

## Organizing for Power

1 **WHEREAS:**

2 Privatization and budget cuts are threatening public and social services like never before from  
3 vital services that protect clean water to public safety and health services. These attacks aim to  
4 destroy our collective bargaining rights, bust our unions, silence worker advocacy, eliminate  
5 living wage jobs and cut vital services in our communities. We are fighting these attacks every  
6 single day; and

7 **WHEREAS:**

8 Through AFSCME Strong, Oregon AFSCME leaders have mobilized at the local level and  
9 engaged thousands of members and workers to take an active role in forging our future and  
10 improving standards in our core public service industries; and

11 **WHEREAS:**

12 Nationally, we have organized 500,000 new members into the union; and

13 **WHEREAS:**

14 Unorganized public service and private sector workers all over the country are ready to fight  
15 back and achieve the standards that AFSCME unions have won, and AFSCME is the union  
16 where they belong; and

17 **WHEREAS:**

18 Now, more than ever, members of independent unions see that we are stronger together. Since  
19 AFSCME Strong began, over 10,000 members of independent unions joined AFSCME to fight  
20 back and win; and

21 **WHEREAS:**

22 With 40,000 AFSCME workers in behavioral health nationwide, 5,000 of whom are in Oregon,  
23 we have the power to raise professional standards in the industry and improve services for  
24 millions of people with mental illness or substance abuse disorders by bringing the union to  
25 hundreds of thousands of unorganized behavioral health professionals; and

26 **WHEREAS:**

27 AFSCME currently represents more than 300,000 health care employees, but six million  
28 unorganized hospital workers do not have the power of a union. AFSCME members can  
29 organize these workers and fight alongside them to improve healthcare across our country; and

30

31 **WHEREAS:**

32 We must refocus on organizing workers in these core AFSCME industries as the only path  
33 forward to building density and power, protecting the quality of these vital services for our  
34 communities and winning rights for public sector workers and respect for public services.

35 **THEREFORE BE IT RESOLVED:**

36 That we must reach out to the thousands of unorganized, emergency and health industry  
37 workers who, by joining us, can help level the playing field for public service workers; and

38 **BE IT FURTHER RESOLVED:**

39 That we will organize workers in behavioral health, the substance abuse and treatment industry,  
40 hospitals, and other social services along with other public sector and privatized public service  
41 workers. In addition, we will seek to affiliate independent public service unions to bring them into  
42 AFSCME; and

43 **BE IT FURTHER RESOLVED:**

44 That as a Council, we will work with trained activists and members to identify growth  
45 opportunities with unorganized workers, many of whom they work with side-by-side, and

46 **BE IT FURTHER RESOLVED:**

47 That Oregon AFSCME will put staff and member resources into external organizing; and

48 **BE IT FURTHER RESOLVED:**

49 That Oregon AFSCME will provide Volunteer Member Organizers (VMOs) to support other  
50 affiliates that are organizing; and

51 **BE IT FURTHER RESOLVED:**

52 That Oregon AFSCME will leverage existing relationships to secure labor peace agreements,  
53 neutrality policies and expedited recognition procedures; and

54 **BE IT FINALLY RESOLVED:**

55 Oregon AFSCME will prioritize external organizing while remaining committed to AFSCME  
56 STRONG. We will grow our VMO team, increase our membership and raise standards across  
57 Oregon and the rest of the country in our fight for economic justice, dignity and respect for all  
58 working people.

59

60 SUBMITTED BY: Oregon AFSCME Council 75 Executive Committee