



RISE UP^{AS} ONE

RESOLUTIONS BOOK



33RD BIENNIAL CONVENTION

SEPTEMBER 27 & 28, 2022



RESOLUTIONS REPORT

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OHIO AFL-CIO 33RD BIENNIAL CONVENTION RESOLUTIONS

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IN MEMORIAM

WHEREAS: In the two years since our last convention, many faithful and dedicated trade unionists have passed away, including Brothers Richard Trumka and James Carney.

WHEREAS: The son of a Pennsylvania miner and a miner himself, Brother Trumka worked in Nemacolin, PA as he earned a law degree from Villanova University. Brother Trumka was elected President of the United Mine Workers of America at age 33, making him the youngest president ever to be elected. In 2009, Brother Trumka was elected President of the AFL-CIO, the largest federation of unions in the United States, made up of more than 12 million active and retired workers. President Trumka helped usher a new generation of leaders through his service on the boards of the National Labor College, AFL-CIO's Solidarity Center, and The Leadership Conference on Civil and Human Rights. He also served on the boards of the Economic Policy Institute and the Housing Investment Trust, and was instrumental in the creation of the Union Sportsmen's Alliance.

WHEREAS: Brother Carney started with the Plain Township Fire Department (New Albany, Ohio) in 1995 and became Director of Government Affairs with the OAPFF in 2004. During his tenure Brother Carney made it to the rank of Captain while also serving as local union president of IAFF Local 3850. Brother Carney was a passionate advocate for legislation supporting fire-fighters and trade unionists and a staunch defender of workers' compensation and collective bargaining rights. He worked tirelessly on the Fire Fighter Presumptive Cancer Bill that is now law in the State of Ohio.

WHEREAS: It is fitting and proper that the delegates to this Ohio AFL-CIO Convention pause in their deliberations to pay tribute to those members who are no longer with us, including the hundreds of Ohio workers who were killed on the job since we last met; and

WHEREAS: These men and women have contributed much to the cause and advancement of unionism in Ohio. We can best honor the memory of these sisters and brothers by rededicating ourselves to the highest ideals of the labor movement.

THEREFORE BE IT RESOLVED: That in honor of the memory of those who have passed away since our last convention, and remembering all of our deceased sisters and brothers including the hundreds of Ohio workers who were killed on the job, we ask for a moment of silence and prayer.

Submitted by: Ohio AFL-CIO Executive Board

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OHIO ESSENTIAL WORKERS

WHEREAS: During the COVID-19 pandemic essential workers were defined by the U.S. Department of Homeland Security Advisory Memorandum, dated August 18, 2020, and through state executive order; and

WHEREAS: More than 30 million U.S. workers are employed in six broad industries defined as essential; and

WHEREAS: Workers in frontline industries are disproportionately women and people of color; and

WHEREAS: More than one-third of workers in many frontline industries live in low-income families and

WHEREAS: Our country's essential frontline workers worked tirelessly during the pandemic to keep their communities safe and fed; and

WHEREAS: Essential workers had to pay for personal protective equipment (PPE) out of their own pockets and shortages led to increased costs. On average, essential workers spent \$20 a week on disposable masks; and

WHEREAS: Essential workers incurred new childcare expenses, and lost wages quarantining themselves or for family members; and

WHEREAS: Essential workers had to take on additional tasks around safety and sanitation; and

WHEREAS: There have been over 3 million COVID cases and over 39,000 deaths in Ohio; and

WHEREAS: Essential workers, relative to their non-essential counterparts, have a 55% higher likelihood of being positive for COVID-19; and

WHEREAS: We need essential workers to stay healthy and protecting them is essential to our communities and the economy; and

WHEREAS: Essential workers did not sign-up to risk their lives during a global pandemic, but they continued to do their work professionally and effectively and deserve to be compensated for the risks they and their families have faced; and

WHEREAS: Companies have reaped skyrocketing profits since the beginning of the COVID-19 pandemic, but the workers who face personal risk to make those pandemic profits possible have not shared in that windfall; and

WHEREAS: Essential workers deserve not only our gratitude, but adequate protection and provision for their health, safety, and financial security; and

WHEREAS: Hazard, emergency, or premium pay is not the only thing workers need, but is a minimum action that takes steps to acknowledge the sacrifices of working people, address pandemic profiteering, and keep workers safe.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO will urge the Governor and Legislature to:

Pass legislation and/or sign Executive Orders giving premium or hazard pay to essential workers to defer costs for personal protective equipment (PPE) and other expenses incurred during the COVID-19 pandemic and any future global pandemics.

Adhere to provisions in state collective bargaining agreements that concern emergency pay.

Submitted by: United Food and Commercial Workers Local 1059 & OCSEA-AFSCME, Local 11

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ORGANIZING TO MEET THE MOMENT

WHEREAS: Workers in the United States are in crisis. For decades, employers have used illegal and legal tactics to stymie organizing efforts, resulting in stagnant wages, rising inequality, race and gender-based discrimination, a weakened labor movement and a democracy under attack. No problem we face is more serious than the need to make the promise of union membership a reality for unorganized workers; and

WHEREAS: Since 2017, the AFL-CIO Organizing Committee have been coordinating on strategies to increase the scale and pace of organizing; and

WHEREAS: The labor movement has faced renewed attacks on the freedom to engage in collective bargaining through the Supreme Court's Janus decision and "right to work" legislation. Public sector union members countered these attacks by re-engaging with members and nonmembers in massive sign-up campaigns, and in the process inspired many private sector unions to do the same; and

WHEREAS: Worker empowerment is on the rise. Strikes have increased, workers in new industries nationally and in Ohio are organizing, workers from fast food to high tech are engaging in protest, and public approval of unions is at a 50-year high. The COVID-19 pandemic and the racial justice reckoning that the country has experienced have laid bare the lack of faith so many Americans feel in their institutions. All of these trends have set the table for an organizing revival.

THEREFORE BE IT RESOLVED: The Ohio AFL-CIO calls on union leaders to continue to develop unity around a labor movement-wide strategy to increase the scale and pace of organizing in order to make the promise of union membership a reality for unorganized workers.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will prioritize worker organizing in all of our activities. Political campaigns, policy initiatives, digital and data strategies, alliances, and legal work will be in support of the organizing mission of AFL-CIO-affiliated unions.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will nurture worker activism, especially among young workers, women, people of color, workers in emerging sectors, including renewables and high tech.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will continue to foster partnerships with allies (community, environmental, immigrant rights, racial justice, women's, LGBTQ+, workers' rights and religious) to find areas of mutual interest and ways we can support our common goals to advance justice for all working people.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will continue to help building the case for the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act by engaging more workers in active organizing campaigns.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will encourage maximum solidarity with the growing number of workers who are choosing to strike, including in union recognition campaigns, and the maintenance of strong strike funds and solidarity funds to support striking workers.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO encourages the entire labor movement to continue working together in multi-union efforts to build on recent organizing campaigns.

BE IT FINALLY RESOLVED: The Ohio AFL-CIO calls on the leadership of nonprofits and other organizations that espouse the labor movement's values to support the efforts of their employees to organize without reservation, and support the efforts of their workers to organize, bargain collectively and negotiate first contracts without spending resources on union-busting law firms or consultants.

Submitted by: Ohio AFL-CIO Executive Board

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LABOR PEACE AGREEMENTS TO PROTECT PUBLIC INVESTMENTS

WHEREAS: Our local tax dollars should be used to educate our children, build and repair roads and bridges, transportation, ensure community members who have fallen on hard times have food and healthcare, and other essential services that create strong, healthy, communities that will thrive for generations; and

WHEREAS: Tax abatements and financial incentives are commonly used by local governments as an economic development tool to try to attract, maintain, or grow businesses within a specific community; and

WHEREAS: Tax abatements and financial incentives are a form of public investment that, when used, should support high wage jobs, good benefits, safe working conditions and enhance the lives of as many community members as possible rather than transferring public monies to the wealthy or subsidizing the bottom of line of companies that do not treat working people with the dignity and respect they deserve; and

WHEREAS: Union members and other taxpayers expect a return on their public investment in businesses, including the efficient and uninterrupted delivery of goods and services to residents and consumers from recipient businesses; and

WHEREAS: Municipalities and states that grant tax abatements and other financial incentives should protect the public's investments and take reasonable actions to ensure the uninterrupted delivery of goods and services from the recipient businesses; and

WHEREAS: Labor peace agreements (LPA) protect the public's investment in recipient businesses by reducing the risk of labor disputes that can interrupt the delivery of goods and services to residents and consumers through various methods, such as a union pledge not to strike or picket the business during an organizing drive in exchange for employer neutrality and binding arbitration of contract disputes arising out of collective bargaining negotiations; and

WHEREAS: Some municipalities and states have enacted LPA legislation to protect the public's investments in businesses that receive tax abatements and other financial incentives; and

WHEREAS: Municipal and state efforts to enact LPA legislation are consistent with the Ohio AFL-CIO's support for public investment strategies that benefit communities, protect taxpayers and respect the right of workers to organize and engage in collective bargaining.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO, its Central Labor Councils and its affiliates will continue to support using Labor Peace Agreements to protect public investments in businesses that receive tax abatements and other financial incentives.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO, its Central Labor Councils and its affiliates will continue to lift up examples of effective Labor Peace Agreements and educate our political allies and endorsed candidates on their uses.

Submitted by: Central Ohio Labor Council

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PENSION AND RETIREMENT SAVINGS PROTECTIONS

WHEREAS: Defined benefit pension plans are insured with guaranteed benefits while defined contribution retirement savings plans have no such protection; and

WHEREAS: A major factor in the threats to retirement security has been the trend to replace defined benefit pension plans with unprotected retirement savings plans such as 401(k) plans; and

WHEREAS: 401k plans were never designed to be a retirement instrument because of their risk; and

WHEREAS: This growth in retirement savings plans at the expense of defined benefit pension plans has led to retirees and workers facing much more risk in their retirement incomes; and

WHEREAS: A growing number of employers with defined benefit pension plans are freezing benefits, particularly for younger workers or are not offering its pension plan to new hires; and

WHEREAS: Conversions from traditional defined benefit plans to cash balance pension plans can have a negative impact on older and long-tenured employees, a group that is least able to make up for any losses because of their proximity to retirement; and

WHEREAS: Social Security has not kept pace with the increased cost of living for the elderly; and

WHEREAS: Nearly half of full-time workers in the private sector have no retirement plan whatsoever, creating a potential for economic hardship by millions of Americans during their retirement years; and

WHEREAS: Automatic enrollment in workplace retirement plans can increase participation as much as six-fold; and

WHEREAS: Many multiemployer pension plans across the country recently faced imminent collapse; and

WHEREAS: Approximately 10 million Americans participate in multiemployer pension plans, and roughly 1.3 million pension participants were in plans that were on the brink of becoming insolvent; and

WHEREAS: Approximately 11.2 million public sector retirees and 14.7 million active public sector workers rely on pension plans amid efforts by many state and local governments to cut benefits or underfunded pension plans; and

WHEREAS: The loss of pension income would have been not just harmful to the individuals and their families but would have imposed substantial economic losses on the standard of living for all in our communities; and

WHEREAS: The economic catastrophe resulting from the COVID-19 pandemic exacerbated the multiemployer pension crisis further, putting the pensions of even more workers and retirees at risk; and

WHEREAS: The Pension Benefit Guaranty Corporation (PBGC) multiemployer insurance fund had projected shortfalls within a few years; and

WHEREAS: Without action the pension plans had threatened to bankrupt the PBGC multiemployer insurance fund, and put the pension benefits of millions at risk; and

WHEREAS: Affected retirees from Ohio organized a national movement to advocate and lobby for protection of their earned retirement income and found a champion in Ohio's US Senator Sherrod Brown; and

WHEREAS: The Butch Lewis Emergency Pension Relief Act, H.R. 409 and S. 547, which provides funding for multi-employer pension plans for 30 years to restore pensions to their full amount and increase the national pension insurance cap, was introduced by Sen. Sherrod Brown (OH) and Rep. Richard Neal; and

WHEREAS: Sherrod Brown led the effort in the Senate, Representatives Tim Ryan, Marcy Kaptur, Joyce Beatty, and Marcia Fudge stepped up to move their colleagues in the House to understand the harm not just to the retirees and their families but the millions of dollars to be lost to our communities, and

WHEREAS: The legislation was incorporated into the American Rescue Plan (Pub. L. 117-2) and signed into law by President Biden in March 2021; and

WHEREAS: The program is expected to spend \$97 billion in lump sum payments, sufficient for qualifying plans to continue benefits through the year 2051.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO applauds the passage of the Butch Lewis Act and its protection of retiree pension benefits.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO recognizes that there is still much work ahead to ensure public and private sector retirees receive the benefits they earned and will continue to fight for legislation that protects these rights.

BE IT FINALLY RESOLVED: That the Ohio AFL-CIO looks to and demands that Congress revise the corporate bankruptcy laws so that that single and multi-employer pension plans, as well as 401(k) plans, are placed higher in the order of creditors and that workers be granted a separate class action claim in bankruptcy proceedings to secure the earned benefits of individual workers.

Submitted by: Ohio Alliance for Retired Americans

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OPPOSITION TO MISNOMERED “RESCUE AMERICA PLAN”

WHEREAS: Rick Scott, Florida Senator and Chairman of the National Republican Senatorial Committee (NRSC) released a plan named “The Rescue America Plan” that could end Social Security, Medicare, and Medicaid; and

WHEREAS: The plan would require Congress to vote to reauthorize Social Security and Medicare every five years; and

WHEREAS: The plan called for raising taxes on low and middle income Americans, including retirees who rely on Social Security; and

WHEREAS: The Republican Senate campaign is selling voters its candidates like JD Vance on the premise that it just costs too much to secure retirement earned by those who built the American economy; and

WHEREAS: JD Vance wrote articles supporting cuts and privatization under an assumed name during the Paul Ryan US House Speakership, now saying he doesn’t; and

WHEREAS: Nearly 50% of retired Americans today depend on Social Security for half of their income while one in four over age 65 relies on Social Security for 90% of their income; and

WHEREAS: Social Security’s programs serve as an entry point towards accessing other benefit programs such as Medicare, Medicaid, and the Supplemental Nutrition Assistance Program (SNAP); and

WHEREAS: Medicare is critical to America’s retirees and senior citizens, as the program guarantees quality health care coverage to over 55 million seniors; and

WHEREAS: The AFL-CIO strongly opposes such efforts to compromise programs that uphold the security and the wellbeing of retirees.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO strongly opposes the misnamed Rescue America Plan offered by the extreme right wing in Congress, which calls to privatize and cut social security, among other reckless policies that will be detrimental for Ohioans.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO calls on members of the U.S. House and Senate to reject the Rescue America Plan and instead strengthen Social Security for generations to come.

Submitted by: Ohio AFL-CIO Executive Board & Ohio Alliance for Retired Americans

SUPPORT THE OHIO VALLEY GEM INITIATIVE AND SITING A HYDROGEN HUB AT THE FORMER PORTSMOUTH GASEOUS DIFFUSION PLANT (PORTS)

WHEREAS: Union workers in Southern Ohio are heroes of the Cold War, answering our nation's call to build the Portsmouth Gaseous Diffusion Plant (PORTS) and an energy infrastructure that is second to none; and

WHEREAS: The PORTS facility was the largest employer and the economic engine for the region, with its uranium enrichment operations requiring an energy supply equivalent to that of New York City; and

WHEREAS: This plant which helped power our country for generations, ceased operations two decades ago and now sits as a taxpayer liability with work at the site focused only on clean up, leaving the future of the region's economy in jeopardy; and

WHEREAS: A labor-focused, bipartisan initiative has been established in support of work that began 12 years ago to turn this facility, once again, into a national asset by re-industrializing PORTS and launching a new era of clean power generation and manufacturing in Southern Ohio; and

WHEREAS: The Ohio Valley Green Energy Manufacturing Initiative (Ohio Valley GEM) was initiated by the Ohio University Voinovich School of Leadership and Public Service and the Southern Ohio Diversification Initiative (SODI) in collaboration with the Ohio AFL-CIO and the Ohio State Building and Construction Trades Council to create an Integrated Energy System and closed loop manufacturing complex that will employ an "all of the above" energy strategy for decarbonizing power generation, manufacturing and transportation; and

WHEREAS: Labor, SODI and Ohio University have identified an industry partner that has entered into land agreements with SODI to site a hydrogen facility known as h2 Trillium Energy and Manufacturing (h2 TEAM) at PORTS which will serve as the foundational partner of the GEM effort; and

WHEREAS: SODI and Ohio University have submitted a Request for Information (RFI) to the U.S. Department of Energy in an effort to have the PORTS facility designated as a Hydrogen Hub under the DOE Energy Earthshot Hydrogen Hub competition; and

WHEREAS: While h2 Trillium Energy and Manufacturing (h2 TEAM) intends to construct the hydrogen facility at PORTS regardless of successfully winning a DOE Hub designation, securing such a designation would significantly increase the size and economic impact of the hydrogen facility and the entire GEM Initiative.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO supports the re-industrialization of the Portsmouth Gaseous Diffusion Plant (PORTS) facility through the Ohio Valley Green Energy Manufacturing (Ohio Valley GEM) Initiative.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO supports efforts to have the PORTS site designated as a Hydrogen HUB by the U.S. Department of Energy which will significantly increase the size and economic impact of current work happening at the hydrogen facility and the entire GEM Initiative.

Submitted by: Ohio AFL-CIO Executive Board & Ohio State Building and Construction Trades Council

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BUILDING A 21ST CENTURY SUSTAINABLE ECONOMY IN OHIO, FOR APPALACHIA AND BEYOND

WHEREAS: The Ohio River Valley of Appalachia powered the prosperity of the nation in the 20th century; and

WHEREAS: Our communities are rich in assets, including its people, land, minerals, water, music and heritage; and for more than a century, Appalachian communities like ours have helped fuel America's industrial revolution; and

WHEREAS: The nation should celebrate our culture and heritage; invest in communities; generate good, stable, and meaningful jobs, and value the contributions of coal industry and other fossil fuel industry workers; and

WHEREAS: Federal action on climate change requires that the people of Appalachia and our communities are at the table to ensure that working people and communities are put first and that their contributions are respected; and that Appalachia is a place where everyone can live, work, and raise a family; and

WHEREAS: Skilled workers of Ohio and Appalachia will be needed to build a 21st Century Economy—one that is good for workers, the economy and environment, while building local wealth and shared prosperity; and

WHEREAS: Everyone deserves a good union job with family-sustaining wages and benefits from responsible employers, regardless of their race, class, or gender; and

WHEREAS: Implementing federal climate infrastructure investments in the region can expand opportunity through public investments, create more than 200,000 jobs in Ohio, grow clean and efficient manufacturing in the region, repair damaged lands and waters through reclaiming abandoned mines, restoring wetlands and reforesting the region, modernize the electric grid and incorporate universal broadband, and secure a more sustainable transportation system by building out electric vehicle infrastructure and laying new rail; and

WHEREAS: The Biden Administration's Good Jobs Initiative promotes labor rights, second chance employment, better pay and benefits, paid on-the-job training opportunities for union apprentices and pre-apprentices, and local ownership models that rebuild the middle class; and

WHEREAS: The Federal Inflation Reduction Act and the Bipartisan Infrastructure Law will put people to work in Appalachia and Ohio in jobs that improve the environment and health of all people in the region; and

WHEREAS: We can have a new Appalachia – one that is a destination for people seeking opportunity and a better way of life, and where people no longer have to leave the region to pursue economic opportunities for their families; and

WHEREAS: New federal opportunities through the American Rescue Plan, Bipartisan Infrastructure Law, and Inflation Reduction Act require active participation and engagement from Ohio local and state government agencies to bring these opportunities to Ohio communities; and

WHEREAS: There are unprecedented opportunities through these bills to revitalize manufacturing, modernize our electrical grid and incorporate universal broadband, build a more sustainable transportation system, repair damaged lands, address disasters such as flooding, and much more.

THEREFORE BE IT RESOLVED: The Ohio AFL-CIO supports Reimagine Appalachia's efforts to build a 21st Century Economy that's good for workers, communities, and the environment, and encourages Congressional delegations and federal government to support the framework of Reimagine Appalachia through federal, state and local action.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will advocate for good union jobs to be created from Ohio's new Appalachian Community Grant Program, by working to influence the allocation of \$500 million in American Rescue Plan Act resources set aside for "sustainable, transformational projects" in the region.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will work to ensure the state of Ohio sees the benefits of federal climate infrastructure dollars and that the resources are spent equitably, create good family-sustaining jobs and career pathways into those union jobs, especially for those workers affected by the new energy economy.

BE IT FINALLY RESOLVED: The Ohio AFL-CIO will urge state and local governments to implement these new federal climate rules in a way that ensures project funding comes with community and labor standards. In order to maximize the effectiveness of these programs, state and local governments must seek community input from diverse stakeholder groups, use high road employers and union labor, pay family-sustaining wages, provide on-the-job training opportunities for union apprentices and pre-apprentices, offer safe working conditions, and use environmentally-friendly practices.

Submitted by: Ohio AFL-CIO Executive Board

SUPPORTING SOLAR ENERGY GROWTH IN OHIO

WHEREAS: On August 16, 2022, President Biden signed the Inflation Reduction Act into law, which provides, in part, certain incentives for solar energy development that commits to using a union workforce; and

WHEREAS: The State of Ohio is experiencing significant growth in solar energy project development proposals with more than 10,000MWs of solar facilities either operating, approved for construction, or pending before the Ohio Power Siting Board; and

WHEREAS: An economic impact analysis by Ohio University concludes that the industry could create more than 54,000 construction and operational jobs, and more than \$16 Billion in total economic impact; and

WHEREAS: Ohio's Payment in Lieu of Taxes (PILOT) program requires 80% of the solar workforce to be domiciled in Ohio, and can contribute significant new revenue directly into the communities where solar farms are located; and

WHEREAS: These long-term annual tax payments are especially helpful to economically challenged communities in rural areas of the state, and will benefit their school systems, health systems, emergency services, libraries, and other essential community services; and

WHEREAS: An "all of the above" energy strategy must include cost effective, environmentally efficient, and much needed solar energy generating facilities playing a critical role in keeping the lights on in America's homes and businesses while employing thousands of hard working Ohioans to construct and maintain facilities; and

WHEREAS: There is unequivocal evidence that the earth is warming at an unprecedented rate and we must increase our use of renewable energy as one part of the solution.

THEREFORE BE IT RESOLVED: The Ohio AFL-CIO recognizes that a diversified energy portfolio is required for a 21st century economy, and that solar is an essential and cost effective component in the supply of electrical generation to all classes of energy consumers.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO believes that increasing solar energy generation in Ohio is in the public interest.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO supports union focused workforce development that will help industry partners achieve the 80% domiciled workforce required by the Payment in Lieu of Taxes (PILOT) program.

BE IT FINALLY RESOLVED: That the Ohio AFL-CIO supports further development of the Ohio solar industry as part of our "all of the above" energy strategy.

Submitted by: International Brotherhood of Electrical Workers, District 4

BUILD BROADBAND BETTER AND END THE DIGITAL DIVIDE IN OHIO

WHEREAS: The COVID-19 Pandemic has demonstrated the critical nature of high speed and affordable broadband for all Americans to work, learn, shop and succeed in the world today. The Pandemic has exposed a deep rural and urban digital divide and has made it clear that millions of Americans lack access to affordable and reliable high speed internet services. We have all seen the photos and videos of school children being forced to sit in a fast food parking lot simply to attend classes and do their homework; and

WHEREAS: In Ohio, about 26 percent of all households lack a home broadband connection because they either cannot access quality broadband or cannot afford broadband. Affordability of internet access remains a major hurdle with the U.S. being the second most expensive country for home broadband amongst the 38 countries that are members of the Organization for Economic and Co-operation and Development; and

WHEREAS: Business decisions by internet service providers (ISPs) have exacerbated the racial and income digital divide. ISPs have prioritized upgrading their networks to fiber in wealthy areas where they are more likely to convince consumers to sign up for expensive services that boost their profits; and

WHEREAS: Years of deregulation of the industry at the federal and state levels have left consumers and policymakers with few tools to address the digital divide and to hold telecom companies accountable for network outages, unreliable service, and poorly maintained facilities. The industry has argued for deregulation by claiming that competition in the marketplace will drive buildout of broadband networks and achieve universal service. But we know that after decades, the promises of deregulation have not been delivered for the U.S. public; and

WHEREAS: Fortunately, the Biden Administration and Congressional Democrats have prioritized addressing the digital divide. Billions were provided to states through the American Rescue Plan Act that can be used for projects to expand broadband deployment. The Emergency Broadband Benefit was created by Congress to help low-income households afford broadband services. The Infrastructure Investment and Jobs Act (IIJA) extended this benefit for five years, renamed the Affordable Connectivity Program; and

WHEREAS: The IIJA overall provides \$65 billion in federal funds to address the digital divide in this country. Funds are devoted for broadband network buildout, digital equity and affordability measures. A significant amount -- \$42.5 billion -- is dedicated for broadband deployment, which will be given in block grants to the states to distribute to individual broadband providers who commit to building in unserved and underserved areas; and

WHEREAS: The critical task of building next generation fiber optic broadband networks should be carried out by skilled, union technicians so the work is done right the first time. Too often, employers outsource deployment to lowest cost subcontractors who rush through the jobs, cutting corners on quality and safety. Small fiber construction crews often lack adequate training and job security; and

WHEREAS: States and the federal government have a critical role to play in requiring accountability from broadband providers for their working conditions -- if a recipient of public funds is not union today, they must be required to respect workers' right to organize. Congress included language in the IIJA requiring that preference be given to companies with a demonstrated record of compliance with labor laws and a commitment to comply with labor laws in the future. This is historic legislative language that for the first time attaches high road employer labor standards as a priority for federal broadband funding.

THEREFORE BE IT RESOLVED: The Ohio AFL-CIO will continue to advocate for policies and requirements at the federal, state, and local levels for public funding used for broadband infrastructure that: prioritizes the buildout of fiber optic broadband over other, inferior technologies, gives preference to high road employers who directly employ their workforce and respect workers' rights to bargain and organize, provides an active role for state and federal regulators to ensure strong accountability and oversight of the projects, and works to address affordability for all Americans.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO applauds the Biden Administration for establishing high road standards for the Broadband Equity, Access, and Deployment Program and urges state officials to incentivize as much as possible the use of the BEAD funds by highly skilled incumbent workforces, disincentivizes companies that follow a low-road employer model using a contractor workforce, and requires recipients of funding to respect workers' rights to bargain and organize.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will support federal and state level legislative and regulatory efforts to reverse the decades of deregulation of the telecommunications industry and to regulate the communications network of the 21st century to ensure that networks are resilient and the voices of workers and consumers are heard.

BE IT FINALLY RESOLVED: The Ohio AFL-CIO will engage in the appointment process of the Public Utilities Commission of Ohio and other state oversight bodies to achieve our policy goals of greater accountability for broadband providers.

Submitted by: Communications Workers of America, District 4

INTERNATIONAL TRADE

WHEREAS: The ability of the United Steel Workers (USW) to influence international trade policy in the twenty first century continues to be one of the strongest international achievements our union has done to defend and improve workers' rights globally; and

WHEREAS: Despite years of corporate led trade agreements, international forums like the World Trade Organization, inaction by elected leaders and apathy to the plight of middle-class families by mainstream press, our union held true to shifting the balance of power on trade agreements away from deindustrialization and erosion of workers' rights towards fair trade; and

WHEREAS: The global pandemic and Russian invasion of Ukraine continue to highlight the failures of concentrated, globalized supply chains and the fallacy that corporate led globalization and free trade at any cost would foster democracy and improve workers' rights; and

WHEREAS: The USW has participated in more trade investigations than any other single organization aiding on 187 individual anti-dumping and countervailing duty (AD/CVD) orders where the union has supported, testified, or been a petitioner out of the 664 AD/CVD duties the U.S. has put against illegally dumped or subsidized goods – USW has been party to over 1 in 4 trade cases in the U.S.; and

WHEREAS: The USW continues to advocate for using policy tools with precision that will defend jobs and domestic industries such as the steel and aluminum 232 investigations, excluding against Canada, and the 301 investigations that holds the Communist party in China accountable for illegal trade practices; and

WHEREAS: In good part because of the USW's work, a Rapid Response Mechanism was created in the first modern renegotiated trade agreement – the United States, Mexico and Canada Agreement (USMCA) – which has permitted workers in Mexico, the U.S. and Canada to hold companies accountable in Mexico for labor violations, allowing for thousands of workers in Mexico to choose to join free-independent unions for the first time; and

WHEREAS: The USW has advocated for the inclusion of mechanisms similar to USMCA's Rapid Response in ongoing and upcoming trade negotiations; and

WHEREAS: The focus of recent trade discussions in both countries has been to develop and create “worker-centered trade” programs that ensure that increased globalization leads to benefits for all workers and access to free and independent trade unions; and

WHEREAS: The efforts by multi-national corporations and state-run economies like the People's Republic of China continue to emphasize a trade at any cost model, which undermines the ability of workers to bargain with their employers and for countries to improve the environment for their communities; and

WHEREAS: The USW has relentlessly pursued national policies to maintain and grow a healthy manufacturing base over the last three decades, with no purely domestic advocate for Manufacturing in the U.S., the USW created an innovative strategy to fund with some of our larger U.S. manufacturers, the Alliance for American Manufacturing (AAM). For over 10 years, AAM has widely amplified the USW's message that manufacturing is necessary for a strong middle class and a thriving economy; and

WHEREAS: USW is the largest industrial union in North America, representing workers producing a wide variety of trade impacted goods, such as steel, pipe, aluminum, wood products, chemicals, paper products, plastics, auto parts, tires, rubber, glass, and many other industrial and consumer products. Because our members have suffered disproportionately from unfairly traded imports and the offshoring of production and manufacturing jobs, USW has been at the forefront of the fight for fair trade in the United States. Through public pressure and through concrete action, the USW has been a leader in the fight to level the playing field to ensure the rules are enforced so that our members and their industries have a fighting chance.

THEREFORE BE IT RESOLVED: That the Ohio AFL -CIO reaffirms its commitment to helping lead the fight against unfair trade policies and the trade agreements that so deeply affect workers both in Ohio and around the globe.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO will monitor the effect of illegal trading practices by countries that export to the U.S. and will use all available legal avenues to expose and stop these illegal practices and make the affected workers whole. The Ohio AFL-CIO will also continue to fight to maintain and strengthen existing trade laws.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO will continue to work with its allies to advocate for "worker-centered trade" also known as "fair trade" standards, so workers share in the benefits of international trade while including protections for human and labor rights and health, safety and environmental standards. With these tools, trade agreements can have the effect of raising workers' living standards and human rights records among trading partners and reduce the incentive to move production to countries with the lowest standards.

BE IT FINALLY RESOLVED: That the Ohio AFL-CIO will not just provide a voice for workers' grievances on international trade but also, solutions to ensuring that communities thrive, workers can bargain fair contracts, and that multi-national corporate interests do not overpower the needs of workers.

Submitted by: United Steel Workers, District 1

ADDRESSING TEACHER AND SCHOOL STAFF SHORTAGES

WHEREAS: Our teacher and Paraprofessionals & School-Related Professions (PSRP) members must deal with stagnant wages that fail to match their similarly educated peers, endless budget austerity, crippling student loan debt, increased class size and workloads, expanding class coverage and administrative responsibilities, insufficient time for preparation and collaboration, meaningless paperwork, and an erosion of work/life balance; and

WHEREAS: Research shows the shortage of teachers is not a result of the reluctance to teach and work with students, but the unsustainable teaching and learning conditions in our schools combined with an appalling lack of educator voice in the decisions that affect their professional and personal lives; and

WHEREAS: While schools have experienced shortages of teachers and school staff for decades, especially for employees of color, and teacher turnover rates were nearly double those of other occupations even before the pandemic, our schools are now experiencing an even greater, unprecedented shortage of teachers and staff; and

WHEREAS: For the first time ever, after almost 50 years, a recent poll showed that a majority of Americans opposed their own children becoming public school teachers, hoping they would select a profession with more respect, higher pay, better working conditions and more opportunities for career advancement; and

WHEREAS: Public schools and the people who work in them have endured attacks for decades from self-serving political agendas and profit-seeking opportunists who want to convert the right to a free public education into a private, for-profit commodity; and

WHEREAS: Numerous federal and state initiatives over the past several decades have reduced the craft and joy of teaching and learning to data-obsessed accountability compliance models promoted by “A Nation at Risk” in 1983, the “No Child Left Behind Act” in 2001, and “Race to the Top” in 2009, along with numerous wrong-headed state efforts; and

WHEREAS: In sum, teachers and school staff who have dedicated their professional lives to America’s public school students do not have the climate, culture, conditions and compensation to do their jobs; and

WHEREAS: Public education systems exist to support and serve all children, regardless of circumstance or background, and educators not only help students learn facts and critical-thinking skills, but also help mold and shape them as they prepare to take their place in their communities and our country; and

WHEREAS: All of these factors and countless others have made working in public schools more stressful than ever and have fueled a shortage of teachers and school staff, imperiling the future of neighborhood public schools, the institution of public education and the fundamental principles of a free democratic society; and

WHEREAS: The AFT Teacher and School Staff Shortage Task Force, with representation from the Ohio Federation of Teachers, was appointed in December 2021 to address these pressing issues; and

WHEREAS: The American Federation of Teachers adopted the Teacher and School Staff Shortage Task Force report at their national convention on July 16, 2022.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO will use the American Federation of Teachers' "Teacher and School Staff Shortage Task Force" report to advocate for policies, resources, best practices, and to promote the implementation of recommendations that will address the climate, culture, conditions and compensation needed to make all education professions attractive and sustainable and in doing so serve and preserve our public schools.

Submitted by: Ohio Federation of Teachers

ADDRESSING STAFFING SHORTAGES IN THE HEALTHCARE WORKFORCE

WHEREAS: Nursing staff includes an entire care team comprising multiple disciplines and ancillary staff; and

WHEREAS: Non-nurse disciplines, including physicians, physician assistants, pharmacists, physical therapists, respiratory therapists, and all other providers of direct patient care are crucial to delivery of high-quality care; and

WHEREAS: Workers in transport, environmental services and other healthcare titles are crucial to ensuring safe, high-quality care for patients; and unprecedented vacancies in these positions have been created due to safety concerns, inequitable compensation, and other poor working conditions, which are felt at the bedside; and

WHEREAS: Working conditions in clinical settings have deteriorated to the point where experienced professionals are leaving the bedside, new professionals are taking jobs outside of healthcare, and vacancies in ancillary jobs are critically unfilled; and

WHEREAS: This situation is not only placing unconscionable strain on healthcare workers, it also has created a crisis that threatens the safety of patients and the overall stability of the American healthcare system; and

WHEREAS: Nurses, professional associations, and unions have been advocating for safe staffing laws for decades. The lack of consensus among nursing groups and employers has stalled the discussion for too long, resulting in continued application of dangerous staffing approaches; and

WHEREAS: Mandatory overtime, misuse of on-call for staffing, overreliance on travelers and contract nurses, and unmanageable patient care assignments have become normalized. Staffing committees and other venues for nurses to vocalize staffing needs, while valuable, have not produced positive movement toward a standard that is safe; and

WHEREAS: Being responsible for unreasonable patient loads; relying on inexperienced and agency staff to supplement and care for these patients; and being expected to work more hours with fewer resources – putting their own health, the health of their patients and the health of their families at risk – have resulted in an adverse work environment wrought with ethical challenges that have left healthcare professionals feeling completely unsupported and morally injured, particularly during the pandemic; and

WHEREAS: Two states have safe staffing limits (ratios) built into state law for all or some patient care units, with California having a comprehensive ratios law and Massachusetts mandating ratios in some patient-care areas. Research shows that minimum nurse-to-patient ratios improve patient outcomes, such as improvements in mortality, readmissions and length of stay; and

WHEREAS: While the lack of enforceable standards has rendered staffing untenable for decades, the current situation is creating an existential crisis for the nursing profession. The consequence of unsafe staffing has a cumulative severe impact on the physical, mental, emotional and spiritual health of the nursing workforce; and

WHEREAS: Nurses and other health professionals are leaving the bedside because of unmanageable patient loads and the deplorable working conditions across the healthcare system. One survey reported that over one-third of nurses plan to leave their jobs by the end of 2022, and nearly a third plan to leave the profession altogether; and

WHEREAS: Pandemic-related pressures on healthcare accelerated this trend – the rate of violence in hospitals increased by 25 percent in one year alone from 2019 to 2020 – and the correlation between inadequate staffing and higher incidence of violence in healthcare was well known even before the pandemic; and

WHEREAS: Violence against healthcare workers is a serious and growing problem exacerbated by inadequate staffing. Healthcare and social services workers experience 76 percent of all reported workplace violence injuries in the American labor force, and the number of actual incidents of workplace violence is likely to be much higher; and

WHEREAS: Healthcare workers have endured unfathomable strain at work during the pandemic including: inadequate personal protective equipment, ever changing care protocols, and administrators who were unprepared, not supportive and, often, not present; and

WHEREAS: Our healthcare workforce has increasingly experienced moral distress caused by ethically challenging situations, such as the perception of not always being able to provide the normal standard of care and emotional support to patients and their families; and

WHEREAS: The compounding impact of experiences of moral distress, burnout, and impossible working conditions is exacerbated by environments with inadequate organizational support by employers and government; and

WHEREAS: The fatigue and overwork (resulting from poor staffing and other failures of employers to prioritize a positive work environment for those delivering patient care) serve to deteriorate the resilience and ability to cope with stress across our healthcare workforce, impacting workers' health, personal relationships and families; and

WHEREAS: Increased incidence of depression, anxiety and suicide among healthcare workers signify an immediate need to act; and

WHEREAS: Unfair and inadequate pay practices exist, such as the refusal to increase wages for experienced nurses, low starting wages for hard-to-fill positions, and failure to pay ancillary staff a living wage; these are contributing factors to both new and experienced health professionals leaving their jobs: a dynamic that is exacerbating shortages; and

WHEREAS: The use of travel agencies to fill staffing holes has skyrocketed, forcing stark and unjust disparities in pay among clinicians; this is a development that exposes a deeply broken labor market in the healthcare industry; and

WHEREAS: Consolidation in the healthcare industry has resulted in a reduced number of corporations competing for workers, which has resulted in practices like wage suppression, normalization of diminished working conditions, increased healthcare costs, and few resources spent to ensure health professionals have the tools needed to deliver safe, high-quality care; and

WHEREAS: Elimination of services by hospitals not only deprives communities of care in rural and underserved areas, it also leaves specially qualified healthcare professionals unemployed, a dynamic that created economic harm to families and those communities; and

WHEREAS: Moving work out of acute care settings, outsourcing through contract work and telemedicine, and the use of artificial intelligence are strategies driven by cost savings, not patient needs; and

WHEREAS: Employers and industry stakeholder groups are actively working to maximize profits – by cheapening care delivery through efforts to deskill our professions and seeking out cheaper labor forces – which complicates delivery of care, erodes scope of practice for a multitude of health disciplines, and threatens our jobs; and

WHEREAS: The COVID-19 pandemic has exacerbated pre-existing pressures and strain on the healthcare system and its workforce to a critical breaking point; and

WHEREAS: Healthcare is a high-stakes environment with highly complex systems on the clinical and the business sides, and where factors like the evolution of different models of nursing care, reimbursement-driven documentation systems, and advances in research and treatment mean incessant change for direct care clinicians; and

WHEREAS: Too often, nurses and other health professionals are scapegoated for lapses in systems and structures. Threats to just culture and other frameworks that ensure a culture of safety and accountability in healthcare have corroded to the point that health professionals are no longer willing to assume a disproportionate level of responsibility for this situation or heightened level of personal risk and liability; and

WHEREAS: Equity in the healthcare workforce is a requirement for broader health equity and the time for authentic, meaningful efforts at addressing racism, diversity, equity and inclusion in our healthcare workforce; and

WHEREAS: It is well settled that outcomes improve when the healthcare workforce reflects the population it serves. However, minority healthcare workers are currently underrepresented, and as the complexity of the positions and the salaries increase, the diversity of the workforce decreases; and

WHEREAS: The role of nurses is not only crucial to the stability of today's patient care environment but is also critical to teaching the next generation of nurses. At the same time, nursing education programs do not have the funding, facilities or faculty needed to address the workforce shortage. And in nursing programs, where the problem is particularly acute, low salaries for faculty make choosing teaching unaffordable for many nurses.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO will support affiliates in obtaining state law that mandates staffing ratios, or safe patient limits.

BE IT FURTHER RESOLVED: At the federal level, the Ohio AFL-CIO will work to secure staffing ratios in federal law by advocating for the Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act and through all available regulatory means.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO will support efforts at securing legislation banning mandatory overtime by advocating for legislation at the federal and state level and through support of affiliates advocating for mandatory overtime prohibitions in state law.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO supports provisions in Collective Bargaining Agreements that prohibit the imposition of disciplinary action, including termination from employment of any direct patient care or technical occupation worker that refuses a mandatory overtime assignment due to stress, fatigue or other health related issues that may interfere with their ability to provide safe, effective, high-quality patient care except during a health care disaster, a declaration of emergency, an ongoing medical or surgical procedure or an unforeseen event such as a sudden influx of patients.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO will support affiliate efforts to secure staffing ratios in collective bargaining agreements.

BE IT FINALLY RESOLVED: That the Ohio AFL-CIO will support the work of its affiliates to address workplace violence in legislation, through collective bargaining, and other state and local work of healthcare affiliates.

Submitted by: Ohio Nurses Association & AFSCME Ohio Council 8

(14)

SUPPORT EXTENSION OF PUBLIC SERVICE STUDENT LOAN RELIEF

WHEREAS: More than 43 Million Americans carry over \$1.75 trillion in federal student loan debt, a staggering total that exceeds outstanding credit card debt; and

WHEREAS: Public service workers often forgo career opportunities with higher earning potential in order to directly service their communities; and

WHEREAS: The Public Service Loan Forgiveness (PSLF) program was created by the federal government to reward individuals who choose careers serving their communities in government and the nonprofit sector by forgiving the balance of student loans remaining after the borrowers have worked in public service for ten years and made 120 student loan payments at income-based levels; and

WHEREAS: The U.S. Department of Education announced a temporary PSLF waiver that allowed borrowers to receive credit for past student loan payments that may have been disqualified for technical reasons; and

WHEREAS: The temporary PSLF waivers are set to expire on October 31, 2022, thereby reinstating technical requirements that may once again foreclose the opportunity for public service workers to qualify for student loan forgiveness.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO supports the extension of the Public Service Loan Forgiveness waivers and will continue to support federal efforts to provide meaningful student loan debt relief.

Submitted by: AFSCME Ohio Council 8 & Ohio Federation of Teachers

(15)

OHIO'S WORKING PEOPLE NOT BIG TECH COMPANIES MUST DRIVE THE FUTURE OF AUTONOMOUS VEHICLE AND OTHER TRANSPORTATION TECHNOLOGY

WHEREAS: Ohio's working families are focused on protecting and creating good union jobs and giving more workers the choice of a union during a time of rapid technological change across our state's economy; and

WHEREAS: Ohio is fast becoming a hub for transportation innovation including autonomous vehicles (AV) as state governments and the legislatures continue to advance policies designed to pave the way for deployment of these unproven, potentially unsafe technologies; and

WHEREAS: Transportation unions and their members in Ohio and across America have been at the forefront of new technologies as cutting edge innovations have changed the way we transport people and freight while maintaining a highly skilled union workforce that can operate and maintain our transportation systems, ensure the public is safe, and adopt new technologies that benefit workers and the public; and

WHEREAS: Transportation unions have managed through decades of technological change with strong bargaining rights and union contracts, mobilizations in our cities, and unity around an agenda to protect good jobs, ensure the highest safety standards in our public and private transportation systems, create Ohio manufacturing jobs across the supply chain of AVs and other transportation technologies, and demand service that is equitable and accessible to all; and

WHEREAS: The traveling public faces new threats due to the rise of unsafe, poorly regulated, anti-worker technologies such as AVs designed by Big Tech and large corporations to fool the public, weaken safety and destroy good union jobs while driving record corporate profits; and

WHEREAS: The AV lobby wants to push AV technology into our public transit systems – a move that would threaten service, eliminate good jobs, and leave passengers to fend for themselves despite myriad safety risks that require human knowhow and intervention; and

WHEREAS: Public transit union members are on the frontline of delivering safe service and are the first responders as they and their passengers face weather and road emergencies, safety and security threats onboard, health crises, and other challenges to which a robotic bus is ill equipped to respond.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO will stand up to the Big Tech and corporate lobby, demand a worker-centered approach to how and if transportation technologies including Autonomous Vehicles (AV) are tested and implemented in our state, and mobilize for new AV policies that put workers and the riding public not corporate profits first.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO will provide a powerful voice in the state for transportation technology policies that retain and create good union jobs in transportation and manufacturing, protect passenger and worker safety, uphold and expand bargaining rights, and protect against discrimination as new transportation innovations are tested and considered for implementation.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO will respond to this moment of technological change by reaffirming its view to policy leaders that no matter the level of automation achieved in buses and other vehicles that human operators remain onboard to use their skill and expertise to protect passengers from the safety risks and threats in our public transportation systems.

BE IT FURTHER RESOLVED: That as our elected leaders advance AV applications in our state, the Ohio AFL-CIO will demand that technological change in transportation be managed through the strong transportation unions in our state, the collective bargaining process, and active worker engagement in an industry with high union density.

BE IT FINALLY RESOLVED: That the Ohio labor movement will work with allies in the state to urge our Governor and state legislators to apply the highest safety, transportation and supply chain job creation, worker training and transition assistance, and equity standards as a condition for any authorized AV and other transportation technology deployments in the state.

Submitted by: Transport Workers Union

(16)

SUPPORT FOR CALL CENTER CONSUMER AND WORKER PROTECTIONS

WHEREAS: Consumers increasingly use the telephone or internet to purchase goods and services, inquire about their finances and bills, and get technical support and other information provided by customer service or sales representatives located in centralized call centers; and

WHEREAS: More than two million Americans, including over 115,000 workers in Ohio, are employed in call centers; and

WHEREAS: Many companies outsource their own customer sales and service operations to third party call centers, and many of these centers are located offshore in countries like India, the Philippines, Mexico, and Honduras; and

WHEREAS: Outsourcing and offshoring call center work leads to lower living standards and loss of good jobs for workers and communities and lower quality service for customers; and

WHEREAS: Many communities have used taxpayer dollars to subsidize location of call centers in their communities, only to see the centers then close their doors and move the work offshore; and

WHEREAS: Offshoring call center work to countries that are not bound by U.S. privacy laws exposes U.S. consumers to increased threat of identity and data theft; and

WHEREAS: Customers have a right to know the location of the customer service representative and have a right to request that their call be transferred to a U.S. based call center, even though foreign-based call center employees are often instructed never to reveal their location.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO supports the United States Call Center Worker and Consumer Protection Act (H.R.4603 and S.2409) that gives customers the right to request their calls be transferred to U.S.-based agents; that requires employees to disclose their location at the beginning of communications with customers; requires public disclosure of companies that move call center work overseas, and makes companies that offshore American call center jobs ineligible for federal grants, loans, and gives preference on contracts to companies that keep call centers in the U.S.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO will urge its affiliated unions and their members to contact Congress to support the U.S. Call Center Worker and Consumer Protection Act and will support similar legislation in the Ohio legislature.

Submitted by: Communications Workers of America, District 4

(17)

COMMITMENT TO OHIO PATH TO POWER CANDIDATES

WHEREAS: Path to Power is a project of the AFL-CIO Political Department to identify, recruit, and elect candidates to run for local government offices; and

WHEREAS: The purpose is to shift the power in local government to favor stronger pro-worker policies and develop a bench of candidates to move into higher office; and

WHEREAS: The aim of the program of electing men and women who know the value of union contracts, benefits, and protections must be sustained over time; and

WHEREAS: Allies and friends in elected office are critical, but we as union members must step forward to represent the communities we live in; and

WHEREAS: The focus of this work on local elections such as village councils, township trustees, school boards, and other local positions means that money and resources spent have an outsized impact on Path to Power candidate races; and

WHEREAS: The Ohio AFL-CIO has devoted money and other resources to electing union members and their spouses through the Path to Power program.

THEREFORE BE IT RESOLVED: That the Ohio AFL-CIO reaffirms its commitment to the Path to Power program.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will develop this program further to create a Labor Bench of candidates to run for higher office as opportunities arise.

BE IT FINALLY RESOLVED: The Ohio AFL-CIO will seek, educate and inform members about the value of trade unionists being elected to office.

Submitted by: Greater Northwest Ohio CLC

(18)

SOLIDARITY WITH THE DROPKICK MURPHYS

WHEREAS: Since 1996 the Dropkick Murphys have been writing and performing songs celebrating working people in America; and

WHEREAS: The Dropkick Murphys are card carrying members of the American Federation of Musicians; and

WHEREAS: In 2011, the Dropkick Murphys played a set at the Wisconsin State Capital in support of protecting collective bargaining; and

WHEREAS: Since 2013, whenever the Dropkick Murphys tour through Ohio they host Ohio AFL-CIO Union Night at the concert, hanging out with union members before the show, taking pictures, giving autographs, all in union solidarity; and

WHEREAS: In 2021, The Dropkick Murphys showed support of the IATSE workers who organized the stagehands at Kemba Live! In Columbus; and

WHEREAS: In 2021, the Dropkick Murphys recorded a video in support of the Starbucks workers organizing in Cleveland; and

WHEREAS: Every item sold at the Dropkick Murphys merchandise booth is either American made or union made; and

WHEREAS: The voice of working people is rarely recognized as noble in popular music.

THEREFORE BE IT RESOLVED: The Ohio AFL-CIO extends special recognition to the Dropkick Murphys for their support of organized labor and dedication to telling the story of the working-class through their music for over 25 years.

BE IT FURTHER RESOLVED: The Ohio AFL-CIO will continue to promote the Dropkick Murphys by holding Union Night events whenever the band tours through Ohio.

Submitted by: Ohio AFL-CIO Executive Board



33RD BIENNIAL CONVENTION

SEPTEMBER 27 & 28, 2022