

- 1 NORTH CAROLINA STATE AFL-CIO
- 2 65th ANNUAL CONVENTION RESOLUTIONS
- 3

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8 NOTE: All resolutions this year are "Submitted by the NC State AFL-CIO Executive Board"

9

1 **RESOLUTION 1:**

2 **GROWING A MORE POWERFUL LABOR MOVEMENT**

3
4 Across the country, worker militancy is on the rise. Strikes have increased; workers in new industries are
5 organizing; workers from fast food to high tech are engaging in protest; and public approval of unions is
6 the highest since 1965. In North Carolina, we have seen an increase in union organizing in various
7 industries, including in Starbucks stores, among journalists, healthcare providers, non-profit workers,
8 and many others. The COVID-19 pandemic and the racial justice reckoning that the country experienced
9 have laid bare inequities in our society and the lack of faith so many Americans feel in their institutions.
10 All these trends have set the table for an organizing revival.

11
12 Increasing numbers of workers understand that the collective power of a union means higher wages,
13 better benefits, and safer jobs. Unfortunately, employers have long used legal and illegal tactics to
14 stymie organizing efforts, resulting in stagnant wages, rising inequality, race and gender-based
15 discrimination, a weakened labor movement, and a democracy under attack. Workers are no longer
16 satisfied with the status quo and are beginning to organize in record numbers. This is the time when we
17 must take action to make the promise of union membership a reality for unorganized workers.

18
19 We must also ensure that state, county, and city employees have the freedom to collectively bargain.
20 Delegates to the 2021 North Carolina AFL-CIO Convention recommitted us to this fight. North Carolina
21 public employees are banned from forming a collective bargaining agreement with their employer, due
22 to a Jim-crow era law that strips fundamental rights from many workers. We need to expand contract
23 rights to all workers in North Carolina.

24
25 The NC State AFL-CIO therefore resolves to do the following:

- 26 • Call on union leaders to participate in our Organizing Roundtable and develop a labor
27 movement-wide strategy to increase the scale and pace of organizing to make the promise
28 of union membership and economic justice a reality for unorganized workers in NC.
- 29 • Prioritize worker organizing in all our activities including political campaigns, policy
30 initiatives, and digital strategies so that all our programs help support the organizing mission
31 of our affiliated unions.
- 32 • Nurture worker activism, especially among young workers, women, Black and Indigenous
33 workers and people of color, and workers in emerging sectors, including renewable energy
34 and high tech.
- 35 • Continue to forge partnerships emphasizing diversity, inclusion, and equity with allies
36 (community, environmental, immigrant rights, racial justice, women's, LGBTQ+, workers'
37 rights, and religious) to find areas of mutual interest and ways we can support our common
38 goals to advance justice for all working people.
- 39 • Encourage political action through support of passing the Protecting the Right to Organize
40 (PRO) Act and fighting to repeal North Carolina's collective bargaining ban by engaging
41 public and private sector workers along with community members.
- 42 • Encourage direct action to show solidarity by standing on the front lines with the growing
43 number of workers who are choosing to strike, including in union recognition campaigns and
44 contract fights.
- 45 • Call on leadership of nonprofits and other organizations that espouse the labor movement's
46 values to support the efforts of their employees to organize without reservation, and
47 support the efforts of their workers to organize, bargain collectively and negotiate first
48 contracts without spending resources on union-busting law firms or consultants.

RESOLUTION 2:
WINNING PRO-WORKER POLICIES

Unions and collective bargaining give working people the opportunity and tools to exercise their power on the job and in our economy, and we must urgently use these tools to secure good jobs—with high wages and quality benefits, safe working conditions, and respect—for all workers.

The richest 1% of Americans have been remarkably successful in ensuring that profits go to them instead of workers. Corporate profits reached a record high in 2021, and America’s billionaires increased their fortunes by 57%—or \$1.7 trillion—during the past two years. Our economic system is skewed in favor of Wall Street, wealthy billionaires, and corporate executives, but it does not have to be this way.

To help rebalance our top-heavy economy and society, the NC State AFL-CIO commits to supporting a policy agenda that will achieve better jobs and a higher standard of living for all working people. We must make things in North Carolina again, with well-trained union members doing the work. We must reduce everyday costs for working families and break down the barriers to returning to the workforce. We must make sure corporations and the wealthy pay their fair share of taxes.

We must also ensure that every worker in North Carolina has the freedom to join a union; restore the freedom of state and local public workers to have union contracts; raise the minimum wage so that one job can truly be enough to make ends meet; root out discrimination from every corner of our society and economy; and hold policy makers accountable when they fail to put the interests of working people ahead of their own.

Our policy agenda includes the following components:

- Strengthen labor rights for all workers.
 - Restore the right for public employees in NC to collectively bargain.
 - Pass the PRO Act to reform federal labor law, strengthen our right to organize, eliminate so-called “right to work” laws, and penalize employers for union-busting.
- Strengthen and expand Buy North Carolina policies and work toward the establishment and implementation of Buy Union preferences.
- Link tax incentives for new employers and for research and development to domestic production by a well-paid, well-trained, and preferably unionized workforce and promote highroad economic development through partnerships with union apprenticeship programs.
- Engage and empower labor unions to shape the development, commercialization, and deployment of technology including clean and advanced energy; transportation technology and components; and critical minerals.
- Lower everyday costs for working people.
 - Provide for free universal pre-K.
 - Guarantee 12 weeks of paid family and medical leave for all workers.
 - Restore the child tax credit provisions of the American Rescue Plan.
 - Lower prescription drug costs through drug pricing reform.
 - Expand Medicaid and close the coverage gap.
 - Lower the Medicare eligibility age to 50 and expand Medicare to include vision, hearing, and dental benefits.
- Restore tax fairness.
 - Make corporations pay their fair share by eliminating tax loopholes, raising the corporate income tax rate; charging a tax penalty on corporations that ship jobs overseas to sell goods and services back to North Carolina; and implementing a windfall profits tax on corporations that exploit market conditions to fuel record profits.

- 1 ○ Make the wealthy pay their fair share in taxes by raising the top individual tax rate;
2 taxing the investment income of millionaires at the same rate as ordinary income;
3 restoring the estate tax on millionaires; and establishing an above-the-line deduction for
4 union dues.
- 5 • Reject budget austerity, budget caps, and automatic spending cuts and begin a multiyear plan to
6 reinvest in vital public services that have been underfunded for many years, including robust
7 new investments in childcare, schools, health care, fire and emergency services, and
8 infrastructure.
- 9 • Improve job quality by ensuring good jobs free from discrimination and harassment for all
10 workers, especially those who are Black, Indigenous or people of color, LGBTQ+, women,
11 immigrants, veterans, individuals with disabilities, and individuals in rural communities.
- 12 • Provide additional federal funding for rail transit and the postal vehicle fleet.
- 13 • Protect working families from rising prices by resolving supply chain disruptions; stopping
14 corporate price gouging; and upgrading our obsolete infrastructure to get products to market
15 faster.

16
17 We ask that delegates say “count me in” to fight for this policy agenda by educating members on these
18 issues, supporting candidates who support our issues, participating in our 2023 Labor Legislative
19 Conference and local legislative meetings, and by lobbying elected officials on all levels to support a pro-
20 worker policy agenda. Through the power of our voice and our vote, we can win better jobs and better
21 policies for all working people.
22

RESOLUTION 3:
CONTINUING THE FIGHT FOR RACIAL JUSTICE

The fight for racial justice in the United States is more urgent than ever. The NC State AFL-CIO continues our commitment to represent all workers, in all their diversity, since multiracial, working-class solidarity is essential for building worker power.

The NC State AFL-CIO calls for bold action to promote equity, safety, security, and dignity for all people, regardless of race, color, gender, religion, national origin, ability, sexual orientation, gender identity or gender expression.

Many of our members live at the intersection of multiple marginalized identities as people of color, women, immigrants, LGBTQ+ workers and more. Communities of color still face economic inequities and disparities because of structural racism in housing, financial services, health care, education, and employment. Racism, the cornerstone of white supremacy, directly threatens workers, our unions, and our democracy.

In 2020, the pandemic exposed and deepened racial inequities. Since then, we have seen both a rise in the public consciousness for the need to end systemic racial oppressions in our nation and an increase in the supremacist backlash to this movement towards progress. Economic oppression and violent attacks on Black people by agents of the state and white supremacists continue to increase. At the same time, we witnessed increased xenophobia and racial discrimination in the workplace and in society against Asian Americans and immigrants.

These targeted attacks all happened against the background of structural racism, which promotes and contributes to economic disparity. These are deep, long-term challenges that continue today. Most recently, we have seen shameless attacks on our voting rights, largely targeted at people of color, which is an urgent priority for America and for the labor movement.

Our movement has been called to action. In 2020, delegates to our convention passed a resolution creating a state federation racial justice committee that has developed a racial justice lens to examine state federation policies, programming, and organizational structure to make sure that we, as an organization, incorporate racial justice into all our work. The Committee also created an education module, trained over 25 labor activists as trainers, and conducted 8 trainings to date at CLCs, local unions, and state fed events to educate our membership on how to be anti-racist in their daily lives and in our movement.

To continue advancing racial justice, the NC State AFL-CIO commits to do the following:

- Build multiracial, working-class solidarity by growing our unions. Unions have historically increased racial equity, decreased the racial wealth gap, and provided a path to economic security, especially for people of color. We must continue to invite new groups of workers to join us in our labor movement.
- Bring a racial justice lens to all our policy work and political programs.
- Equip staff and leaders assigned to labor get-out-the-vote efforts with the tools to have effective and powerful conversations about racial and economic justice, and the ways that race has been used to divide workers.
- Continue the fight for voting rights on all fronts: grassroots action, recruiting candidates for office who will defend voting rights, holding elected officials accountable and pushing for legislation at all levels to guarantee the right to vote for all.

- 1 • Act and support measures to stop the ongoing epidemic of racially motivated, hate-inspired
- 2 terrorist attacks on innocent people.
- 3 • Educate members about the ways race, ethnicity and other differences impact the lives of our
- 4 members and potential members and build common understandings of how racial bias and
- 5 discrimination divide working people and undermine our collective power.
- 6 • Strengthen and expand our work with allies and partners to achieve racial justice goals, whether
- 7 we are in the lead or whether we are in support of another organization that is leading on a
- 8 racial justice fight.
- 9 • Report on these efforts at the 2023 annual convention.
- 10

1 **RESOLUTION 4:**

2 **BUILDING A POLITICAL MOVEMENT TO MEET THE MOMENT**

3
4 Working people can make our state better by uniting and exercising our power at the ballot box. While
5 North Carolina has long been considered a progressive beacon in the US South, it has some of the worst
6 labor and employment laws in the country. These anti-worker laws have resulted in relatively low
7 unionization rates. Nonetheless, as the ninth largest state in the country, over 120,000 workers are
8 members of unions, and more are fighting to organize unions every day. Together with our families and
9 our community partners, Working America and the Alliance for Retired Americans, there are over a
10 quarter million union voters in NC, more than enough to swing elections in a state and national
11 battleground.

12
13 Since the anti-union leadership of the NC General Assembly seized power in 2010, the battle for
14 democracy at the workplace and at the ballot box has become ever more critical. The disproportionate
15 effects of the COVID pandemic on working people and the continued struggle to win fair wages and
16 dignity for all workers, paired with the current leadership's unwillingness to protect workers, necessitate
17 bold action. Together we can change the direction of both our state and the country by uniting and
18 exercising our power at the ballot box.

19
20 Elected officials create policies that impact all aspects of our lives including our wages, our ability to
21 organize unions, our right to vote, our access to healthcare, our retirement security, and much more.
22 The only way to reform our outdated labor laws and make sure working people have what we need is to
23 elect a new generation of leaders who will fight for working families.

24
25 The 2022 elections present a unique opportunity for working people to elect a pro-worker majority to
26 the U.S. Senate, protect our state courts, and check the legislature's current anti-union leadership by
27 supporting our Governor's veto.

28
29 Politicians and their corporate sponsors have hurt us all by pandering to the rich, defunding our schools,
30 cutting Medicare, Social Security, Unemployment Insurance, and other safety net programs, and then
31 trying their best to divide us by race, class, religion, immigration, and employment status. No matter
32 where we come from, where we work, or what we look like, we all work hard for our families and
33 deserve dignity and respect on the job, and by joining together and resisting efforts to divide us, we can
34 elect new leaders who work for all of us, not just the wealthy few.

35
36 Therefore, we the affiliates of the NC State AFL-CIO resolve to do the following:

- 37
- 38 • Build a reimagined, year-round, internal organizing-inspired political program that is centered
39 on issue-based conversations with members and strengthening our Local Union Mobilization
40 Structure.
 - 41 • Create and maintain a messaging feedback loop whereby we hear directly from members on the
42 issues important to them and can effectively respond to and mobilize around those issues.
 - 43 • Use our endorsement process to unify affiliates around candidates, build power, and
44 aggressively foster a new generation of elected officials who share our aspirations for growing
45 the labor movement, creating an economy that works for all, and ensuring shared prosperity for
46 everyone.
 - 47 • Act in solidarity with our affiliate unions to advocate for our policy agenda and elect civic leaders
48 who will improve the lives of working people, bring fairness and dignity to our workplaces, and
49 secure social equity for all of North Carolina's working people.
 - 50 • Urge union members to reject any efforts to divide us by race, religion, or immigration status.

- 1 • Partner with our allies at LEAD NC to execute a pre-endorsement candidate education process
- 2 to better educate candidates on labor issues.
- 3 • Become more strategic about endorsements and target resources in key races with viable
- 4 candidates to maximize our political impact.
- 5 • Raise resources for our member-to-member political program by unions contributing to our
- 6 state federation Victory Fund at a suggested rate of \$1.00 per member.
- 7 • Raise more resources for labor-endorsed candidates through our COPE PAC campaign where
- 8 participants receive a lapel pin and recognition for giving \$100 per year.
- 9 • Recruit volunteers to leaflet at worksites (where permitted), phone bank, and canvass our
- 10 membership.
- 11