

REPORT ON RESOLUTIONS FROM 2019 CONVENTION

RESOLUTION #1

Audit Approval

Whereas, the 1973 WFT Convention resolved that an audit by an independent CPA shall be conducted at the end of each fiscal year; therefore, be it

Resolved, that the AFT-Wisconsin Convention accepts the 2018-2019 audit report which is included in the 2019 delegate packets.

ACTION: Adopted

RESOLUTION #2

AFT-Wisconsin Budgets 2018-2019, 2019-2020, and 2020-2021

Whereas, the AFT-Wisconsin Executive Board has adopted the policy that a two-year budget be presented to each AFT-Wisconsin Convention; and

Whereas, the 2014 AFT-Wisconsin Convention voted to have a biennial convention held in the odd number years, and

Whereas, AFT-Wisconsin values transparency with members as to the state of the organization in regard to the goals and financial expenditures. Therefore, be it

Resolved, that the 2019 AFT-Wisconsin Convention approves the proposed budgets for the fiscal years 2018-2019, 2019-2020 and 2020-2021, and be it further

Resolved, that the AFT-Wisconsin Executive Board will approve the 2019-2020 budget and present it along with the 2020-2021 budget at the 2019 AFT-Wisconsin Convention for approval of the convention delegates. And be it finally

Resolved, that the AFT-Wisconsin Executive Board will create a State of the Organization Report including audit, executive board approved budget, programming and goals for the organization on even years to be distributed to local leaders and made available on the AFT-Wisconsin website.

Resolved, the AFT-Wisconsin Executive Board shall recommend and implement a raise for the President for the term.

ACTION: Adopted. Annual audit, budget and programming posted on the AFT-Wisconsin website. President salary for first year of term was \$80,000 with 2% increase in May of 2021. All staff and president took salary freeze from July 2020-May 2021.

RESOLUTION #3

Resolution Regarding Criminal Prosecutions for Fraudulent Unemployment Compensation Claims

Whereas, under modifications passed to unemployment compensation law by the previous gubernatorial administration, it has become easier to define incomplete or improperly completed applications for unemployment compensations as fraudulent, with penalties increased to ten thousand dollars or more, and jail time increased from nine months maximum to as much as ten years;

Whereas, all but four of the 93 unemployment compensation fraud prosecutions conducted by the Attorney General's office between 2016 and 2018 were of defendants living in Milwaukee County, and three-quarters of these defendants were African-American;

Whereas, these defendants, nearly all of whom were indigent, were forced to travel to Dane County at all stages of proceedings;

Whereas, these laws have been formulated in an environment manifestly lacking fairness and objectivity, and enforced in a way that can only be described as oppressive.

Therefore, be it

Resolved that we request a formal moratorium of any further prosecutions for unemployment compensation fraud. And be it further

Resolved we request that during this moratorium, the Secretary of the Wisconsin Department of Workforce Development and the Wisconsin Attorney General jointly convene public hearings on the impact of these modifications to state criminal law. And be it further

Resolved we also request that these hearings investigate not only the circumstances and impacts of individual prosecutions, but also propose enacting reforms in government policy, enforcement operations and law to prevent further abuses. And be it finally

Resolved we request that this report also weigh the need for individual reparations and make appropriate recommendations for commutation, amnesty and disgorgement of fines and other administrative penalties, since these prosecutions began.

ACTION: Letters sent to Attorney General Josh Kaul and Department of Workforce Development Secretary Caleb Frostman. Meetings with Secretary Frostman and Evers administration during pandemic regarding issues with unemployment claims.

RESOLUTION #4

AFT-Wisconsin Union Leadership Institute

Whereas, AFT-Wisconsin is comprised of many diverse professionals representing over 500 job classifications, including members in the state PK-12 school system, the Wisconsin Technical College System (WTCS), numerous state agencies, and the University of Wisconsin System; and

- Whereas, for the past three years, AFT-Wisconsin members, gathered for a weekend training on building power in the workplace. The participants learned how to have an organizing conversation, use communication tools and data to build an organizing infrastructure, and develop a campaign plan around a workplace issue; and
- Whereas, the weekend training resulted in locals following up with new employee outreach plans, member recruitment plans and workplace issue campaigns; and
- Whereas, developing leaders and supporting locals in their implementation of organizing models for reaching members and potential members is a key initiative for the state federation; and
- Whereas, connecting our members to other members and locals across the state is critical to building our capacity to advocate, therefore be it
- RESOLVED, AFT-Wisconsin will host an annual AFT-Wisconsin Union Leadership Institute, with the possibility of mini regional ULIs as requested by members, with a focus on organizing strong locals; and be it further
- RESOLVED, AFT-Wisconsin will allocate State Solidarity Funds to host AFT-Wisconsin's Union Leadership Institute; and be it finally
- RESOLVED, AFT-Wisconsin will work with AFT national for financial and program resources.

ACTION: Since COVID-19 made it impossible to gather in person, the Union Leadership Institutes of 2020 and 2021 were conducted virtually. Several locals have made a request for in-person regional meetings to begin. It is recommended that AFT-Wisconsin commit to providing in-person statewide and regional trainings.

RESOLUTION #5

Renew Affiliation with US Labor against the War

- Whereas, AFT-Wisconsin affiliated with U.S. Labor against the War (USLAW) shortly after its formation in 2003, and
- Whereas, our participation and that of other groups including the Wisconsin AFL-CIO, AFT 2323, AFT 3220, the South Central (WI) Federation of Labor, and others led to the historic resolution at the national AFL CIO Convention against the Iraq War in 2005, and
- Whereas, USLAW has been involved in crucial work to turn our labor movement against the false promises of militarism, and has supported efforts to oppose the War in Afghanistan and highlighted the dangers of excessive U.S. Military Spending, and USLAW has also aided the Iraqi union movement (in cooperation with the AFL- CIO), which had been largely underground during the Saddam regime, and the South Korean labor movement, and
- Whereas, the U.S. is at war in seven countries and our Wisconsin National Guard is serving abroad, and

Whereas, these issues remain critical to our ability to achieve our key aims as a union, and the arms race and militarism is a constant threat to funding for education and public sector services, and

Resolved, AFT-Wisconsin will continue to renew its affiliation with U.S. Labor against the War with an annual affiliation fee of \$200 for the next two (2) fiscal years (2019-2020 and 2020-2021) to be paid out of the Convention Discretionary Fund.

ACTION: Paid affiliation fees.

RESOLUTION #6

Restore Civil Service for UW Workers

Whereas, while teaching is a core function at UW, it requires the support of many UW workers in non-instructional, classified jobs (for example at UW-Madison in 2018, 58% or 10,531 FTEs were in this category, out of 18,269 permanent FTEs); these were historically unionized positions under Wisconsin's Civil Service, and

Whereas, when the state legislature allowed UW to create its own personnel system [Act 32 (the 2011-13 biennial budget) and other laws], the UW appears to have transitioned many positions from permanent to contingent status; often assigning less senior workers contingent status while more senior workers with the same job title remained in permanent status or were pressured to transition voluntarily out of permanent status, and UW began hiring new workers in these job titles only with contingent status; and changed the civil service system for the worse, including restricting appeals to the WI Employment Relations Commission (WERC), and

Whereas, there is now a separate and unequal Civil Service system for different parts of the non-instructional academic staff that was previously unionized at UW that disadvantages UW workers in general, especially those no longer able to access WERC, and

Whereas, our fight back for state employees' Civil Service is well understood, the fight back for UW workers on this issue is less clear, for example 2015's Assembly Bill 529 (if it had passed) would have restored a separate civil service office outside of DOA for state workers but would have had no impact on UW workers, therefore be it

Resolved, AFT-W stands opposed to the Civil Service and job security losses from the HR Redesign at UW-Madison and the similar processes at other UW campuses; AFTW considers the reduction in Civil Service and permanent status temporary and illegitimate, and AFTW will struggle to restore rights for UW employees through organizing workers, legislation and other means, and to achieve job security for all UW workers.

ACTION: Continued to honor and promote Civil Service with an annual event hosted by state workers. Advocated to restore civil service with Governor Evers' administration.

RESOLUTION #7

Support Our Rural Communities

- WHEREAS, 700 Wisconsin dairy farms went out of business in 2018 and Wisconsin led the nation in farm bankruptcies, and
- WHEREAS, this has been part of a 7-year trend for family farms where production costs outweigh product profits, and
- WHEREAS, these struggles hurt Wisconsin students' school performance and increase truancy rates, and
- WHEREAS, rural communities have seen the decline of their small businesses, the bankruptcy and closing of large employers like Shopko, and an increase in low-wage employers such as Dollar General stores, which target low-income, rural communities in "food deserts" and sell unhealthy foods; and
- WHEREAS, an unfair funding formula is deeply hurting rural communities in a state where voters still show overwhelming support for their public schools, passing 77 out of 84 referenda in November, and
- WHEREAS, AFT has a proud history of fighting for rural families, students and communities, including recently through projects in McDowell, WV and St. Lawrence County, NY, and
- WHEREAS, AFT has developed an aggressive rural strategy and Rural Taskforce (which President Kim Kohlhaas serves on) to engage our members as a voice for rural America, fighting for rural schools, healthcare and infrastructure; therefore, be it
- RESOLVED, that AFT-Wisconsin, in conjunction with *AFT's Rural Agenda: The Rural Way of Life is Worth Fighting For*, will allocate funding and resources to build a rural coalition team and develop a project to uniquely fit our rural communities' needs.

Action: President Kohlhaas serves on AFT's Rural Task Force where messaging, projects and partnerships are discussed. AFT-Wisconsin has partnered with Progress North and the Wisconsin Farmer's Union on issues like broadband, LGBTQ+ student protections, and funding needs. We have partnered with Wisconsin Progress on programming and candidate recruitment in rural areas.

RESOLUTION #8

Shorter AFT-W Convention

- WHEREAS, many American Federation of Teachers-Wisconsin locals have limited financial resources; and
- WHEREAS, locals' leaders should utilize member dues in the most prudent and cost-efficient manner out of consideration for members' sacrifices; and

WHEREAS, budget expenditures are an indication of a local's priorities; and

WHEREAS, the costs incurred organizing workers at worksites and in communities should be locals' primary expenditure; and

WHEREAS, state convention should support local organizing across Wisconsin; and

WHEREAS, a three-day convention places an excessive financial burden on locals and potentially diverts funds from worksite and community organizing; and

WHEREAS, all convention business can be carried out in two days. Therefore, be it

RESOLVED, that the Convention Committee will review the priorities and structure of the AFT-Wisconsin Convention and recommend future changes.

ACTION: AFT-Wisconsin conducted a survey of all 2019 delegates to collect feedback on engagement and proposed changes for future conventions. Due to COVID-19, the Convention Committee decided to host a virtual convention for 2021 to allow every local an opportunity to participate safely and affordably. They created a convention agenda/format that closely mirrors past conventions. It is recommended the Convention Committee review this resolution and reflect on the 2021 virtual convention when planning the AFT-Wisconsin Convention for 2023.

RESOLUTION #9

Member Organizers for Stronger Locals

WHEREAS, building strong locals is critical to a successful labor movement in Wisconsin. We need to be cultivating deep relationships, developing new rank-and-file leadership, and strengthen our infrastructure to prepare our members for workplace actions, and

WHEREAS, AFT-Wisconsin's Executive Board approved Mobilization Program (2016-17) which included the creation of a cohort of member organizers. The goal of this cohort was to develop lead organizers within the local to support worksite organizing structures and establish regular outreach to members and potential members, and

WHEREAS, AFT and AFT-Wisconsin have previously supported locals with paid member-organizers with a goal of membership growth. These opportunities strengthened a local's capacity by increasing membership and the number of members engaged in action. Therefore, be it

RESOLVED, that AFT-Wisconsin support a member-organizer project plan for locals willing to aggressively strengthen their member power. Upon project plan approval by AFT-Executive Board, AFT-Wisconsin will support a paid member organizer who will work closely with the state federation to implement an aggressive organizing plan, with measurable benchmarks, one-on-one conversations and member involvement, and, be it further

RESOLVED, AFT-Wisconsin will allocate National Solidarity Funds to support each member organizer project, including member compensation and resources, and, be it finally

RESOLVED, that AFT-Wisconsin will work with AFT national on additional resources, including financial.

ACTION: The AFT-Wisconsin Executive Board supported a Local Organizing Rebate where locals who had an established organizing team and committed to a year-long organizing plan and participation in a statewide cohort group would have 14% of their per caps returned. The Executive Board did not adopt a state-wide policy specially for paid-member organizers. The 2021-2023 Executive Board will review all financial support programs for locals and develop a comprehensive plan.

SPECIAL ORDER OF BUSINESS – CTU Strike Solidarity:

- Photo of solidarity
- A contribution of \$1000 from Convention Discretionary Fund shall be made to the CTU Strike Fund.
- PASSED

ACTION: Contribution made.

SPECIAL ORDER OF BUSINESS – NAFTA postcards

- Postcards - if interested, sign postcards found on tables - turn in at end of delegate session.

ACTION: Postcards mailed.

SPECIAL ORDER OF BUSINESS – Climate Emergency

Declare Climate Emergency and Decarbonize Wisconsin by 2030

Whereas, Wisconsin's climate plans currently fall short by addressing only electrical power, not all emissions, and set targets for the year 2050, and

Whereas, we prefer to support the recommendations of the Intergovernmental Panel on Climate Change, and

Whereas, it is important to respect indigenous rights to land, noting indigenous peoples' roles in conservation efforts, and respect everyone's right to a livable world, especially marginalized people and future generations, therefore be it

RESOLVED, AFT-Wisconsin calls on our Governor to declare a climate emergency, and supports a complete decarbonization of Wisconsin's economy by 2030.

ACTION: Letter sent to Governor Evers, and Governor's Task Force on Climate Change.

SPECIAL ORDER OF BUSINESS – Gun Violence

Gun Violence Prevention

- WHEREAS, every day, over 100 people in the U.S. die by a gun, two-thirds of them by suicide, and guns make death more likely: over half of suicides and domestic homicides involve guns. Guns are the most common weapon used to kill female intimate partners. In 2016 according to the CDC Wisconsin saw 664 total firearm deaths (suicides -- 455; homicides -- 88; other -- 21), and
- WHEREAS, gun violence has a disparate impact on our communities, an African American person is 26 times more likely to be fatally shot than a white person. Of all African American murder victims in Wisconsin in 2013, 80% of them were killed with guns, including 76% with handguns. In that year, Wisconsin's homicide rate for African American's was the 7th highest in the country. In 2015, 81% of homicide victims in Milwaukee were African American, and
- WHEREAS, in 2016, 500 Americans were killed at work, 396 died from shootings (79%), while another 500 were injured. Additionally, there were 291 suicides at work, roughly 47% by guns, and
- WHEREAS, laws that prohibit employers from banning guns from parking lots and public university campuses (such as the 2013 WI Concealed Carry law) impede our ability to create comprehensive workplace health & safety rules, and gun violence away from the worksite is just as serious, therefore be it
- RESOLVED, that guns do not make us safer. We urge Governor Evers to ban guns and other weapons from state owned facilities. We urge the Chancellor and Board of Regents to support new regulations to ban guns and other weapons on UW system campuses, and be it further
- RESOLVED, that piecemeal proposals like background checks, twenty-four hour waiting periods and gun locks, while important, are not enough. We need comprehensive gun control to include, but not be limited to, a ban on automatic and semiautomatic assault weapons and their ammunition, restrictions on purchases and registration of hand guns, regulation of gun dealers and rescinding the gun industry's immunity. We support legislation that would mandate an enforceable OSHA standard to reduce and prevent foreseeable, serious and life-altering violence against workers in hospitals, nursing homes and social service settings. And, be it finally
- RESOLVED, that we pledge to support gun control advocacy efforts, explore divestment of pension funds from gun manufacturers, and forward this message to our politicians on the local, state and federal level. We further urge other labor organizations to pass similar resolutions and use them when they consider candidate endorsements. We will urge our regional labor councils to take up this resolution and forward it to the state AFL-CIO for them to act on it

ACTION: Supported Governor Evers' Special Session on Gun Control and Executive Order No. 54.