LOCAL UNION RESOLUTIONS

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RESOLUTION NO. 1

BACKPAY FOR GOVERNMENT CONTRACT WORKERS

WHEREAS, the majority of the 13,000 workers represented by the ITPEU/OPEIU Local 4873, AFL-CIO, are government contract workers covered under the Service Contract Act; and

WHEREAS, “government shutdowns” have increasingly become a common tactic for negotiations in the U.S. Congress; and

WHEREAS, historically and presently, federal contract workers do not receive back pay and are typically unable to recoup hours and wages lost due to government shutdowns; and

WHEREAS, this loss of pay due to no fault of their own is a tremendous burden on workers who are already struggling in the lower hourly wage spectrum; and

WHEREAS, in January 2019, U.S. Sen. Sherrod Brown (D-OH) introduced the “Fair Compensation for Low-Wage Contractor Employees Act,” which aims to provide backpay to low-wage federal contractor employees – including janitorial, food, and security services workers – who have been furloughed or forced to accept reduced work hours as a result of the government shutdown.

THEREFORE, BE IT RESOLVED that OPEIU supports the aforementioned Act, as well as any other legislative action that seeks to provide back-payment for government contract employees who have been furloughed due to a government shutdown.

SUBMITTED BY: ITPEU/OPEIU Local 4873
Savannah, Georgia
COMMITTEE REFERRED TO: Legislation

COMMITTEE RECOMMENDATION: ____________________________________________

COMMITTEE ACTION: ____________________________________________________
RESOLUTION NO. 2

LAS VEGAS TAXI INDUSTRY

WHEREAS, the ITPEU/OPEIU Local 4873, AFL-CIO, represents approximately 2,000 taxi drivers employed by the Yellow, Checker, Star and Henderson Taxi Companies in Las Vegas, Nevada; and

WHEREAS, there are taxi companies in Las Vegas that are not currently organized and that, consequently, provide inferior terms and conditions of employment.

THEREFORE, BE IT RESOLVED the delegates of this 2019 OPEIU Convention hereby declare our support for the goal of establishing uniform wages, health plan and pension benefits throughout the Las Vegas taxi and limousine industry that will provide decent living standards for all the drivers in that geographic area; and

BE IT FURTHER RESOLVED we commend the leadership of OPEIU and our Local 4873, the ITPEU, for their continuing efforts in this regard; and

BE IT FINALLY RESOLVED that OPEIU supports actions by the Nevada Legislature and the Nevada Taxicab Authority to hold drivers for Uber, Lyft and similar car-sharing companies to the same standards as those to which they hold traditional taxi cab drivers, and thereby act to protect the public.

SUBMITTED BY: ITPEU/OPEIU Local 4873

Savannah, Georgia

COMMITTEE REFERRED TO: Legislation

COMMITTEE RECOMMENDATION: ________________________________________________

COMMITTEE ACTION: ________________________________________________________
RESOLUTION NO. 3

HIRE VETERANS

WHEREAS, this nation has been involved in several military actions this century, during which tens of thousands of Americans have served honorably and gallantly in the military and other services overseas; and

WHEREAS, thousands of those veterans have returned to these shores only to find that good, middle-class jobs are very difficult to find, at least in part because American-based companies have sent jobs overseas in order to find workforces that will work for the lowest possible wages, regardless of quality.

THEREFORE, BE IT RESOLVED this OPEIU Convention calls upon the United States Congress to pass statutes that:

a) Will require any and all companies that provide goods and/or services to the U.S. government to manufacture those goods and provide those services in the U.S.; and

b) Will require all such companies to give preferences in hiring to veterans of the U.S. Armed Forces; and

c) Will establish training centers to train such veterans in the skills needed to obtain jobs that are available in the United States.

SUBMITTED BY: ITPEU/OPEIU Local 4873

Savannah, Georgia

COMMITTEE REFERRED TO: Legislation

COMMITTEE RECOMMENDATION: ________________________________

COMMITTEE ACTION: _________________________________
RESOLUTION NO. 4

FREE AND FAIR ELECTIONS/VOTER SUPPRESSION

WHEREAS, voter suppression attacks and tactics are growing at an alarming rate; and

WHEREAS, the closure of many convenient polling places in low-income neighborhoods or ending early voting periods have caused the marginalized communities to wait in line for hours to vote, thereby affecting their participation; and

WHEREAS, disabled people have been forced to wait in line for hours creating an ableism culture and makes voting a challenge; and

WHEREAS, stringent voter ID laws are still in place in many states, thus denying Native Americans, people of color, legal immigrants, senior citizens, college students, and homeless people the right to vote; and

WHEREAS, there is interference by foreign governments in our election process.

THEREFORE, BE IT RESOLVED that OPEIU work with other unions, political supporters and organizations to call upon state legislatures and Congress to end voter ID laws and voter suppression and restrict interference in our elections by foreign governments, thereby, ensuring free and fair elections.

SUBMITTED BY: Local 277
Fort Worth, Texas

COMMITTEE REFERRED TO: Legislation
COMMITTEE RECOMMENDATION: ______________________________
COMMITTEE ACTION: ______________________________
RESOLUTION NO. 5

OUTSOURCING

WHEREAS, office jobs such as data entry, computer programming and
customer service have been and are leaving the United States; and

WHEREAS, with technological improvements driving operating costs further
down, the job loss will increase exponentially on both entry level and professional
level jobs; and

WHEREAS, companies layoff higher wage workers and contract jobs to
workers in countries where workers are paid low wages and have no benefits; and

WHEREAS, as a result of trade agreements, companies are awarded tax
breaks to outsource jobs to certain foreign countries.

THEREFORE, BE IT RESOLVED that OPEIU local unions slow the flow of jobs
leaving the U.S. through negotiation of collective bargaining agreements that limit
outsourcing of jobs; and

BE IT FURTHER RESOLVED that OPEIU calls upon Congress to end incentives
for outsourcing in the U.S. tax code and in trade agreements.

SUBMITTED BY: Local 277
Fort Worth, Texas

COMMITTEE REFERRED TO: Legislation
COMMITTEE RECOMMENDATION: _________________________________
COMMITTEE ACTION: _________________________________
RESOLUTION NO. 6

FIGHTING THREAT OF HATE SPEECH, RESISTING HATE SPEECH

WHEREAS, hate speech is speech that expresses or incites hatred toward people or a group of people on the basis of some aspect of their identity; and

WHEREAS, hate speech is considered in the context of it being used against people on the basis of ethnicity, nationality, religion, sexism or homophobia; and

WHEREAS, there is evidence that hate speech incites violence; and

WHEREAS, people that are more exposed to hate speech are more likely to commit suicide; and

WHEREAS, the abundance of hate speech against a person or a group of people can cause a “dehumanizing effect” that lessens our empathy for other people; and

WHEREAS, the Southern Poverty Law Center reports there are 892 hate groups operating in the United States and about 191,000 hate crimes happen on U.S. soil per year; and

WHEREAS, hate speech is not free speech when it threatens the safety and fundamental rights of a less privileged group.

THEREFORE, BE IT RESOLVED that OPEIU will stand against fascism, racism, Islamophobia and anti-Semitism, sexism and homophobia – against every kind of hatred and every form of politics that seeks to divide working people; and

BE IT FURTHER RESOLVED that OPEIU will stand for the idea that every person is of equal dignity – that we are a country ruled by the principle of one person one vote, not one dollar one vote; and

BE IT FINALLY RESOLVED that OPEIU will work to urge state and national legislatures to pass laws to curb hate speech and the terror tactics exhibited by fascism.
SUBMITTED BY:  Local 174

Los Angeles, California

Local 277

Fort Worth, Texas

COMMITTEE REFERRED TO:  Legislation

COMMITTEE RECOMMENDATION:  ________________________________

COMMITTEE ACTION:  ________________________________
RESOLUTION NO. 7

MEDICARE FOR ALL

WHEREAS, the health care delivery system in the United States is severely flawed and has reached a crisis level; and

WHEREAS, the Affordable Care Act is under constant attack of being repealed without any alternative, causing millions to lose their health care coverage; and

WHEREAS, access and affordability to quality health care for all Americans should be a right and not a privilege in the U.S.; and

WHEREAS, under the current health care programs, the U.S. cost per person covered is 250 percent of the cost per person of other free-market countries. Yet, the U.S. ranks last among 11 industrialized countries on measures of health system quality of care, efficiency, access to care, equity and healthy lives provided; and

WHEREAS, Medicare is a national health insurance program in the U.S. that began in 1966 and provides health insurance for Americans aged 65 and older, and younger people with disabilities; and

WHEREAS, in 2017, Medicare provided health insurance for more than 58 million individuals – more than 49 million people ages 65 and older and about 9 million younger people; and

WHEREAS, more than 70 percent of the people polled supported “Medicare For All”; and

WHEREAS, both Houses of Congress have introduced legislation that advances the concept of “Medicare For All”; and
WHEREAS, the affordability and access to health care is the number one issue that needs to be addressed in the upcoming 2020 presidential and congressional elections.

THEREFORE, BE IT RESOLVED that OPEIU supports current and future legislation that advances the implementation of a “Medicare For All;” and

BE IT FURTHER RESOLVED that OPEIU will support candidates, both presidential and congressional, that will champion the cause of “Medicare For All.”

SUBMITTED BY: Local 112 OPEIU Healthcare Pennsylvania
Camp Hill, Pennsylvania

COMMITTEE REFERRED TO: Legislation
COMMITTEE RECOMMENDATION: ______________________________________
COMMITTEE ACTION: ________________________________________________
RESOLUTION NO. 8

Support of Affordable, Consumer-Driven
Financial Services at the Post Office

WHEREAS, there is a great need for affordable and accessible financial services, as an astounding one in four households (27.7 percent) is at least partially outside the financial mainstream, or underserved by traditional banks, according to a 2013 survey by the Federal Deposit Insurance Corporation; and

WHEREAS, “legal loan sharks” prey on the underserved by trapping them in a cycle of payday loans, check-cashing fees, and interest that costs families an average of $2,400 per year when their entire annual family incomes average just $25,000; and

WHEREAS, access to financial services is key to ensuring economic and social opportunity for low-income Americans, a vital priority at a time of growing inequality in our nation; and

WHEREAS, large banks have closed branches in low-income communities (where the largest number of underserved Americans reside); and

WHEREAS, the U.S. Postal Service operates more than 33,000 retail locations nationwide, many of which are located in “bank deserts” (59 percent of post offices are in zip codes with either zero banks or only one bank branch); and

WHEREAS, the U.S. Postal Service has a mandate to serve all Americans, regardless of geography, at uniform price and quality; and has a skilled workforce that processed more than 378,000 money orders per day in 2014; therefore, the Postal Service has the infrastructure to provide the desperately-needed services; and

WHEREAS, worldwide, 1.5 billion people receive some financial services through their postal service and the U.S. Post Office Department successfully
offered financial services, including savings accounts, for more than 50 years from
1911-1967; and

WHEREAS, the Postal Service is consistently rated one of the most trusted
institutions and enjoys a much higher level of confidence from the public than do
banks and payday lenders; and

WHEREAS, the USPS Office of Inspector General asserts the Postal Service
can act now to provide consumers with affordable financial services by expanding
and enhancing services, including money orders and international money
transfers, and introducing new services such as check-cashing, bill pay, and no-fee
ATMs, and can do so under current legal and regulatory authority; and

WHEREAS, providing these services would strengthen our national treasury,
the public Postal Service, and could bring in $1.1 billion annually within the first
five years.

THEREFORE, BE IT RESOLVED that OPEIU does hereby call on the U.S. Postal
Service to expand and enhance existing services such as check cashing and
international money transfers, and to take necessary steps toward designing and
implementing additional financial services.

SUBMITTED BY: Local 1794

Rocky River, Ohio

COMMITTEE REFERRED TO: Resolutions

COMMITTEE RECOMMENDATION: ________________________________

COMMITTEE ACTION: ________________________________
RESOLUTION NO. 9

FOCUSING ORGANIZING ON KEY SECTORS

WHEREAS, OPEIU is dedicated to expanding organizing efforts in an effective and deliberate way; and

WHEREAS, union sustainability and long-term success depend not only on engaging and empowering current members, but also on the proactive organizing of people working without the benefit of a union as well; and

WHEREAS, working people employed in a vast array of industries have legitimate reasons to form unions and organize to improve their working conditions; and

WHEREAS, professional employees at nonprofits; including those at housing and human service organizations, community-based agencies, advocacy, think tanks, civic organizations, social service organizations, and other types of nonprofits; face unique problems in their workplaces; and

WHEREAS, OPEIU is well-equipped to organize and address the needs of working people in a variety of professional industries, particularly due to its deep history of progressive and diverse organizing efforts across the country; and

WHEREAS, OPEIU has launched an initiative to focus organizing efforts on nonprofit employees across the country.

THEREFORE, BE IT RESOLVED that OPEIU will continue leading the charge in organizing targeted sectors to grow our membership and improve the lives of working people; and

BE IT FURTHER RESOLVED a new frontier for OPEIU will build on its existing organizing efforts and will focus on helping nonprofit and social service employees form unions at their workplaces.
SUBMITTED BY: Local 2

Silver Spring, Maryland

COMMITTEE REFERRED TO: Organizing

COMMITTEE RECOMMENDATION: ______________________________________

COMMITTEE ACTION: _________________________________________________
RESOLUTION NO. 10

ENDORsing the FAIR ACT

WHEREAS, the Supreme Court of the United States, in Epic System Corp. v. Lewis, ruled that arbitration agreements requiring individual arbitration are enforceable under the federal arbitration act regardless of employee rights to engage in collective action set under the National Labor Relations Act; and

WHEREAS, according to the Economic Policy Institute, 60.1 million Americans are employed under forced arbitration contracts that require individual arbitration over collective actions and no longer have access to the courts to protect their employment rights; and

WHEREAS, forced arbitration has subverted employees’ rights to due process under the United States constitution in that 1) the arbitrator is paid for by the employer, 2) an employee’s right to discovery is curtailed, and 3) often, employees are forced to sign non-disclosure agreements and are unable to go public with their claims against employers; and

WHEREAS, workers at Google, Riot Games, Gimlet Media, and other tech worker collectives are engaged in collective action demanding that forced arbitration be halted; and

WHEREAS, the Trump administration is advising federal agencies to defer legitimate grievances to individual forced arbitration agreements, including wage theft and sexual harassment, which limits due process rights; and

WHEREAS, for too long big business, technology companies, hedge funds, and others have supported and benefited from forced arbitration agreements by essentially dodging consequences from collective activity and class action lawsuits; and
WHEREAS, forced arbitration has become the 2019 version of a yellow dog contract; and

WHEREAS, in February 2019, Representative Hank Johnson and Senator Richard Blumenthal introduced the Forced Arbitration Injustice Repeal Act (the FAIR Act) with more than 100 co-sponsors, which would end forced arbitration for employment, consumer, anti-trust, and civil rights disputes and would restore employees’ rights to engage in class actions under the National Labor Relations Act.

THEREFORE, BE IT RESOLVED that OPEIU endorses passage of this critical legislation and will commit its resources, membership, and staff to fight for the passage of the FAIR Act.

SUBMITTED BY: Local 153
New York, New York

COMMITTEE REFERRED TO: Legislation
COMMITTEE RECOMMENDATION: ________________________________
COMMITTEE ACTION: _______________________________________
RESOLUTION NO. 11

END NON-COMPETE AGREEMENTS

WHEREAS, private employers have been increasingly using non-compete agreements, which prohibit an employee from working for a competitor or opening a competing business typically for a specific period of time after an employee leaves a job; and

WHEREAS, employers will often terminate or choose not to hire any employee that refuses to sign a non-compete agreement; and

WHEREAS, non-compete agreements are no longer limited to industries like technology and business, but are being forced on workers such as yoga instructors, summer camp counselors, baristas, and sandwich makers; and

WHEREAS, non-compete agreements have been unreasonable for the following reasons: 1) their geographic reach is broad, and they are often written in such a way that prohibits employees from finding similar work even in another city or state, 2) their scope is broad, preventing many employees from finding work even tangentially related to their actual field, and 3) the length of enforceability is broad, meaning that employees can be subjected to these agreements for years after leaving a job; and

WHEREAS, even employees who are laid off or fired are subjected to the terms of non-compete agreements under threat of harsh financial penalties; and

WHEREAS, a University of Michigan study concluded that non-compete agreements currently impact over 20 percent of all American workers; and

WHEREAS, non-competes have inhibited the professional growth of untold number of American workers by limiting the number of career opportunities and essentially forcing employees into indefinite servitude to their employer.
THEREFORE, BE IT RESOLVED that OPEIU will work in coordination with other like-minded organizations to develop and pass federal and state legislation that would outlaw burdensome non-compete agreements and allow impacted employees the right to sue for damages resulting from the imposition of a non-compete agreement.

SUBMITTED BY: Local 153
New York, New York

COMMITTEE REFERRED TO: Legislation
COMMITTEE RECOMMENDATION: ________________________________
COMMITTEE ACTION: __________________________________________
RESOLUTION NO. 12

ORGANIZING TECH WORKERS

WHEREAS, there has been an astronomical increase in the amount of interest in unionization in the technological sector; and

WHEREAS, the majority of tech companies are staffed by young workers who are more inclined to support unionization than recent generations; and

WHEREAS, OPEIU is already involved in helping to organize tech workers; and

WHEREAS, employees at Google, one of the world’s largest tech companies, have been engaged in walk-outs, sit-ins, and other collective actions to address issues such as sexual harassment, contractor rights, forced arbitration and non-compete agreements; and

WHEREAS, employees at Amazon recently sent a petition to Jeff Bezos demanding higher wages and employer-provided childcare; and

WHEREAS, employees at Riot Games staged a multinational walkout to address toxic workplace behaviors, forced arbitration, and non-competes while other video game developers have been working with Game Workers Unite to organize the industry; and

WHEREAS, millions of Americans are currently working in the tech industry, which is growing larger by the year; and

WHEREAS, engineers, web designers, programmers, developers, and other tech workers are seeking a seat at the table to discuss the terms and conditions of their employment; and

WHEREAS, OPEIU encourages organizing the tech industry.
THEREFORE, BE IT RESOLVED that OPEIU will support non-unionized tech workers across multiple industries to join OPEIU and unionize their workplaces to the extent possible and within our resources.

SUBMITTED BY: Local 153
New York, New York

COMMITTEE REFERRED TO: Organizing

COMMITTEE RECOMMENDATION: 

COMMITTEE ACTION: 

RESOLUTION NO. 13

ADDRESSING POLICE BRUTALITY

WHEREAS, incidents of police shootings have become so commonplace that, according to “Mapping Police Violence,” there were only 23 days in 2018 in which the police did not kill anyone; and

WHEREAS, according to “Killed by Police,” Black Americans are three times as likely to be shot and killed by police than white people, and 13 of the 100 largest American city police departments kill Black men at higher rates than the U.S. murder rate; and

WHEREAS, recent revelations have unearthed new evidence of coverups for a multitude of prominent police shooting cases, including Sandra Bland, Eric Garner, Tamar Rice, Laquann McDonald, Stephon Clark, and Rekia Boyd; and

WHEREAS, police also use non-lethal excessive force against Black Americans at higher rates than with other ethnic groups, and video evidence of police unnecessarily punching, kicking, tasing, throwing, and otherwise assaulting citizens has become a regular occurrence; and

WHEREAS, only 1 percent of officers involved in excessive and/or fatal force cases against Black Americans are ever charged with a crime, despite the rapid adoption of body cameras amongst larger metropolitan police forces; and

WHEREAS, these issues are as important as terms and conditions of employment to our black and brown sisters and brothers.

THEREFORE, BE IT RESOLVED that OPEIU and its affiliates stand in solidarity with #BlackLivesMatter and will commit to working alongside organizations such as the Dream Defenders, Black Youth Project, the Movement for Black Lives, and others to demand accountability and justice for victims of police violence.

SUBMITTED BY:  Local 153
New York, New York

COMMITTEE REFERRED TO: Resolutions

COMMITTEE RECOMMENDATION: ________________________________

COMMITTEE ACTION: ________________________________
RESOLUTION NO. 14

THE CLIMATE CRISIS

WHEREAS, for the first time since the dawn of humanity, Earth’s atmospheric concentration of carbon dioxide has passed 415 parts per million (ppm); and

WHEREAS, scientists have warned our planet cannot sustain concentrations of carbon dioxide in excess of 400 parts per million (ppm); and

WHEREAS, scientists have declared carbon emissions must be cut in half by 2030 to avoid catastrophic storms, droughts, floods, extreme heat, brutal winters and other natural disasters; and

WHEREAS, scientists have also said human society is in jeopardy of extinction from the accelerated annihilation of wildlife and the continued destruction of irreplaceable ecosystems that support all life on earth; and

WHEREAS, corporations that contribute the most to polluting the planet, such as Exxon Mobil, have known about the devastating impact climate change would have on the world since the 1950s and proceeded to cover up their findings in pursuit of profit over people; and

WHEREAS, right-wing groups like the Koch Family Foundations have spent nearly $128 million attacking climate change science and potential legislative solutions like the Green New Deal; and

WHEREAS, the Trump administration has empowered grifters and charlatans to promote climate denialism on the international stage, dismissed a study by their own administration’s scientists detailing the impact of climate change (“I don’t believe it”), and has withdrawn the United States from the Paris Agreement, which aims to limit the increase in global temperature to under 1.5 degrees Celsius; and
WHEREAS, the United States Congress has abdicated their responsibility to the American people and to the human race by refusing to seriously consider and pass legislation to address this existential threat to human existence; and

WHEREAS, the Green New Deal, a stimulus package that would address climate change and economic inequality in part by creating good-paying union jobs, is currently being championed by U.S. Rep. Alexandria Ocasio-Cortez (N.Y.) and U.S. Sen. Ed Markey (Mass.).

THEREFORE, BE IT RESOLVED that OPEIU and its affiliates endorse passage of this critical legislation and will create an internal committee to explore the benefits of the Green New Deal on the workplace and to educate, organize and activate our members to engage with this and other climate crisis solutions.

SUBMITTED BY: Local 153

New York, New York

COMMITTEE REFERRED TO: Legislation

COMMITTEE RECOMMENDATION: ________________________________

COMMITTEE ACTION: ________________________________
RESOLUTION NO. 15

CONDEMNING WHITE NATIONALISM

WHEREAS, white nationalists have been emboldened by the Trump administration and other right-wing extremist movements throughout the world have resurfaced as a very real domestic terrorist threat; and

WHEREAS, white nationalists have, according to the U.S. Congress, “exploited bigotry and weaponized hate for political gain,” against Black Americans, Latinx people, Native Americans, Asian Americans and Pacific Islanders, people from the Middle East, other people of color, Jewish people, Muslim people, Hindu people, Sikh people, the LGBTQ community, immigrants generally, the differently abled, women, and other marginalized groups; and

WHEREAS, in June 2015, a white nationalist entered Emanuel African Methodist Episcopal Church in Charleston, South Carolina, and murdered nine black churchgoers in order to incite a nationwide race war; and

WHEREAS, in 2017, American mosques were targeted with bombings and/or burnings in Bloomington, Minnesota; Austin and Victoria, Texas; Bellevue, Washington; and Thonotosassa, Florida; and

WHEREAS, in August 2017, white nationalists, neo-Confederates, neo-Nazis, and KKK members converged on Charlottesville, Virginia, where they engaged in anti-Semitic and racist hate speech that ultimately led to the murder of anti-racist activist Heather Heyer; and

WHEREAS, in October 2018, a white nationalist entered the Tree of Life Synagogue in Pittsburgh, Pennsylvania, and murdered eleven Jewish worshippers while screaming he “wanted all Jews to die;” and

WHEREAS, the Federal Bureau of Investigation reported a 37 percent increase in hate crimes against Jews or Jewish institutions in 2017 and a 99
percent increase in hate crimes against Muslims or Muslim institutions between
2014 and 2016; and

WHEREAS, all Americans benefit from a society in which its citizens are able
to live free of fear because of who they are, who they love, or who they worship.

THEREFORE, BE IT RESOLVED that OPEIU and its affiliates condemn and
reject white nationalism and stand against bigotry and discrimination in all forms;

and

BE IT FURTHER RESOLVED we will educate, organize and activate our
members to work with like-minded organizations to extinguish this hateful
ideology once and for all.

SUBMITTED BY:   Local 153
                  New York, New York

COMMITTEE REFERRED TO:   Resolutions
COMMITTEE RECOMMENDATION:  ______________________________
COMMITTEE ACTION:  ______________________________
RESOLUTION NO. 16

OPEIU INVOLVEMENT IN NURSE SAFE STAFFING LAWS

WHEREAS, OPEIU has established and recognized a Nurses Council; and
WHEREAS, the OPEIU Nurses Council (ONC) was founded with the intention
to actively participate in legislation affecting the nursing profession; and
WHEREAS, there is abundant scientific research proving a correlation
between safe nurse to patient ratios and positive patient outcomes; and
WHEREAS, safe staffing research demonstrates lower patient mortality and
morbidity rates and higher nurse satisfaction; and
WHEREAS, short staffing has been implicated in an increased amount of
injuries to nurses and patients; and
WHEREAS, safe working conditions are one of the foundations of our rich
union history; and
WHEREAS, safe staffing ratios will impact the nursing shortage by bringing
back nurses who left the profession because of fear they could not safely take
care of their patients; and
WHEREAS, the recently enacted safe staffing law in California has not
caused the closing of a single hospital in the state, proving safe staffing is
financially achievable; and
WHEREAS, OPEIU nurses need to be actively involved in the legislation that
will advance their professionalism in the face of aggressive tactics from NNU to
undercut our solidarity; and
WHEREAS, as so-called “right-to-work” legislation is being implemented in
many states, OPEIU involvement in safe staffing laws will solidify the need for
nurses to remain or become unionized.
THEREFORE, BE IT RESOLVED that OPEIU, along with the OPEIU Nurses Council, will support legislation for safe staffing laws currently pending throughout the United States; and

BE IT FURTHER RESOLVED that OPEIU and the OPEIU Nurses Council will collaboratively form an action plan to make our political presence known throughout the nursing community nationwide; and

BE IT FURTHER RESOLVED that OPEIU and the OPEIU Nurses Council lobby on behalf of safe working conditions that our sisters and brothers before us fought for during the formation of our union; and

BE IT FINALLY RESOLVED through OPEIU support and in collaboration with the OPEIU Nurses Council, nurses will have an opportunity to participate in making the legislative changes necessary to achieve safe staffing laws. This will heighten awareness of the importance of union solidarity in the face of changes before us due to so-called “right-to-work” laws.

SUBMITTED BY: OPEIU Nurses Council

COMMITTEE REFERRED TO: Legislation

COMMITTEE RECOMMENDATION: ______________________________________

COMMITTEE ACTION: _______________________________________________
RESOLUTION NO. 17

COMBATTING OPIOID ADDICTION

WHEREAS, the abuse of opioid drugs (e.g., heroin, fentanyl, codeine, and morphine) has become a serious national crisis that negatively impacts the public health as well as the social and economic welfare of our country; and

WHEREAS, according to the National Institute on Drug Abuse, more than 130 people in the United States die every day after overdosing on opioids; and

WHEREAS, the Centers for Disease Control and Prevention estimates that the total “economic burden” of prescription opioid misuse alone in the United States is $78.5 billion a year, including the costs of health care, lost productivity, addiction treatment and criminal justice involvement; and

WHEREAS, in 2017, more than 47,000 Americans died as a result of an opioid overdose. That same year, an estimated 1.7 million people in this nation suffered from substance abuse disorders related to prescription opioid pain relievers; and

WHEREAS, increases in opioid misuse during pregnancies has caused a rise in the incidence of neonatal abstinence syndrome; and

WHEREAS, the abuse and misuse of opioids present a clear and present danger to the safety of our workplaces and the well-being of our fellow workers.

THEREFORE, BE IT RESOLVED the membership of OPEIU hereby expresses its grave concern with the plague of opioid abuse, misuse and addiction that has negatively impacted the American worker in most of our nation’s industries and government agencies; and

BE IT FURTHER RESOLVED that OPEIU urges its local unions to work with their management counterparts through labor-management cooperative initiatives and collective bargaining to improve access to treatment and recovery
services, to strengthen workplace educational programs about the dangers of
opioid usage and to ensure employer-provided health plans include provisions to
cover the costs of opioid addiction treatment and overdose-reversing drugs.

SUBMITTED BY: GSAF/OPEIU Local 100
Miramar, Florida

COMMITTEE REFERRED TO: Resolutions
COMMITTEE RECOMMENDATION: ________________________________
COMMITTEE ACTION: ________________________________
RESOLUTION NO. 18

PROTECTION OF SOCIAL SECURITY

WHEREAS, the Social Security Act was signed into law by President Franklin D. Roosevelt in 1935, and today provides for numerous social insurance programs and several social welfare benefits; and

WHEREAS, Social Security has been estimated to reduce the poverty level for Americans age 65 or older from 40 percent to below 10 percent; and

WHEREAS, the trustees of the Social Security Trust Fund have warned the program could become insolvent in the year 2034 unless corrective action is enacted by Congress; and

WHEREAS, OPEIU stands firmly behind the taking of constructive and sound measures, including consideration for raising the current maximum amount of taxable earnings of $128,400, so the program will be properly funded to protect Americans during the economic challenges they may confront.

THEREFORE, BE IT RESOLVED that OPEIU will support candidates and legislation that protects this great benefit from political attack and any measure that puts this benefit at risk; and

BE IT FURTHER RESOLVED that OPEIU continue to educate its members, support politicians who continue to support efforts to keep Social Security, in all of its programs and benefits, for the welfare of Americans and not under the threat of congressional raiding or mistruths for political gain.

SUBMITTED BY: Local 174
Burbank, California

COMMITTEE REFERRED TO: Legislation
RESOLUTION NO. 19

BLACK LIVES MATTER

WHEREAS, Black Americans were shocked and galvanized by the shooting of 17-year-old Trayvon Martin on February 26, 2012, as he walked to the store to get treats; and

WHEREAS, Black Americans were shocked and galvanized by the acquittal of his shooter; and

WHEREAS, Black Americans were shocked and galvanized by the death of 17-year-old Jordan Davis on November 23, 2012, who was shot and killed because his music was too loud; and

WHEREAS, Black Americans were shocked and galvanized by the death of 19-year-old Renisha McBride on November 2, 2013, who was shot and killed when, after having a car accident, she knocked on a door for help and was greeted with shots because she was thought to be an intruder because she was black; and

WHEREAS, Black Americans were shocked and galvanized by seeing the footage of the death of Eric Garner on July 17, 2014, who was placed in a police chokehold until he went limp after stating that “he could not breath;” and

WHEREAS, Black Americans were shocked and galvanized by the death of 22-year-old John Crawford after he went to the store for supplies for his family and picked up a toy gun in Wal-Mart; and

WHEREAS, Black Americans were shocked and galvanized by the police shooting death of unarmed teenager Michael Brown on August 9, 2014, in Ferguson, Missouri; and

WHEREAS, the list of Black Americans killed by police encounters goes on and on; and
WHEREAS, Black Americans are 2.5 times more likely to be shot and killed by police officers; and

WHEREAS, Black Americans have to have conversations with their young children about racial profiling and how to act when stopped by the police; and

WHEREAS, the women and men of OPEIU stand for peace, harmony and economic justice for all Americans; and

WHEREAS, OPEIU and all of organized labor support economically stabilizing communities with good jobs.

THEREFORE, BE IT RESOLVED OPEIU policies will continue to be reflective of diversity and inclusion so that a cultural change will bring about an end to injustice and disparaging treatment of disenfranchised people, but in particular black young men.

SUBMITTED BY:  Local 42

Farmington Hill, Michigan

COMMITTEE REFERRED TO:  Resolutions

COMMITTEE RECOMMENDATION:  ____________________________________________________________

COMMITTEE ACTION:  _________________________________________________________________
RESOLUTION NO. 20

FLINT WATER CRISIS

WHEREAS, in April 2014, the 100,000 people of the city of Flint, Michigan, were exposed to elevated lead levels when their drinking water source was changed from Lake Huron and the Detroit River to the less-costly source of the Flint River; and

WHEREAS, insufficient water treatment caused lead to leach from water pipes into the drinking water; and

WHEREAS, the people, including children, have been exposed to unacceptable lead levels due to cost savings over public safety; and

WHEREAS, these decisions created a serious public health danger, including a possible outbreak of Legionnaires’ disease that killed 12 people and affected another 87; and

WHEREAS, Governor Rick Snyder, the Michigan Department of Environmental Quality and the EPA mishandled the crisis leading to a state of emergency; and

WHEREAS, more than 6,000 citizens of Flint still are waiting on lead pipe replacement; and

WHEREAS, the citizens of Flint relied upon the government to protect them and their children.

THEREFORE, BE IT RESOLVED never will a city or state be allowed to make decisions that impact its citizens health and harm the public in order for their government to cut costs; and

BE IT FURTHER RESOLVED the people of the city of Flint be compensated for water bill costs for water that was not safe to drink; and
BE IT FURTHER RESOLVED all Flint homes have their lead pipes replaced at no costs to its residents; and

BE IT FINALLY RESOLVED the children of Flint who were exposed to lead be given free medical treatment and assistance with their health issues due to the lead exposure.

SUBMITTED BY: Local 42

Farmington Hill, Michigan

COMMITTEE REFERRED TO: Legislation

COMMITTEE RECOMMENDATION: ________________________________

COMMITTEE ACTION: ________________________________
A NEW MODEL FOR A NEW UNION

RESOLUTIONS

28TH CONVENTION ★ JUNE 10-14, 2019 ★ LAS VEGAS, NEVADA