Posting Adopted Resolutions on Council 5 Website

Resolution #2

WHEREAS:

It is beneficial to all locals to have the results of proposed resolutions be accessible.

THEREFORE, BE IT RESOLVED:

That resolutions passed during convention shall be posted on the AFSCME Council 5 website, within 30 days of the close of the annual convention, conforming to digital accessibility standards.

SUBMITTED BY:

AFSCME Local 517

PASSED

Publishing Resolution Deliberation in Convention Agenda

Resolution #3

WHEREAS:

It would be beneficial to all locals to be able to access the agenda for the annual convention to properly plan and coordinate; and

WHEREAS:

Resolution presentation and deliberation is arguably one of the most important parts of the AFSCME Council 5 Annual Convention, and has not historically been specifically included in the agenda; merely being only vaguely alluded to; and

WHEREAS:

Due to the day and time of resolution presentation and deliberation not being clearly scheduled in the agenda, this has resulted in inadequate representation of locals.

THEREFORE, BE IT RESOLVED:

That the convention agenda be posted on the AFSCME Council 5 Website, AND made accessible, AND shall be made available upon request at least fourteen (14) calendar days before the start of convention; and

BE IT FURTHER RESOLVED:

That the posted agenda shall contain a SPEFICIC day which resolutions shall be presented and voted on.

SUBMITTED BY:

AFSCME Local 517

PASSED

Sanctioning a Boycott of Starbucks in Support of Starbucks Workers United Baristas

Resolution 6

WHEREAS:

More than 12,000 Starbucks baristas across the United States have organized with Workers United-SEIU in order to secure fair wages, adequate staffing, sufficient hours, workplace protections, and a voice on the job; and

WHEREAS:

Despite nearly five years of worker organizing and bargaining efforts, Starbucks has failed to finalize a fair first collective bargaining agreement with union baristas; and

WHEREAS:

Starbucks has become the largest violator or U.S. labor law in modern history, with repeated findings of unlawful conduct against workers exercising their legally protected right to organize and bargain collectively; and

WHEREAS:

Starbucks workers are seeking a fair, reasonable contract that would provide better pay, better staffing, enough hours to earn a living and qualify for benefits, and stronger workplace protections; and

WHEREAS:

AFSCME Council 5 members have long stood with working people across industries in the shared fight for dignity, respect, fair compensation, safe workplaces, and the fundamental right to organize; and

WHEREAS:

AFSCME Council 5 has a proud history of supporting workers engaged in collective action and collective bargaining struggles and recognizes that an injury to one worker is an injury to all workers; and

WHEREAS:

Corporate greed and growing economic inequality threaten the well-being of working families and communities, while workers continue to struggle for a fair share of the wealth they create.

PASSED

THEREFORE, BE IT RESOLVED:

That AFSCME Council 5 hereby sanctions and endorses the boycott of Starbucks called for by Workers United-SEIU; and

BE IT FURTHER RESOLVED:

That AFSCME Council 5 encourages members, local, and partners to support union Starbucks baristas by refraining from purchasing Starbucks products until Starbucks finalizes a fair union contract with organized workers; and

BE IT FURTHER RESOLVED:

That AFSCME Council 5 pledges to operate as a Starbucks-free union organization during the duration of the boycott, meaning that Starbucks products shall not be purchased with AFSCME Council 5 funds for meetings, conferences, trainings, offices, conventions, or other official events; and

BE IT FURTHER RESOLVED:

That AFSCME Council 5 shall communicate this action to members, locals, and affiliated labor bodies and encourage them to adopt similar Starbucks-free policies; and

BE IT FURTHER RESOLVED:

That AFSCME Council 5 shall continue to stand in solidarity with union Starbucks baristas and support lawful actions aimed at securing a fair collective bargaining agreement; and

BE IT FURTHER RESOLVED:

That AFSCME Council 5 shall refer this resolution to the International Union for concurrence; and

BE IT FINALLY RESOLVED:

That this boycott shall remain in effect until Workers United-SEIU and Starbucks reach and ratify a fair union contract that addresses workers' demands for fair wages, adequate staffing, sufficient hours, workplace protections, and respect on the job or that Workers United-SEIU otherwise calls for an end to the boycott.

SUBMITTED BY:

AFSCME Local 2822

PASSED

LABOR'S ULTIMATE WEAPON

Resolution #5

WHEREAS:

Working people and the labor movement are under attack in the United States of America like we have not seen in decades. Donald Trump has rapidly enacted much of Project 2025, a playbook of direct attacks on the working class, unions, and democracy. He has already made devastating attacks on the federal workforce and federal worker unions, and unjustly fired officials from the National Labor Relations Board to stack the agency with new anti-worker officials and;

WHEREAS:

There are more Project 2025 attacks to come if Donald Trump's power is left unchecked:

- Banning public employee bargaining
- Bans on voluntary union recognition by employers, the gold standard of allowing workers to freely associate into unions without employer interference
- Sham "yellow" unions run by the employer, a practice outlawed for almost a century and practiced mostly in totalitarian regimes
- Allowing employers to conceal how much they shell out to expensive union-busting consultants and;

WHEREAS:

These attacks will devastate unions when many states already have limited or no public sector bargaining, and so-called "right to work" in the private sector like we have nationwide in the public sector; and

WHEREAS:

At the 2026 AFSCME International Convention a number of locals submitted resolutions calling for AFSCME to address these existential attacks by discussing and promoting the idea of the General Strike, a strike where all workers in an area strike at the same time, without binding AFSCME to outright condoning illegal strikes and;

WHEREAS:

PASSED

Despite creating consensus-building version of resolutions on many controversial topics, the International Executive Board did not create one on the topic of the General Strike. Instead, they recommended voting NO on all General Strike-related resolutions, explaining that General Strikes are usually illegal, even though the resolutions did not outright call for the General Strike nor bind AFSCME International to calling for any illegal strikes; and

WHEREAS:

Within AFSCME we often hold up historic illegal strikes that built power, often minimizing the fact they were in fact illegal. There were *these* examples of this even at International Convention:

- Members heard several times of the 1968 Memphis Sanitation worker strike, with little if any mention that this strike was in fact illegal or recognition of the bravery and increased risk the workers took on in organizing such a strike to try to defend their humanity and right to organize.
- Members were treated to a rousing keynote speech from Canadian Union of Public Employees President Mark Hancock, where we cheered as he recounted their recent, illegal flight attendant strike.

WHEREAS:

Many other illegal strikes laid the foundation for union democracy rights: The 1934 Minneapolis Teamsters strike which helped lead to the National Labor Relations Act, the 1970 Minneapolis Federation of Teachers strike which led to public sector bargaining rights in Minnesota, and more and;

WHEREAS:

Many laws that gave workers the government-protected right to organize and bargain also mandated or normalized no-strike clauses that took away our right to strike during an active contract, known as “wildcat strikes”, and made unions financially liable for illegal strikes and wildcat strikes and;

WHEREAS:

As workers, our greatest weapon is the power to strike, not just at one site or employer, but everywhere, to shut down business as usual in a General Strike. We are also capable of nuanced discussion, recognizing how the changing legal landscape puts us and our unions at risk if we were to take such action and;

WHEREAS:

PASSED

Unions including the UAW have proposed aligning contracts to expire on or before May 1, 2028, so that workers in many unions, workplaces, and industries may legally strike at the same time to defend their own working conditions, but together showing that workers everywhere deserve the fruits of our labor and the right to organize.

NOW THEREFORE BE IT RESOLVED:

AFSCME Council 5 recognizes the potentially existential threat the labor movement is under, and that many union members feel compelled to discuss the possibility of mass strikes and General Strikes to defend our organizations, and cannot ignore this discourse and;

BE IT FURTHER RESOLVED:

AFSCME Council 5 will support legislation at the federal and state level that:

- Ends the Taft-Hartley Act.
- Ends any restrictions on workers' free association including sympathy strikes, General Strikes, sympathy boycotts.
- Ends restrictions on public sector strikes.
- Ends uneven liability on unions for wildcat strikes while employers face slaps on the wrist when they violate contracts and labor law and;

BE IT FURTHER RESOLVED:

AFSCME Council 5 does not and cannot call for or condone any illegal strikes or wildcat strikes by its members. Any member who independently organizes or takes part in illegal or wildcat strikes must understand they do so at their own risk and AFSCME cannot condone their actions and;

BE IT FURTHER RESOLVED:

That nothing in this resolution shall be construed as authorizing, directing, or encouraging any bargaining unit or member to engage in a work stoppage in violation of an active collective bargaining agreement or governing state or federal labor statutes.

BE IT FURTHER RESOLVED:

AFSCME Council 5 recognizes the rights to organize was built largely on illegal strikes. When discussing the history of AFSCME and the labor movement, AFSCME Council 5 will specifically recognize the great risk taken and the power exercised by workers who have fought for their rights through illegal strikes and;

BE IT FURTHER RESOLVED:

PASSED

Council 5 will provide educational resources, strategy workshops, and technical assistance to local bargaining committees seeking to evaluate the feasibility of aligning contract expiration dates towards May 1st, 2028 ensuring local bargaining priorities and member needs remain fully protected and prioritized and;

BE IT FINNALY RESOLVED:

AFSCME Council 5 calls on AFSCME International to better engage its members around the topic of mass strikes and general strikes, and to adopt all of the above positions and actions

SUBMITTED BY:

AFSCME Local 34

PASSED