

ORGANIZING ACROSS INDUSTRY

RESOLUTION NO. 4

OREGON AFSCME COUNCIL 75 2021 BIENNIAL CONVENTION

WHEREAS:

Public services performed by non-profits have been historically under resourced and as a result, workers in these jobs are under compensated, have high workloads, and experience burnout; and

WHEREAS:

This lack of funding has further burdened this safety ~~net~~ [next-net](#), resulting in high staff turnover and added stress to clients or public; and

WHEREAS:

The COVID-19 pandemic proved in stark and painful detail the interdependence of all working people statewide, nationally, and internationally, proving that an injury to one truly is an injury to all; and

WHEREAS:

Shortcomings within the workplace and our society, of personal protective equipment, worker protections, family support, job security, affordable health care, and the social safety net have been even further exposed during the COVID-19 pandemic; and

WHEREAS:

These shortcomings have caused unnecessary loss of life, economic ruin especially in traditionally marginalized communities, and the working poor; and

29 **WHEREAS:**

30 There continues to be a need to build stronger unions in the face of safety,
31 economic, healthcare, and equity concerns in all aspects of state and
32 private workplace policies, standards, and opportunities; and

33 **WHEREAS:**

34 Strong unions and unionism that activates members in their workplaces,
35 communities, and legislatures, are people- driven organizations that have
36 been and continue to be a powerful force to effect positive change; and

37 **WHEREAS:**

38 This extensive positive change is especially needed to address the issues
39 of systemic inequity made clear through the message of last year's
40 important national social justice efforts, in addition to the urgency of
41 galvanizing workers in the face of new anticipated challenges throughout
42 the next decade. These developments reinforce the mission of Oregon
43 AFSCME Council 75 to continue to rally and unite workers across
44 industries both private and public for the sake of all and to leverage the
45 lessons painfully learned during this time to achieve more effective and
46 inclusive organizing and community outreach; and

47 **WHEREAS:**

48 The COVID-19 pandemic spotlighted the need to build stronger unions in
49 the face of safety concerns witnessed in workplace policy shortcomings
50 and the lack of personal protections during the COVID-19 pandemic; and

51 **WHEREAS:**

52 The Oregon AFSCME Council 75's board adopted organizing across
53 industries as part of the 2020-2023 Strategic Plan; and

54 **WHEREAS:**

55 Oregon AFSCME Council 75 continues to successfully demonstrate
56 through the United We Heal Campaign that when we focus on establishing
57 improved professional standards and client outcomes across industry, we

58 not only negotiate better contracts for our members, we organize new
59 workers into our union and fight for policy changes; and

60 **WHEREAS:**

61 Oregon AFSCME Council 75 has organized roughly 1,810 workers within
62 the three major industries of health care, behavioral health, and public
63 defense, since last convention. Many of these campaigns have required
64 evolving organizational tools and technology in light of the challenges
65 posed by a safety-based need to work remotely and they still require
66 considerable resources and attention to grow into sustainable locals;

67 **THEREFORE BE IT RESOLVED:**

68 Oregon AFSCME Council 75 will continue its efforts to organize across
69 industries in light of the lessons learned by these new successes and
70 challenges alike; and

71 **THEREFORE BE IT RESOLVED:**

72 Oregon AFSCME Council 75 will continue to develop new ways of reaching
73 working people through non-traditional methods and media; and

74 **BE IT FINALLY RESOLVED:**

75 That Oregon AFSCME Council 75 will reinforce its commitment to
76 organizing across key industries and call on members across council to
77 assist in these efforts as we grow our union.

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79 Submitted By:

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81 Oregon AFSCME Council 75 Executive Committee