



MA AFL-CIO Constitutional Convention October 17-18, 2017

Resolution to support the return of collective bargaining rights to all public school unions in Massachusetts regardless of school or district level in the accountability system

Whereas, collective bargaining rights are essential to fair and just labor relations; and

Whereas, undermining collective bargaining does not improve student learning; and

Whereas, states with collective bargaining rights for educators are known to have the strongest public school systems; and

Whereas, the Massachusetts accountability system gives the state the power to terminate collective bargaining rights for educators in Level 4 or 5 schools and districts,

Therefore, be it resolved that the Massachusetts AFL-CIO calls for the restoration of all collective bargaining rights to unionized educators regardless of the school or district accountability level.

Respectfully submitted,

Barbara Madeloni
Massachusetts Teachers

Tom Gosnell
American Federation of Teachers Association
Massachusetts



MA AFL-CIO Constitutional Convention

October 17-18, 2017

Resolution Calling for Ethics and Transparency in Political Donations

Whereas Families for Excellent Schools-Advocacy solicited donations to support Question 2, the 2016 ballot initiative to raise the cap on charter schools; and

Whereas the Office of Campaign and Political Finance fined FESA more than \$426,000 for transferring those funds to the Question 2 ballot committee “in a manner intended to disguise the source of the money”; and

Whereas Paul Sagan donated \$496,000 to FESA and did not publicly acknowledge having made that donation until the information was made public by OCPF; and

Whereas Mark Nunnely donated \$275,000 to FESA and also did not publicly acknowledge having made that donation until the information was made public by OCPF; and

Whereas both Sagan and Nunnely have ethical obligations to be transparent in their dealings and not be party to illegal transactions;

Therefore, be it resolved that the Massachusetts AFL-CIO calls on Governor Baker to dismiss Paul Sagan from his role as chair of the Board of Elementary and Secondary Education and Mark Nunnely from his role as executive director of the Massachusetts Office of Information and Technology.

Respectfully submitted,

Barbara Madeloni
Massachusetts Teachers

Tom Gosnell
American Federation of Teachers Association
Massachusetts



MA AFL-CIO Constitutional Convention October 17-18, 2017

Resolution In Support of Lowering Out of Pocket Health Costs for Public Employees

Whereas, the cost of healthcare is continually rising and placing an increasing level of strain on working families through increased premiums, co-pays, and deductibles; and

Whereas, as costs have risen the Group Insurance Commission has placed a disproportionate share of these increased costs on public employees and retirees; and

Whereas, Workers and retirees in Massachusetts are forced to go without necessary medical care because they cannot afford the out-of-pocket costs of up to \$5,000 for an individual or \$10,000 for a family; therefore be it

RESOLVED: That the Massachusetts AFL-CIO pledges to support Senate Bill 1474 and House Bill 2569 to cap out of pocket costs for public employees and retirees at \$2,500 for individuals and \$5,000 for families; and therefore be it further

RESOLVED: That the Massachusetts AFL-CIO calls for further reforms of the GIC to increase transparency in decision-making, and to add employee representatives to the Commission who will stand up against future cost-shifting onto the backs of workers.

Respectfully submitted, per the Mass. AFL-CIO Legislative Agenda adopted by the Executive Council,

Steven A. Tolman
President
Massachusetts AFL-CIO

Louis A. Mandarini, Jr.
Secretary-Treasurer
Massachusetts AFL-CIO



MA AFL-CIO Constitutional Convention

October 17-18, 2017

Resolution in Support of Health Care as a Human Right

Whereas: The American labor movement has fought for more than a century to make health care a basic right in the United States; and

Whereas: Health care in the United States remains a national disgrace, with the highest costs in the world, but ranking 26th in infant mortality and 31st in life expectancy, with nearly 28 million Americans having no coverage at all, and millions more having such meager coverage that a single major medical event will push them into bankruptcy; and

Whereas: The costs of health insurance, prescription drugs, and hospital charges keep rising, and these costs are increasingly shifted to workers, creating an unsustainable situation for the average worker; and

Whereas: The urgency for reform is clear every day at the bargaining table, where we seek to preserve the benefits workers have earned, but these high costs help to sustain a climate of concessionary bargaining, pushing wages down, diverting potential wage and pension improvements to the pockets of the insurance companies and their high-salaried executives, causing bitter strikes and lockouts, triggering attacks on public sector workers and retirees, and shifting more and more of the costs onto the backs of workers; and

Whereas: Even non-profit union-sponsored health and welfare funds are not protected from these pressures, the increasing “race to the bottom,” and the Affordable Care Act’s so-called “Cadillac” excise tax; and

Whereas: All other industrialized countries provide comprehensive coverage to all citizens as a fundamental human right, putting U.S. manufacturing and other employers and workers at a global competitive disadvantage; and

Whereas: The AFL-CIO, at its 2009 Convention, called for a Social Insurance Model for Health Care Reform that treats health care as a fundamental human right and stated that the most cost effective and equitable way to provide quality health care is through a single-payer system; and

Whereas: The AFL-CIO Executive Council on July 26, 2017, stated, “Our core goal is to move expeditiously toward a single-payer system, like Medicare for All, that retains a role for workers’ health plans and in which access to quality, affordable health care is indeed a right for everyone in this country.”; and

Whereas: Republican attempts to “repeal and replace” are thinly disguised attempts to deprive 22 million Americans of their health care in order to finance tax cuts for the 1% and undermine public health programs; and

Whereas: Over 1,000 national regional and local unions, state labor federations, and central labor councils have endorsed HR676, The Expanded and Improved Medicare for All Act, introduced by Representative John Conyers; Senator Bernie Sanders has introduced a similar bill, S1804, The Medicare for All Act; and Massachusetts Rep. Denise Garlick and Sen. James Eldridge have introduced similar legislation, House Bill 2987 and Senate Bill 619, at the state level in light of the current Congress; and

--continued on next page--



MA AFL-CIO Constitutional Convention October 17-18, 2017

Resolution in Support of Health Care as a Human Right

--continued from previous page--

Whereas: These bills all meet the test of creating a single-payer system that makes health care a human right, through a publicly financed system that provides comprehensive benefits and a single standard of care, a system where health care decisions are made by patients and their caregivers, not by corporate and government bureaucrats, and a system where scarce health care resources are not squandered by profiteers, marketing, and excessive administrative costs, and in fact the cost per person is lowered.

Therefore Be It Resolved: That the Massachusetts AFL-CIO supports and urges our federal and state legislators to enact these bills that embody the principles of a single-payer Medicare-for-All system, and we urge our union and community allies to make such legislation a priority in all state and federal electoral efforts.

Respectfully submitted,

Patrick Burke
Hampshire Franklin Central Labor Council

Ellen David Wallace
UAW Region 9A

Barbara Madeloni President,
Massachusetts Teachers

Myles Calvey
IBEW Local 2222



MA AFL-CIO Constitutional Convention

October 17-18, 2017

RESOLUTION TO HONOR THE AMERICAN DREAM

Whereas: Most of our own families, friends and neighbors have been immigrants to this country and have known the injustice of being treated as second-class citizens and being exploited in the workplace;

Whereas: Immigrants and refugees have always played a vital role in building our country, our economy, and our labor movement;

Whereas: Throughout history the divide and conquer strategy has used country of origin and immigration status to divide the working class and pit workers against each other;

Whereas: Many of today's workers and union members are immigrants, including undocumented immigrants;

Whereas: Many employers exploit workers' immigration status to undercut wages, fair labor standards and health and safety protections, leaving law-abiding employers at a competitive disadvantage;

Whereas: The heightened fear in our workplaces and communities from inserting immigration enforcement into all aspects of public life undermines the essential roles of governmental and community institutions whose purpose is to protect the public good; and

Whereas: The heartbreak of families being torn apart and living in fear of raids every day, detentions, and deportations in their neighborhoods and workplaces speaks to our deepest values of human dignity and compassion, as well as our core democratic values;

Therefore be it resolved the MA AFL-CIO will:

- Speak out and stand up where raids, detentions and deportation are used to instill fear in communities, tear apart families, and drive immigrant workers underground;
- Demand a clear separation of immigration enforcement from the enforcement of other federal, state, and local laws and standards;
- Join with the national AFL-CIO to continue to work for comprehensive immigration reform and a path to citizenship that reflects the principles expressed in this resolution.

Respectfully submitted,

Jeff Bollen, UFCW
Frank Callahan, MBTC
Jay Colbert, IAFF
Tyrek Lee, 1199 SEIU

Barbara Madeloni, MTA
Louis Mandarin, LIUNA 22
Steven Tolman, TCU/IAM



MA AFL-CIO Constitutional Convention

October 17-18, 2017

Resolution In Support of Raising the Minimum Wage to \$15 per hour

Whereas, the Labor Movement has always stood for a strong minimum wage as a measure of basic fairness and as a way to lift workers out of poverty; and

Whereas, raising the minimum wage in Massachusetts to \$15 per hour would result in wage increases for nearly one million Massachusetts workers; and

Whereas, by putting money into workers' pockets by increasing the minimum wage we ensure that more money will be spent in our local communities, spurring strong economic and job growth; and

Whereas, all workers, including tipped workers, deserve the guarantee of a fair wage provided by their employer; and

Whereas, no worker should have to work full-time and still live in poverty; and

Whereas, we strive to make the minimum wage a true living wage; therefore be it

RESOLVED: that the Massachusetts AFL-CIO supports the efforts of Raise Up Massachusetts to raise the minimum wage to \$15 per hour; and therefore be it further

RESOLVED: that the Massachusetts AFL-CIO supports the gradual phasing out of the sub-minimum wage for tipped workers, to provide one fair wage for all workers; and therefore be it further

RESOLVED: that the Massachusetts AFL-CIO and our affiliate unions will advocate to the Massachusetts legislature for the passage of "An Act to Improve the Commonwealth's Economy With a Strong Minimum Wage and a Strong Tipped Minimum Wage," and therefore be it further;

RESOLVED: that the Massachusetts AFL-CIO and our affiliate unions will work with Raise Up Massachusetts on the signature-gathering campaign to place the \$15 minimum wage on the 2018 statewide ballot, and work to ensure its passage.

Respectfully submitted, per the Mass. AFL-CIO Legislative Agenda adopted by the Executive Council,

Steven A. Tolman
President
Massachusetts AFL-CIO

Louis A. Mandarini, Jr.
Secretary-Treasurer
Massachusetts AFL-CIO



MA AFL-CIO Constitutional Convention

October 17-18, 2017

Resolution Opposing MBTA Privatization

Whereas, data shows that members of IAM Local 264 are the most skilled and efficient bus mechanics of any major transit system in the United States, despite being forced to work with an aging fleet of buses, harsh weather, and poor roads; and

Whereas, thousands of riders rely on MBTA bus service each day in order to get to school, work, or to care for family members; and

Whereas, providing riders with safe and reliable bus service should be the paramount concern of the MBTA; and

Whereas; the MBTA is currently seeking to privatize the work of bus mechanics, potentially resulting in layoffs for dedicated and professional mechanics or drastic cuts to their current level of wages and benefits; and

Whereas; the privatization of public services is nothing more than a way to allow private corporations to profit off of taxpayers by breaking unions, slashing wages and benefits, and sacrificing the level of service that current workers provide as a matter of public service; therefore be it

RESOLVED: That the Massachusetts AFL-CIO and our affiliate unions oppose any effort to privatize bus maintenance service at the MBTA; and be it further

RESOLVED: That the Massachusetts AFL-CIO urges the MBTA engage in good faith negotiations with IAM Local 264 to achieve the cost savings that members have pledged to provide; and therefore be it finally

RESOLVED: That the Massachusetts AFL-CIO commends the bus maintenance workforce at the MBTA for their distinction of being the most reliable bus system in the entire United States as measured by “miles between breakdowns,” and will stand with them in their fight against privatization.

Respectfully submitted,

Steven A. Tolman
President
Massachusetts AFL-CIO

James A. Mastandrea,
President, IAM Local 264

Louis A. Mandarini, Jr.
Secretary-Treasurer
Massachusetts AFL-CIO



MA AFL-CIO Constitutional Convention

October 17-18, 2017

Resolution: To Win Economic Justice for Working People, We Must Win Racial Justice

Whereas the events in Charlottesville brought into the spotlight, once again, the personal, economic, and societal harm caused by structural racism;

Whereas “divide and conquer” strategies have been used to keep working people from joining together and race has historically been one of the most effective ways to pit working people against one another;

Whereas to build power for working people requires that the labor movement overcome the ways that race divides us and;

Whereas to achieve economic justice we need to achieve racial justice and confront the legacy of slavery;

Whereas in recent years we have seen Black, Latino, Asian, Native and White people increasingly come together, inside and outside the labor movement, to declare and demand the worth and value of everyone, regardless of race, and to envision a world where all of us can participate, prosper, and reach our full potential;

Therefore be it resolved that the MA AFL-CIO will:

1. Form a Committee on Race to prioritize and lead a continued education and engagement process, including exploring the ways in which our organizational and movement culture either reinforces or challenges racial inequity and developing economic justice strategies that take into account disrupting structural racism.
2. Conduct a sustained process of education and engagement among organizational leaders aimed at forging a common understanding of the history, meaning, and impact of structural racism in this country.

Respectfully submitted,

Steven Tolman, TCU-IAM

Louis Mandarini, LIUNA 22

Tyrek Lee, 1199 SEIU

Lowell Alexander, USW

Ed Doherty, BTU

Warren Pepicelli, UNITE-HERE

Joe Bonfiglio, LIUNA

Carolyn Federoff, AFGE

NEJB

Francis C. Boudreau, Insulators 6

Colleen Glynn, IATSE 11

Craig Pinkham, UWUA 369

Mark B. Brousseau, Roofers 33

Tom Gosnell, AFTMA

Chester Richardson, AFSCME

Patrick Burke,

Jeffrey Jones, UFCW 1459

Cynthia Rodrigues, SE MA CLC

Hampshire-Franklin CLC

Steve Joyce, NERCC

Rich Rogers, GBLC

Frank Callahan, MBTC

Brian Kenny, IBEW 455

Michael Simpson, AFSCME 419

Myles Calvey, IBEW 2222

Alan Lee, ATU 589

Jeff Sullivan, IUPAT DC35

Joseph Carlson, Central MA CLC

Rich MacKinnon, PFFM

Jessica Tang, BTU

George Casey, SMART TD

Barbara Madeloni, MTA

E. Michael Vartabedian, IAM

Jay Colbert, IAFF

Timothy Melia, UFCW 328

Al Vega, USW

Jeffrey Crosby, NSCLC

David Middlemiss, IBEW 1505

Ellen Wallace, UAW

Filaine Deronnette, 1199 SEIU

George Noel, IBEW 1505

Michael Yerke, NALC 34

Brian Doherty, MetroBTC

James O'Brien, ATU 589



MA AFL-CIO Constitutional Convention October 17-18, 2017

Resolution in Support of Providing a Voice for Ride Share Drivers

Whereas, ride sharing companies such as Uber and Lyft are valued at a combined \$80 billion dollars; and

Whereas, Nearly 400,000 drivers nationwide make trips for Uber and Lyft, including nearly 30,000 who drive for over 50 hours per week on average; and

Whereas, if Uber considered its drivers employees, rather than independent contractors, it would be one of the largest private employers in the United States; and

Whereas, drivers for ride sharing companies have fluctuating wages, often take home less than the minimum wage, and have no access to healthcare or retirement benefits through their employer; and

Whereas, the city of Seattle has led the way for ride share drivers to gain a voice on the job by crafting legislation that gives drivers the right to organize and form a union, and collectively bargain with ride share companies; and

Whereas, Massachusetts drivers deserve the right to organize for a voice on the job; therefore be it

RESOLVED: That the Massachusetts AFL-CIO and our affiliate unions support S.1022, “An Act Establishing Collective Bargaining Rights for TNC Drivers” and will advocate for its passage.

Respectfully submitted, per the Mass. AFL-CIO Legislative Agenda adopted by the Executive Council,

Steven A. Tolman
President
Massachusetts AFL-CIO

Louis A. Mandarini, Jr.
Secretary-Treasurer
Massachusetts AFL-CIO



MA AFL-CIO Constitutional Convention

October 17-18, 2017

Resolution: An injury to one is an injury to all

Whereas: Over 50% of Massachusetts union members work in the public sector (state, municipalities, authorities, higher education etc.);

Whereas: There has been a consistent attack on the union rights of all workers in this country, public and private sector;

Whereas: The United States Supreme Court will hear *Janus v AFSCME* in January, which will profoundly impact the future of union security in the public sector and impact the power of the labor movement no matter what sector;

Whereas: Strong public sector unions are needed to not only defend their members but to defend the services they deliver, which advance the “common good”; and

Whereas: The most effective way to prepare for Right to Work and to build strong unions in general is to launch an internal organizing campaign consisting of one on one conversations with members;

Therefore be it resolved the Mass. AFL-CIO will:

- Reaffirm that an injury to one sector is an injury to the entire labor movement and that we stand united in defense of the right to a voice on the job.
- Support the work of the Public Sector Task Force to develop a unified, positive, proactive message that prepares for and responds to the Supreme Court decision.
- Encourage and assist all public sector local unions to develop an internal organizing plan to reaffirm each member’s commitment to their union.
- Unite public and private sector workers to defend public services and campaign for sufficient revenue to fund the “public good.”

Respectfully submitted,

Jay Colbert, IAFF
Tom Gosnell, AFTMA
David Holway, NAGE
Barbara Madeloni, MTA

Theresa McGoldrick, NAGE
Charlie Owen, AFSCME
Israel Pierre, SEIU 509
Jessica Tang, BTU



MA AFL-CIO Constitutional Convention

October 17-18, 2017

Resolution against President Donald Trump's use of hate speech to divide our nation

Whereas: Throughout his campaign for President of the United States and during his first nine months in office, President Donald Trump has repeatedly used inflammatory rhetoric in an attempt to appeal to his base and divide the nation across racial lines.

Whereas: His slanderous remarks, including defending neo-Nazis, bring disgrace to the office of President of the United States of America.

Whereas: The labor movement at its best is about bringing workers together and uplifting workers together regardless of race, gender or sexual orientation.

Therefore be it resolved: That the officers of the Massachusetts AFL-CIO speak out forcefully against President Trump's efforts to divide our nation.

Be it further resolved: That the leaders of the affiliated unions of the Massachusetts AFL-CIO commit to educating their members concerning the actions of the Trump Presidency, particularly highlighting the disconnect between his alleged concern for working families and his pursuit of policies to further enrich corporations and Wall Street.

Respectfully submitted,

Richard M Rogers
Executive Secretary-Treasurer
Greater Boston Labor Council

Darlene Lombos
Vice-President
Greater Boston Labor Council



MA AFL-CIO Constitutional Convention October 17-18, 2017

Resolution In Support of Protecting and Preserving Unemployment Insurance

Whereas, Unemployment Insurance (UI) is a critical safety net for workers who have become unemployed through no fault of their own; and

Whereas, During a recession, UI is the first line of economic defense for workers, businesses and the state economy; and

Whereas, the Labor Movement was instrumental in creating the Unemployment Insurance system in the United States and has fought tirelessly to preserve it; and

Whereas, businesses perpetually advocate for policies that serve to undermine the UI system, such as freezing contribution rates and pushing for cuts to benefits for unemployed workers; therefore be it

RESOLVED: That the Massachusetts AFL-CIO is committed to protecting current levels of UI benefits so that workers can support their families through periods of unemployment, improving current gaps in the system that negatively impact certain workers, and fighting for adequate funding for the UI system; and be it further

RESOLVED: That the Massachusetts AFL-CIO supports efforts to improve the UI system for workers, including An Act Amending Unemployment Insurance Law for Workers with Fluctuating Work Schedules, and will advocate for its passage in the legislature.

Respectfully submitted, per the Mass. AFL-CIO Legislative Agenda adopted by the Executive Council,

Steven A. Tolman
President
Massachusetts AFL-CIO

Louis A. Mandarini, Jr.
Secretary-Treasurer
Massachusetts AFL-CIO



MA AFL-CIO Constitutional Convention October 17-18, 2017

Resolution in Support of An Act to Prevent Wage Theft and Promote Employer Accountability

Whereas: \$700 million in wages are stolen from Massachusetts' workers every year.

Whereas: Unscrupulous employers that violate the law with impunity put good employers at a competitive disadvantage.

Whereas: Passage of this legislation would provide enhanced enforcement powers to the Attorney General's office to assure that workers are compensated for work performed and employers that violate the law are held accountable.

Therefore be it resolved: That the Massachusetts AFL-CIO and its affiliated unions fight vigorously for this much-needed legislation and that members of the Massachusetts legislature become aware that labor wants action taken during the 2017-2018 legislative session.

Respectfully submitted,

Richard M. Rogers
Greater Boston Labor Council

Darlene Lombos
Greater Boston Labor Council

Steven A. Tolman
Massachusetts AFL-CIO

Louis A. Mandarin, Jr.
Massachusetts AFL-CIO

Frank Callahan, MBTC
Massachusetts Building Trades Council

Brian Doherty
Boston Metropolitan District Building Trades
Council