

A Resolution to update gender specific references in Oregon AFSCME’s governing documents

1 WHEREAS,

2 Oregon AFSCME is one of the most diverse unions in Oregon, and AFSCME is
3 one of the most diverse unions in the United States, and

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5 WHEREAS,

6 At our 2017 convention Oregon AFSCME adopted Resolution #3 (here after
7 referred to as Resolution 2017-3) recognizing the wealth of diversity that exists in our
8 Council and affirming that Oregon AFSCME is an inclusive and welcoming union, and

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10 WHEREAS,

11 Resolution 2017-3 specifically recognized in line #10 that Oregon AFSCME has
12 staff and members “who identify all along the gender spectrum”, and

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14 WHEREAS,

15 The governing documents of Oregon AFSCME, our Constitution and our Policy
16 Manual, includes language that is not inclusive and does not reflect the spirit of Resolution
17 2017-3, and

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19 WHEREAS,

20 Other official documentation of Oregon AFSCME and our Locals, such as Local
21 contracts, Local Constitutions, Local Policy Manuals, Council 75 Operating Procedures,
22 and other official documents also includes language that is not inclusive and does not
23 reflect the spirit of Resolution 2017-3.

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25 THEREFORE BE IT RESOLVED,

26 That Oregon AFSCME expands upon the spirit of Resolution 2017-3 that it is a
27 welcoming and safe union for all members and their families by updating all gender
28 references in our Constitution and Policy Manual to be fully inclusive by substituting
29 “they”, “them”, and “their” wherever “she”, “her”, “hers”, “he”, “him”, or “his” appears,
30 and

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32 BE IT FURTHER RESOLVED,

33 That Oregon AFSCME updates all other official documents whenever they are
34 opened for other necessary updates, and,

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36 BE IT FURTHER RESOLVED,

37 That Oregon AFSCME encourages and assists our Locals in updating their own
38 official documents whenever they are opened for other necessary updates, and

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40 BE IT FINALLY RESOLVED,

41 That Oregon AFSCME authorizes the Secretary or a Committee to correct and
42 update all cross-references, grammar, spelling, and punctuation that may be needed in our
43 Constitution and Policy Manual due to the adoption of this Resolution.

There are two occurrences of gender binary language in our constitution: Article IV - The Convention, Section 22. Paragraph 2 and Article VIII - Executive Director, Section 1. Paragraph 2

The proposed language changes are as follows:

Article IV - The Convention

Section 22. Paragraph 2

A delegate shall vote only for the executive board member or members from the workplace sector in which the membership of ~~his/her~~ that delegate's local union is employed.

Article VIII

Executive Director

Section 1. Paragraph 2

The executive director shall be the council's administrative and executive officer, and shall devote ~~his/her~~ full time work status to the council.