

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

4
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

13
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.

24
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 encouraging members to use gender inclusive language such as “union family” or
31 “sibling” wherever “brother” or “sister” is spoken.

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33 BE IT FURTHER RESOLVED,

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

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37 BE IT FURTHER RESOLVED,

38 That Oregon AFSCME encourages and assists our Locals in updating their own
39 official documents, including collective bargaining agreements with our employers and
40 other employer policies, whenever they are opened for other necessary updates, and

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42 BE IT FINALLY RESOLVED,

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