

# 2023 Resolutions



Resolutions adopted by the 2022-2023 AFT Washington Executive Board



## Mission, Vision and Values

The **mission** of AFT Washington is to voice the ideals of our locals and members for workplace fairness and social justice while strengthening and focusing their collective power to attain those ideals.

The **vision** of AFT Washington is a just society with access for all to unions, education, health care and social programs that provide equal opportunity. To that end, we will encourage and provide resources for potential members to become members, members to become activists, and activists to become leaders, growing the union, its scope, and its depth, so that our members see the power of the union, are drawn to it, and realize that the power comes from them, their commitment and involvement.

AFT Washington **values** transformational unionism that includes:

- Strength through solidarity
- Unity among diverse members
- Action toward our goals
- Democracy in our locals
- Quality programs for students
- Fairness for members

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# AFT WASHINGTON RESOLUTION 2023-01

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## 1 Building Solidarity Among CTC Faculty and Staff For Legislative Action To Fund Our Future

2 **WHEREAS:** over 278,000 students, representing over 65% of all post-secondary public-  
3 school students in Washington, choose Washington’s Community and Technical  
4 Colleges (CTCs), and at least 50% of CTC students are students of color; and

5 **WHEREAS:** we the unionized faculty and professional and classified staff are the heart and  
6 soul of the colleges, providing education, training, and support to students and  
7 employees, and keeping the campuses clean and well-maintained, benefiting  
8 students and our state’s communities and businesses; and

9 **WHEREAS:** chronic underfunding of our salaries threatens the ability of colleges to attract  
10 and retain the excellent faculty and staff needed by students, those who hire  
11 them, and Washington’s workforce generally, with an employee turnover rate  
12 in some classifications exceeding 15%; and

13 **WHEREAS:** the State Board for Community and Technical Colleges (SBCTC) estimates that  
14 CTC faculty in Washington state are paid at least 12.5% less than peers in  
15 comparable states, and Washington state’s cost of living has significantly  
16 increased since the last salary review; and

17 **WHEREAS:** students are best served when the faculty pool is more full time than adjunct  
18 and reflects the diversity of the student body, but the goal of increasing the  
19 diversity of the faculty pool is blocked by non-competitive pay overall, pay  
20 inequity between part-time and full-time faculty, and pay inequity between  
21 disciplines; and

22 **WHEREAS:** nearly 70% of the faculty in the CTC system are lower-paid, precariously  
23 employed part-time faculty, and are even less diverse than full-time faculty at  
24 just 12% of adjunct faculty of color compared to 18% of full-time faculty of  
25 color; and

26 **WHEREAS:** the Legislature has recognized the problems caused by low salaries for nursing  
27 and high demand/STEM faculty and made investments to improve those  
28 salaries in the interest of better serving students, and

29 **WHEREAS:** those investments have positively impacted those specific programs and  
30 students, while creating significant wage disparity across faculty and creating  
31 divisiveness within the union, and

32 **WHEREAS:** the American Federation of Teachers Washington, representing staff and  
33 faculty in the CTC system, is mounting a campaign committed to the goal of

*Adopted*

*Adopted as amended:*

By Committee

By Convention

By Executive Board

*Defeated*

*Tabled*

34 increasing compensation and addressing pay inequity in the 2023 legislative session; now therefore, be  
35 it

36 **RESOLVED:** that AFT Washington will prioritize addressing issues of inadequate compensation and pay inequity for  
37 the CTC workforce in the 2023 legislative session and be it finally

38 **RESOLVED:** that AFT Washington support this effort in the following ways:

- 39 ● Actively support policies and funding that will increase equity across instructional programs and  
40 between full and adjunct/contingent faculty, and advance equitable and competitive salaries for all by  
41 participating in lobbying efforts including participation in the Bridge to the Future Lobby Day on  
42 Presidents' Day, Monday, February 20th, 2023;
- 43 ● Build solidarity with students, labor allies and community organizations, including Communities for Our  
44 Colleges, on campus and across the state to build a collective voice of common needs and priorities;
- 45 ● Create local Action Teams to increase member engagement in supporting specific legislation, including  
46 but not limited to 85% pay equity for adjunct faculty, pay adjustments of 13% for faculty, and pro-staff,  
47 launching 16 new pilot programs for counseling.
- 48 ● Elevate and amplify the work being done to secure the needed investments in the CTC workforce within  
49 the labor and broader communities. by taking labor action up to, and including, picketing and a walkout  
50 in Olympia.

Adopted in open meeting by the Executive Board of AFT Washington on January 7<sup>th</sup>, 2023.

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# AFT WASHINGTON RESOLUTION 2023-02

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## 1 Mobilizing for Respect In The Workplace

2 **WHEREAS:** School Related Personnel and paraprofessionals fix it, cook it, clean it, drive  
3 it, type it, file it and plant it—and do it all while supporting students. You are  
4 mentors, friends, confidants and, quite literally, the backbone of our  
5 institutions; and

6 **WHEREAS:** AFT Washington’s School Related Personnel and paraprofessionals work hard  
7 to provide school environments that allow students to receive a high-quality  
8 education every day all throughout the state; and

9 **WHEREAS:** School Related Personnel and paraprofessionals are told they are essential  
10 workers, and essential to schools, yet they are not treated with respect, paid  
11 adequately, or given the dignity that they deserve in the workplace, which  
12 includes being overworked, underpaid, and undervalued; and

13 **WHEREAS:** School Related Personnel and paraprofessionals are not included in  
14 planning, implementation, or any decision-making processes in the  
15 workplace while being expected to provide safety for all students/children  
16 and build a relationship with them; now, therefore, be it

17 **RESOLVED:** AFT Washington will support the School Related Personnel Council in  
18 developing and implementing in SRP locals a Respect in the Workplace  
19 campaign, including but not limited to coordinated action such as button up  
20 days, quarterly trainings to build Powerful Locals, attendance and public  
21 comments at school board meetings, collaboration with other unions in the  
22 school district, and more; and, be it further

23 **RESOLVED:** School Related Personnel Council will help strengthen solidarity with its locals  
24 by supporting cross local issues and actions.

*Adopted*

*Adopted as amended:*

By Committee

By Convention

By Executive Board

*Defeated*

*Tabled*

Adopted in open meeting by the School-Related Personnel Council on May 4, 2023.

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# AFT WASHINGTON RESOLUTION 2023-03

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## 1 **Effective Locals are Powerful Locals**

2 **WHEREAS:** Local presidents and executive board members are often elected into their  
3 positions with no experience in union leadership or local union management;  
4 and

5 **WHEREAS:** Locals may lack resources or established practices to create redundancy  
6 within executive boards and provide sufficient overlap and mentorship to  
7 support new leadership; and

8 **WHEREAS:** Leadership transitions often result in instability, loss of momentum, and  
9 delays in function as new leadership becomes familiar with their roles,  
10 responsibilities, opportunities, and challenges; and

11 **WHEREAS:** Locals may not be aware of, utilize, or find sufficient current training  
12 resources; and

13 **WHEREAS:** Lack of training has led to some locals missing opportunities or confronting  
14 unnecessary challenges; and

15 **WHEREAS:** Variation in local constitutions and grassroots operational standards, while  
16 allowing for important structural and cultural differences, may also produce  
17 practices that do not adequately support local union power and optimal  
18 functioning; and

19 **WHEREAS:** Local presidents often take on a disproportionate amount of labor without  
20 adequate support, leading to burn out and turnover; and

21 **WHEREAS:** Powerful locals require a reliable and efficient operational infrastructure that  
22 transcends the strengths and styles of individual leaders; and

23 **WHEREAS:** Local dues structures vary greatly and often reflect heritage policies and/or  
24 attitudes that may or may not adequately support local operations; and

25 **WHEREAS:** Local presidents and other executive board leadership devote individual time  
26 seeking resources and input on how they might improve local operations and  
27 practices; and

28 **WHEREAS:** Local practices and operations vary in their integration and implementation  
29 of anti-racist and equitable principles of governance and representation;  
30 now, therefore, be it

*Adopted*

*Adopted as amended:*

By Committee

By Convention

By Executive Board

*Defeated*

*Tabled*

31 **RESOLVED:** AFT Washington will work with local presidents to develop a digital handbook that provides critical  
32 information for local presidents about managing local operations and their role in the larger AFT  
33 Washington structure; and, be it further

34 **RESOLVED:** AFT Washington will work with local presidents to develop a digital handbook that provides EDI-  
35 based recommendations and/or best practices for critical operational infrastructure such as  
36 executive board composition and compensation, dues structure, constitutions, and policies and  
37 procedures, among other possible topics; and, be it further

38 **RESOLVED:** AFT Washington will work with local presidents to develop a practice of on-boarding new local  
39 presidents to ensure they are aware of resources and support and provide orientation to the larger  
40 organizational structure and principles of AFT Washington and AFT; and, be it further

41 **RESOLVED:** Local presidents will be encouraged to attend the Powerful Locals conference and other leadership  
42 development opportunities and that leadership training and/or resources will be integrated into  
43 monthly CTC Council meetings as a regular agenda item.

Adopted in open meeting by the Community and Technical College Council on April 30<sup>th</sup>, 2023.

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# AFT WASHINGTON RESOLUTION 2023-04

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## 1 **Organized Retirees For Action**

2 **WHEREAS:** The AFT has created the AFT Retirees PPC (Program and Policy Council) to  
3 serve as a voice for retiree interest within the union and a vehicle for  
4 retiree involvement in the organizational, civic, and political needs of the  
5 AFT and its state and local affiliates; and

6 **WHEREAS:** There are likely over 1,000 people from AFT Washington Locals living in  
7 Washington State who are or should be active members of the Retiree  
8 Chapter; and

9 **WHEREAS:** These potential activists would bring energy, power, skills and abilities to  
10 support all our union goals; and

11 **WHEREAS:** Our local state and national unions would all benefit from more active  
12 retiree members; now, therefore be it

13 **RESOLVED:** AFT Washington create an Organizing Project led by the Retiree Chapter to  
14 develop and implement a strategic plan with specific numerical goals such  
15 as number of contacts or number of new members of activists or number  
16 of new e-mails; and, be it further

17 **RESOLVED:** AFT Washington would ask AFT National for help with this project,  
18 including the possibility of monetary or project staff; and, be it further

19 **RESOLVED:** AFT Washington urge and encourage AFT Washington Locals to support  
20 this project by undertaking some or all of the following activities:

- 21 • To appoint a Retiree representative to the retiree chapter;
- 22 • To invite an organizing project person to a local leadership or  
23 membership meeting;
- 24 • To appoint one or two of their local members to join the organizing  
25 project team; and, be it finally

26 **RESOLVED:** AFT Washington work with the project, the Retiree Chapter, and locals to  
27 sponsor a gathering for current retirees in at least three congressional  
28 districts during the 2023-2024 timeframe, and three more congressional  
29 districts during the 2024-2025 timeframe.

*Adopted*

*Adopted as amended:*

By Committee

By Convention

By Executive Board

*Defeated*

*Tabled*

Adopted in open meeting by the Executive Board of the AFT Washington Retiree Chapter on April 20<sup>th</sup>, 2023

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# AFT WASHINGTON RESOLUTION 2023-05

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## 1 **Recommitment to Contingent and Part-Time Faculty Organizing Campaigns For Job Security And Pay** 2 **Equity**

3 **WHEREAS:** Contingent and Part-Time faculty continue to make up around 65% of  
4 higher education faculty in Washington state and teach around 50% of  
5 classes offered at technical and community colleges statewide; and

6 **WHEREAS:** Based on the above percentages, Contingent and Part-Time faculty are  
7 underrepresented in union membership in their locals; and

8 **WHEREAS:** The power of a union derives from its membership; and

9 **WHEREAS:** Lack of tenure and job security places Contingent and Part-Time faculty in  
10 the tenuous position of having little or no power to determine the state of  
11 their employment and that the union serves as a representative body and  
12 recognizes the realities of Contingent and Part-Time employment; and

13 **WHEREAS:** Enrollment decline during the pandemic has reduced course allotments and  
14 increased the instability of contingent faculty work; and

15 **WHEREAS:** It is a fundamental purpose of the union to work to improve working  
16 conditions for all members through internal organizing, collective  
17 bargaining, and other actions often dependent on active union membership,  
18 especially those members who are most economically vulnerable; and

19 **WHEREAS:** Support resources, training and funding for Contingent and Part-Time  
20 faculty organizing campaigns have been and can be made available through  
21 AFT Washington union organizers, through grants and funding made  
22 possible through AFT Washington, the Washington State Labor Council, and  
23 other funding sources; now, therefore be it

24 **RESOLVED:** Each local is encouraged and supported to establish an organizing campaign  
25 with the specific goal of increasing union membership of Contingent and  
26 Part-Time faculty to build strength in numbers, to establish pay equity and  
27 job security, and improve working conditions for adjunct faculty per the  
28 Washington State Best Practices Recommendations and AFT Washington's  
29 Best Union Practices Checklist for Part-Time Faculty Union Representation;  
30 and be it further

31 **RESOLVED:** Each CTC local is encouraged and supported to establish, through its by-  
32 laws, Contingent and/or Part-Time faculty representation on local executive  
33 boards, collective bargaining teams, and other committees and  
34 representative bodies that serve to help further these ends, and assess its

*Adopted*

*Adopted as amended:*

By Committee

By Convention

By Executive Board

*Defeated*

*Tabled*

35 current status via a Contingent Faculty Issues Committee survey; and be it further

36 **RESOLVED:** AFT Washington shall continue to make adjunct pay equity and job security priority legislative agenda  
37 items, up to and including organizing direct actions in support of these goals.

Adopted in open meeting by the Contingent Faculty Issues Council on April 7<sup>th</sup>, 2023.

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# AFT WASHINGTON RESOLUTION 2023-06

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## 1 **Building Authentic Tribal Relationships**

2 **WHEREAS:** The U.S. Constitution, Article 1, Section 8, Clause 3, asserts that Congress  
3 shall have the power: "to regulate commerce with foreign nations, and  
4 among the several states, and with the Indian tribes." State power on Indian  
5 issues is thus subordinated to federal power. See also Article VI, Clause 2,  
6 where the Constitution states that treaties are the "supreme law of the  
7 land"; and

8 **WHEREAS:** Washington state's legacy of settler-colonialism resulted in displacement and  
9 dispossession of homelands for Indigenous peoples; and

10 **WHEREAS:** October 2022 marked the 33rd convening of the Annual Centennial Accord  
11 between the Washington state Governor and Washington state Indian tribes  
12 and organizations; and

13 **WHEREAS:** Washington state adopted [RCW 43.376](#) to guide Washington government-to-  
14 government (G2G) relations with Indian tribes; and

15 **WHEREAS:** Washington State Board of Community and Technical Colleges received a  
16 College Spark Washington grant (2022-23) to form an American Indian  
17 Indigenous Advisory Board with the following goals:

- 18 • Professional Development – RCW 43.376 G2G Relationship Building  
19 Through Tribal Consultation across 34 CTCs (Training for CTC Leadership  
20 and Faculty)
- 21 • Tackle Contemporary Challenges (Hiring of Tribal Relations/  
22 Administration/Faculty/Staff/Student Services/Community Scholars)
- 23 • Raise the Awareness of American Indian/Alaska Native (AI/AN) Historical  
24 Burdens (Intergenerational Historical Trauma i.e., Missing And Murdered  
25 Indigenous Women (MMIW), Boarding Schools, Relocation & other  
26 genocidal policies)
- 27 • Reduce AI/AN Education and Economic Disparities. Develop WA Tribal  
28 Student Pathways with intentional recruitment, retention, completion  
29 policies and practices, formalize G2G relationships with Tribes to support  
30 local workforce training needs; and

31 **WHEREAS:** Lynn Palmanteer-Holder is the Director of Tribal Affairs, State Board of  
32 Community and Technical Colleges and has been meeting with CTCs to build  
33 relations with Tribes; and

34 **WHEREAS:** AFT Washington acknowledges the harms of Boarding School doctrine and  
35 the intergenerational trauma; and

*Adopted*

*Adopted as amended:*

- By Committee
- By Convention
- By Executive Board

*Defeated*

*Tabled*

- 36 **WHEREAS:** AFT Washington acknowledges the need to expand Diversity, Equity, and Inclusion curriculum to include  
37 Tribal Wisdom and Sovereignty; now, therefore, be it
- 38 **RESOLVED:** AFT Washington will build Tribal liaison and issues into its structure and practices to align itself as a union  
39 federation with respect to Tribal Sovereignty; and, be it further
- 40 **RESOLVED:** AFT Washington will go Beyond Land Acknowledgement to build long term, authentic, mutually  
41 beneficial relationships with Tribes and seek equitable, co-created outcomes in the educational  
42 goals of Indigenous students, staff and faculty; and, be it further
- 43 **RESOLVED:** AFT Washington will consult with Tribal Communities and Leaders in pursuing Diversity, Equity, and  
44 Inclusion initiatives and projects especially when Tribal Communities are involved; and, be it further
- 45 **RESOLVED:** AFT Washington will promote the teaching of Tribal Languages in Washington State Community and  
46 Technical Colleges as part of the World Language requirement.

Adopted in open meeting by the Human Rights Committee on April 8<sup>th</sup>, 2023.

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# AFT WASHINGTON RESOLUTION 2023-07

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## 1 **Defending Contingent Faculty’s Right to Unemployment**

2 **WHEREAS:** Many contingent and part-time faculty lack job security and therefore must  
3 rely on social services, including unemployment in order to make ends  
4 meet; and

5 **WHEREAS:** AFT Washington and its allies have spent decades educating contingent and  
6 part-time faculty about their eligibility for unemployment, but many faculty  
7 are still not aware of their eligibility; and

8 **WHEREAS:** It is politically expedient that as many contingent and part-time faculty  
9 apply for unemployment as possible, in order to make systemic job  
10 insecurity more expensive for the Community and Technical College system;  
11 and

12 **WHEREAS:** The state legislature itself recognized the reality of job insecurity and  
13 necessity of reliance on unemployment for contingent and part-time faculty  
14 in [RCW 50.44.055](#); and

15 **WHEREAS:** Many community and technical colleges waste money on services provided  
16 by out-of-state companies to contest rightful unemployment claims of  
17 contingent and part-time faculty; and

18 **WHEREAS:** These companies lack knowledge of state law and have in some instances  
19 made false claims about contingent faculty applications; and

20 **WHEREAS:** The process of applying for unemployment is opaque by design, leading to  
21 delays and denials of receiving benefits that cause further economic  
22 instability for contingent and part-time faculty; now, therefore, be it

23 **RESOLVED:** All AFT Washington faculty locals are encouraged to notify all contingent  
24 and part-time faculty whom they represent that the Contingent Faculty  
25 Issues Committee provides quarterly unemployment workshops, and assists  
26 members with appeals; and, be it further

27 **RESOLVED:** AFT Washington shall prioritize the issue of third-party companies in the  
28 unemployment appeals process at CTCs in the 2024 legislative agenda; and,  
29 be it further

30 **RESOLVED:** AFT Washington shall develop sample bargaining language to ban third-  
31 party processing of UI claims, and encourages local unions to make this a  
32 bargaining priority.

*Adopted*

*Adopted as amended:*

By Committee

By Convention

By Executive Board

*Defeated*

*Tabled*

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Adopted in open meeting by the Contingent Faculty Issues Council on April 7<sup>th</sup>, 2023.

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## AFT WASHINGTON RESOLUTION 2023-08

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### 1 **Recommitment to Contingent and Part-Time Faculty Organizing Campaigns for Job Security And Pay** 2 **Equity**

3 **WHEREAS:** the thirty-four community and technical colleges (CTCs) of Washington  
4 serve nearly every family in our state, providing adult basic education,  
5 English Language Learner programs, professional and technical programs,  
6 supplemental instruction for state-certified apprenticeship programs,  
7 correctional facilities inmate education, associate degrees, academic  
8 transfer degree programs, Running Start programs, and Bachelor of Applied  
9 Science degrees; and

10 **WHEREAS:** studies have shown consistently that our state’s economy benefits  
11 significantly from the CTC system, due to alumni higher earnings, increased  
12 productivity and tax revenue, reductions in crime, lower unemployment,  
13 and better health and well-being across the state, and

14 **WHEREAS:** the Washington State Labor Council, AFL-CIO and its affiliates throughout  
15 the state recognize the role of the CTC workforce in ensuring working  
16 families have access to living wage jobs and a pathway to economic security;  
17 and

18 **WHEREAS:** the CTC system has been chronically underfunded for decades and has over-  
19 relied on low paid, precariously employed part-time and adjunct faculty,  
20 many of whom rely on public services such as food assistance and  
21 healthcare subsidies and/or take on second and third jobs to make ends  
22 meet, and

23 **WHEREAS:** part-time and adjunct faculty in the CTCs earn as little as half of what a full-  
24 time faculty member earns for teaching the same class, and

25 **WHEREAS:** the American Federation of Teachers Washington and allies won legislation  
26 in the 2023 session defining pay equity as 85% of full-time pay and requiring  
27 the State Board for Community and Technical Colleges to develop a plan for  
28 achieving pay equity for part-time and adjunct faculty by the 2026-2027  
29 school year, now, therefore, be it

30 **RESOLVED:** that the Washington State Labor Council, AFL-CIO (WSLC) prioritize  
31 fulfillment of this legislative intent to achieve pay equity for the part-time  
32 and adjunct CTC faculty workforce in its 2024 and 2025 legislative agenda.

*Adopted*

*Adopted as amended:*

By Committee

By Convention

By Executive Board

*Defeated*

*Tabled*

Adopted by the AFT Washington Executive Board July 10, 2023

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## AFT WASHINGTON OFFICERS 2021-2023

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- President: **Karen Strickland**, AFT Seattle Community Colleges Local 1789
- Secretary: Vacant
- Treasurer: **Kenneth Pimpleton**, Tacoma Community College Local 2196
- At-Large VP: **David Ortiz**, Cascadia Community College Local 6191
- At-Large VP: **Richard Moore**, AFT UW English Language Faculty Local 6486
- At-Large VP: Vacant
- VP for Community and Technical Colleges: **Jaeney Hoene**, Green River Community College Federation of Teachers Local 2195
- VP for Contingent Faculty Issues: **Jacqui Cain**, Pierce College Federation of Teachers Local 4821
- VP for C.O.P.E.: **Travis Margoni**, AFT Yakima Local 1485
- VP for Four-Year Colleges and Universities: **Peter Pihos**, United Faculty of Western Local 2084
- VP for Higher Education Classified: Vacant
- VP for Human Rights: **Tracy Lai**, AFT Seattle Local 1789
- VP for Legal Defense: **Tran Phung**, Whatcom Community College Federation of Teachers Local 3591
- VP for Legislative Affairs: **Susan Wilson**, AFT Everett Higher Ed Local 1873
- VP for Paraprofessional Classified Personnel: Vacant
- VP for School Related Personnel: **Diane Hollstrom**, Tacoma Federation of Paraeducators Local 461
- Retiree Chapter Representative: **Renee Potter**, Director, Retiree Chapter Local 8045R





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