

Resolution No.
55th Annual Oregon AFL-CIO State Convention
September 8th-10, 2017
Bend, OR

Equity in Bargaining Resolution

WHEREAS: The poverty rates for Latinos (26.4 percent), American Indian and Alaskan Natives (28.0 percent), Native Hawaiian and Pacific Islanders (29.2 percent), and Black or African Americans (30.7 percent) were each at least twice the poverty rate for non-Hispanic white Oregonians¹; and

WHEREAS: Communities of color, immigrants, disabled people, sexual and gender minorities, and economically disadvantaged people, have historically been marginalized in the workplace; and

WHEREAS: Employees from, the immigrant community have had to face disproportional wage theft in Oregon and they and their families have been the target of xenophobic attacks; and

WHEREAS: Unequal treatment for marginalized people in hiring, training, and promotion create barriers to success; and

WHEREAS: Many workplaces lack policy around microaggressions, and remedies often don't allow for union representation throughout complaint investigation; and

WHEREAS: Diversity will mean different things depending on the individuals of that union or workgroup; and

WHEREAS: Increasing diversity in the makeup of our bargaining teams allow a more inclusive worldview into the negotiating process; and

WHEREAS: Unions have taken the lead in creating workplace discrimination reporting tools, but most still lack binding adjustment boards with equal representation from union members and management, to resolve these situations;

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https://www.ocpp.org/media/uploads/pdf/2016/10/20161012-oregon-poor-still-feel-weight-of-great-recession_fnl.pdf

THEREFORE BE IT RESOLVED: That OR AFL-CIO and affiliate unions adopt commitments for bargaining strategies that:

- Diversify their bargaining teams by openly soliciting volunteer bargaining delegates who democratically elect delegate representatives
- Create bargaining support tools that can help guide their bargaining teams toward greater protections for marginalized members and their associated communities
- Seek alternatives for reporting microaggression grievances that allow for equal union representation on adjustment boards that can make fault determinations, and offer suggested resolutions
- Request implicit bias training for hiring panels, request union representation on hiring panels, require hiring managers who go against the recommendation of the hiring panel to explain why
- Request peer support programs to ensure new employees success for new members recently hired
- Expand definition of family for purposes of sick and bereavement leave to mirror the federal family definition²

BE IT FURTHER RESOLVED: That the OR AFL-CIO will forward this resolution to our national convention in October 22nd-25th 2017 in St Louis, MS; and

BE IT FINALLY RESOLVED: That the OR AFL-CIO will commit to bridging the wage gap here in Oregon.

Respectively Submitted by: