2019.]

296  
297 **Resolution No. RB-2 - PASSED**

298 WHEREAS: Employees are increasingly required to use their personal vehicles to complete their assigned  
299 job duties; and  
300 WHEREAS: Needless delays in the processing of travel reimbursements and mileage reimbursements are  
301 causing low morale and financial hardships; and  
302 WHEREAS: Alaska Administrative Manual - Accounting section 60.140 Privately Owned Vehicles language  
303 is vague and does not instruct the State to process reimbursements within a reasonable timeframe.  
304 THEREFORE, BE IT RESOLVED THAT: The Contract Negotiating Committee be strongly encouraged to  
305 negotiate for additional language to process travel reimbursements and mileage reimbursements within  
306 a 30-day timeframe or face penalties”

307  
308 **STATUS:** [The Executive Director disseminated Resolution RB-2 to the ASEA Contract Negotiating  
309 Committee. The CNC proposed this during negotiations for the 2019-21 Collective Bargaining  
310 Agreement. The State rejected it.]

311  
312 **Resolution No. C1-1 - PASSED**

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



315 Whereas, Juvenile Justice Officers perform identical and or similar duties as other Public Safety Personnel  
316 in the State of Alaska;  
317 Therefore, be it resolved that the ASEA/AFSCME Local 52 Executive Board shall aggressively recommend  
318 through legislative action, a twenty-year retirement benefit for Juvenile Justice Officers.

319  
320 **STATUS:** [The Executive Director and the ASEA Political Action Committee (PAC) worked with the ASEA  
321 Lobbyist to support a defined benefit (DB) retirement for all public employees (SB 46). This included  
322 the Executive Director, the PAC and ASEA Lobbyist supporting a DB retirement for peace officers and  
323 firefighters (HB 79). These bills were heard in committee but did not make it to the House or Senate  
324 bodies for a vote. They will continue to be heard next session and be part of the ASEA Legislative  
325 package for the 2019-20 session.]

326  
327 **Resolution No. C1-2 - PASSED**  
328 WHEREAS the current provision for hazard pay in the contract only covers industrial activities;  
329 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”  
330 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any  
331 other job in the United States as recognized by the US department of labor;  
332 Whereas state employees are being subjected to repeated assaults on a daily basis at state facilities by  
333 the mentally patients;  
334 Whereas GGU member have the right to work in a safe environment and/or be compensated;  
335 Whereas states employees are not compensated for working in chronically hazardous work  
336 environments.  
337 Therefore let it be resolved that the Contract Negotiating Committee be strongly encouraged to  
338 aggressively support hazard pay in the contract, and bargain to include members that work at API be  
339 included under Article 21.05 Hazard Pay provision”

340  
341 **STATUS:** [The Executive Director disseminated Resolution C1-2 to the ASEA Contract Negotiating  
342 Committee. The CNC proposed this during negotiations for the 2019-21 Collective Bargaining  
343 Agreement. The State rejected it.]

344  
345 **Resolution No. C1-3 - PASSED**  
346 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”  
347 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any  
348 other job in the United States as recognized by the US Department of Labor;  
349 Whereas Class One employees are being subjected to repeated assaults on a daily basis at state facilities  
350 by mentally ill patients, and other wards they are taking care of;  
351 Whereas Class One employees have the right to work in a safe environment and/or be compensated;  
352 Whereas Class One employees are not compensated for working in chronically hazardous work  
353 environments.  
354 Therefore, be it resolved that the ASEA/AFSCME Local 52 Executive Board shall be strongly encouraged  
355 to seek, through legislative action, a twenty-year (20) retirement benefit for all Class One employees.

356 **STATUS:** [The Executive Director worked with the ASEA Lobbyist on this issue and it was part of the  
357 ASEA Legislative package for the 2018-19 session. (See C1-1 above). Defined benefit retirement bills  
358 will continue to be heard by the Legislature next year and will be part of the ASEA Legislative  
359 package for the 2019-20 session.]  
360

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

362 Whereas OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace;”  
363 Whereas employees at API are 288 more times more likely to be injured on the job as compared to any  
364 other job in the United States as recognized by the US Department of Labor;  
365 Whereas state employees are being subjected to repeated assaults on a daily basis at state facilities by  
366 mentally ill patients;  
367 Whereas GGU employees have the right to work in a safe environment and have basic human rights  
368 afforded them under the Constitution and the Laws of the State;  
369 Whereas the state has an Office of Victims’ Rights to help victims of assaults.  
370 Therefore let it be resolved that the ASEA Local 52 Executive Board develop and provide training for  
371 members that work at API and members who work with mentally ill patients to educate the members  
372 about their rights under the law and how to access the office of Victims’ Rights.  
373

374 **STATUS:** [This Resolution was ruled “out of order” on procedural grounds. Nevertheless, we  
375 recognized that these issues and the substantive intent of the Resolution could still be addressed. Due  
376 to the seriousness of the safety issues, the Executive Director reached out to the AFSCME International  
377 Safety Training department, and received a grant to start trainings with members who work in our 24-  
378 hour facilities. Trainings started in late 2018 with API employees, and additional trainings are planned  
379 with other units across the state. All affected members will be notified of the training opportunities.  
380 In addition, the Resolutions Subcommittee will be recommending to the State Executive Board that  
381 we update the “Pink Link” on the ASEA website to expand the number of links to victims’ rights  
382 organizations, and that we request input on this from the WIC and Class I committees.]  
383

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

385 WHEREAS: Article 1.02 (G) of the ASEA/AFSCME Local 52 Constitution allows members the  
386 Whereas positive work-life balance results in greater work place productivity and improved employee  
387 health and wellness.  
388 Therefore, be it resolved that the ASEA/AFSCME Local 52 Bargaining Committee (CNC) shall be  
389 recommended to aggressively oppose furloughs, reductions of leave, and any and all losses to the  
390 employees’ contract.”  
391

392 **STATUS:** [The Executive Director disseminated Resolution C1-5 to the ASEA Contract Negotiating  
393 Committee (CNC). The CNC successfully negotiated a contract containing no furlough language, no  
394 leave reductions, an increase in the employer’s healthcare contribution, and wage increases in each  
395 of the 3 years of the 2019-21 Collective Bargaining Agreement.]

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

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

399

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

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

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

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

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

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

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

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

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

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

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

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

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

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

436 NOW, THEREFORE, BE IT RESOLVED:

- 437 1) ASEA/AFSCME Local 52 reaffirms its longstanding support of the protection of people against  
438 discrimination on the basis of gender identity or expression; AND  
439 2) ASEA/AFSCME Local 52 is opposed to Proposition 1, which would bring discrimination back to  
440 Anchorage and encourage public harassment of trans people  
441

442 **STATUS:** [The Municipal election took place April 3, 2018. Anchorage voters rejected Proposition 1 by  
443 a vote of 52.64% to 47.36%. The ASEA Political Action Committee (PAC) did not take a position because  
444 the Executive Director was out of town during the PAC's next meeting following convention (March  
445 20, 2018), so was unable to attend and share this resolution at that time. The election was held prior  
446 to the April PAC meeting]

447  
448 **Resolution No. WIC-2 - PASSED**

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

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

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

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

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

467 Whereas, the Women Police of Alaska have bid and won the contract to host the 57<sup>th</sup> Annual  
468 International Association of Women Police Conference, in Anchorage, Alaska in September of (23 – 27)  
469 2019. And, it is expected that 500 law enforcement and support staff will attend and receive expert  
470 training at the international conference.

471 Therefore be it resolved, ASEA/AFSCME Local 52 reaffirms its longstanding commitment to women and  
472 women in marginalized professions by supporting the 57<sup>th</sup> Annual International Association of Police  
473 Conference, in Anchorage, Alaska  
474

475 **STATUS:** [ASEA has recently been approached for support, and the Executive Director will be following  
476 up. We will provide support within our financial limitations.]

477

478 **Resolution No. WIC-3 - PASSED**

479 Whereas, the Women’s Issues Committee meets monthly using a teleconference service; and

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

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

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

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

489

490 **STATUS:** [A Women’s Issues Committee (WIC) member conveyed the substance of this resolution to  
491 the rest of the committee at their September 2018 meeting. The ASEA State Executive Board  
492 President followed up with the WIC chair, and requested the committee report to the State Executive  
493 Board at the December 2018 State Executive Board meeting. No information about this was included  
494 in the December 2018 or February 2019 WIC reports. However, in their May 2019 report, the  
495 committee indicated it was still discussing and working on “technological challenges.” The ASEA  
496 President further reports that the committee was briefed on various platforms by the ASEA  
497 Information Technology staff at both the January and February 2019 WIC meetings, and were informed  
498 that staff continues to work on exploring the availability and capability of various service systems,  
499 subject to cost limitations and compatibility with current systems. The President will request a further  
500 update at the September 2019 State Executive Board meeting.]

501

502 **Resolution No. WIC-4 - PASSED**

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

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

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

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

515 Therefore, be it resolved, that ASEA calls for the establishment of enduring and comprehensive  
516 statewide LGBT anti-discrimination protections through amending of the Alaska Human Rights Act (A.S.  
517 18.80) or through statutory interpretation, and

518 Be it further resolved, that a letter that embodies the spirit of this resolution be forwarded by the  
519 Executive Director of ASEA/AFSCME Local 52 to the ASCHR, the Office of the Alaska Governor, and  
520 members of the Alaska House of Representatives and the Alaska State Senate.  
521

522 **STATUS:** [HB 184 and SB 72 did not pass out of the 2017-2018 legislative session. A new Alaska  
523 Legislature took office in January 2019. Two new anti-discrimination bills were introduced this  
524 session, HB 82 (by Representative Josephson) and SB 83 (Senator Kawasaki). HB 82 passed of House  
525 State Affairs and is currently in the House Judiciary Committee. SB 82 has yet to be heard in committee.  
526 The Executive Director is working on a support letter on this new legislation and will forward it as  
527 directed by the resolution. Once the letter has been sent, the he will report this action to the WIC and  
528 to the State Executive Board.]  
529

530 **Resolution No. LG-1 - PASSED**

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

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

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

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

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

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

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

546 Be it further resolved that copies of this resolution be sent to members of Alaska State House of  
547 Representatives and the Alaska State Senate.  
548

549 **STATUS:** [ASEA aggressively supported HB 312. In March 2018, Union members took direct action at  
550 API in the form of a protest at the facility, which was covered by local media. This bill passed during  
551 the last Legislative session, and was signed into law by Governor Walker in May 2018. The new law  
552 increases protections for medical providers, including harsher penalties for assaultive conduct toward  
553 medical workers. ASEA continues to monitor all of the issues at API, including employee safety.]  
554

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

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



558 Whereas, a Defined Benefit retirement plan will help recruit new talent and retain experienced  
559 employees who often leave for better benefits in the private sector as well as save the state money in  
560 the process, and  
561 Whereas, there is a clear desire for this change; according to the State's own figures 80% of the current  
562 17,000 Tier IV employees could be expected to switch once created, and  
563 Therefore, be it resolved, that ASEA endorses the new Tier V Defined Benefit plan and expresses its  
564 support for HB83 and SB52.  
565

566 **STATUS:** [During the 2017-18 Legislative session, both of these bills were moved through the  
567 Legislative committee process, going further in this process than ever before. Unfortunately, neither  
568 made it to a full vote of either legislative body. The Executive Director worked with our Lobbyist to  
569 reintroduce similar legislation in the 2018-19 session. HB 79 by Representative Kopp and SB 46 by  
570 Senator Kiehl were introduced and heard in committee. They have not yet passed. ASEA continues to  
571 be committed to the Tier V option, and will work to pass these bills in the 2020 session.]  
572

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

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

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

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

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

582 Be it further resolved, that a letter from the ASEA/AFSCME Local 52 Executive Director reflecting the  
583 intent of this resolution be sent to the members of the Alaska State House of Representatives and the  
584 Alaska State Senate.  
585

586 **STATUS:** [HB 321 passed just after the Convention before any letter could be sent by ASEA. ASEA was  
587 in communication with the legislature throughout the 2017-18 session, encouraging passage of a full  
588 budget in a timely manner. The Legislature completed its business in the 2017-18 session without the  
589 need for any Special Sessions.]  
590

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

592 Whereas, Representative Millet and Senator Kelly have sponsored HB395 and SB212 which addresses  
593 20-year retirement and associated medical benefits, and

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

596 Whereas, critical incidents stress may result in long-term health problems and disability.

597 Therefore, be it resolved, that ASEA calls on the Alaska Legislature to ensure that wildland firefighters  
598 are included in the proposed provisions set forth in HB395 and SB212.



599 **STATUS:** [During the 2017-18 Legislative session, both of these bills were moved through the  
600 Legislative committee process. Unfortunately, neither made it to a full vote of either legislative body.  
601 ASEA continues to be committed to 20-year retirement option for wildland firefighters, and this  
602 session worked with its Lobbyist to support HB 79, that provide a defined benefit retirement for  
603 firefighters. HB made it through several committees, and currently sits in House Finance Committee.  
604 Because the session end on May 15, 2019, ASEA will continue to push for passage of this bill during  
605 the 2020 legislative session.]  
606

607 **Resolution No. NW-1**

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

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

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

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

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

619 THEREFORE BE IT RESOLVED: That the ASEA/ASFCME Local 52 Statewide Executive Board research and  
620 oversee the creation and implementation of *myASEA* as an avenue for education, information and  
621 participation  
622

623 **STATUS:** [The State Executive Board and the Executive Director continues to work with the AFSCME  
624 International Communications office on a review and update of ASEA’s communications capability,  
625 with the intent to improve communications with ASEA members. One suggestion from that review is  
626 to set up something similar to a “*myASEA*” portal. At the December 2018 and February 2019 Executive  
627 Board meetings, the Executive Director and the Communications committee gave status reports on  
628 the Communication plan and will continue work on this and other recommendations, with reports at  
629 each quarterly meeting.]  
630

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

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

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

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

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

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

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

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

645  
646 **STATUS:** [The State Executive Board disseminated this resolution to the ASEA delegates to the 2018  
647 AFSCME International Convention, several of whom had already been doing research on this issue,  
648 and so enthusiastically took up the cause. The ASEA delegation initially drafted and submitted a  
649 resolution to require the AFSCME International Executive Board to provide guidelines as to when and  
650 how electronic voting could be used, and to pursue a future Constitutional Amendment to allow  
651 electronic balloting in all elections. However, prior to our resolution being taken up by the  
652 Convention's Resolutions Committee, we were advised by AFSCME leadership of barriers in federal  
653 law that would make it impossible to implement our resolution if passed.

654  
655 Specifically, we were advised that, although the National Labor Relations Board (NLRB) has offered  
656 guidelines for electronic voting, and some AFSCME affiliates do conduct elections using those  
657 guidelines, all officer elections are subject to strict scrutiny in order to ensure compliance with those  
658 guidelines. To that end, the AFSCME Judicial Panel currently operates under a standing rule that it will  
659 automatically grant any protest of an election in which electronic ballots are used, and those elections  
660 must be re-run.

661  
662 In short, the legal limitations on how and when electronic balloting is allowed renders the use of this  
663 voting method virtually useless in our ASEA statewide elections, which are almost always officer  
664 elections. Moreover, had we submitted our original resolution, it would have been ruled out of order,  
665 due to the conflicts with federal law.

666  
667 AFSCME leadership initially asked us to withdraw this resolution entirely. Instead, understanding its  
668 importance to our members, we amended the resolution to require AFSCME International to continue  
669 its efforts for legislative changes that will allow electronic voting in the future. The amended  
670 resolution was passed by unanimous consent by the International Convention.

671  
672 As a delegation, we also met with many other affiliates who also have an interest in electronic voting,  
673 and are working to build a network of AFSCME members who can work together with leadership to  
674 encourage legislative action on this issue. Finally, Executive Director Jake Metcalfe met with Senator  
675 Lisa Murkowski directly following the convention, and expressed the importance of this issue on  
676 behalf of our membership.]

677

678 **Resolution No. RC-1**

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

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

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

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

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

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

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

696

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

705

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

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

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

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

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

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

716

717 **STATUS:** [ASEA supported the Sponsor Substitute for House Joint Resolution 26. However, HJR 26 did  
718 not make it out of committee before the 2017-18 legislative session adjourned.]

719

720 **Floor Resolution 1 - FAILED**

721

722 **Floor Resolution 2:**

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

725

726 **STATUS:** [At its September 2018 meeting, the Executive Board drafted and passed language to be  
727 added to the Policies & Procedures (P&P) to add a Veterans' Issues committee, which is considered to  
728 be established as of the passage of this resolution at the convention. The ASEA State Executive Board  
729 President solicited statements of interest from members wishing to be on this committee, and  
730 appointed committee members at the December 2018 State Executive Board meeting. The Committee  
731 held its first meeting in early 2019.]