

2025 Resolutions

Union and Community



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 2025-01

1 **Our Labor and Our Money is Our Power**

2 **WHEREAS:** The Trump Administration is attacking workers, including the dedicated
3 federal workforce that provides essential public services such as national
4 park and forest work, safe air travel, tax processing, and investments and
5 guidance for public education; and

6 **WHEREAS:** The Trump administration seeks to eliminate efforts to address systemic
7 oppression and to eliminate inclusive, equitable learning environments
8 where students of all backgrounds feel welcome, are free from bigotry
9 and hatred, and are able to thrive within our educational institutions; and

10 **WHEREAS:** The Trump Administration has taken action to undermine the health,
11 wellbeing, and visibility of the LGBTQIA+ community by denying the
12 existence of sexual and gender diversity, issuing executive orders that
13 affect everything from healthcare for transgender children and adults to
14 military service for transgender servicemembers to the use of chosen
15 names and pronouns, encouraging the states to enact legislation codifying
16 such bigotry; and

17 **WHEREAS:** President Trump has repeatedly prioritized personal wealth and
18 dominance over the interests of ordinary, working people in the United
19 States and around the globe, by giving wealthy individuals explicit,
20 disproportionate influence in government, and making decisions that
21 benefit the wealthy and powerful while harming the public; and

22 **WHEREAS:** The extreme influence of corporate money in politics has enabled far-right
23 agendas to gain traction and undermine democratic institutions making it
24 harder for working people to secure economic justice and public
25 accountability; and

26 **WHEREAS:** The Trump Administration claimed that food, gas and other prices would
27 go down when he took office, but his executive orders and other actions
28 are creating greater economic insecurity, especially for people who were
29 already struggling financially and the hundreds of thousands of federal
30 workers who have been fired; and

31 **WHEREAS:** Throughout the United States, many people live in food and
32 pharmaceutical deserts, leaving them with limited or no choices in where to shop or what products
33 to buy; and

34 **WHEREAS:** From the Pullman and steel strikes to the Montgomery bus strikes to Delano grapes, from the anti-
35 Apartheid movement to organizing at Starbucks and the Tesla Takedown, working people have a long,
36 proud history of using the power of our work and our money to demand and win change; and

37 **WHEREAS:** Pastor Jamal Bryant of New Birth Missionary Baptist Church, civil rights activists in Minnesota, the
38 #Latinofreeze movement, "Theonecalledjai" and others have initiated economic resistance actions
39 and boycotts in 2025, demonstrating a growing grassroots call for economic accountability; and

Adopted

Adopted as amended:

By Committee

By Convention

By Executive Board

Defeated

Tabled

- 40 **WHEREAS:** Many unions, including State Federations, national unions and local affiliates, are aligning the
41 expiration of collective bargaining agreements in 2028, laying the necessary groundwork for a
42 coordinated general strike; and
- 43 **WHEREAS:** Given the accelerating threats to democracy and justice posed by the federal government we cannot
44 afford to delay action; therefore, be it
- 45 **RESOLVED:** That the American Federation of Teachers, Washington (AFT Washington) calls on the Washington
46 State Labor Council (WSLC) and its affiliated unions and community organizations to develop a
47 coordinated strategy for economic resistance against corporations and individual business owners
48 who have:
- 49 (1) Demonstrated support for Project 2025 and/or the Trump Administration’s attacks on
50 democracy;
 - 51 (2) Contributed to President Trump and/or other candidates or elected officials who support an
52 agenda that undermines democracy and violates human rights of all people;
 - 53 (3) Reduced, reversed, or never started efforts to increase workforce diversity and inclusion or to
54 create welcoming and equitable environments for employees, customers, and others with whom
55 they do business; and be it further
- 56 **RESOLVED:** That AFT Washington will:
- 57 (1) Publish a list of targeted corporations, in consultation with affiliates and allied organizations;
 - 58 (2) Publicize unionized businesses and socially responsible businesses in areas, or for products and
59 services, lacking unionized workplaces;
 - 60 (3) Publicize local and national actions, and encourage members to redirect spending toward union-
61 made, local and community supportive businesses; and be it further
- 62 **RESOLVED:** That AFT Washington will work to build an antiracist, anti-imperialist, anti-colonial, anti-ableist, multi-
63 racial, multi-ethnic, multi-generational, multi-gender, and LGBTQIA+ alliance rooted in human rights,
64 democracy, and the freedom to thrive; and be it further
- 65 **RESOLVED:** That AFT Washington will publicize actions organized by labor and community organizations to
66 demonstrate against the agenda of Project 2025, and for the better world we know is possible; and
67 be it finally
- 68 **RESOLVED:** That AFT Washington will circulate this resolution among its affiliates, Central Labor Councils, the
69 Washington State Labor Council and AFT affiliates and will urge organized labor at the state and
70 national levels to strategize, plan and implement escalating strategies, up to and including a general
71 strike, that directly challenges the profit motives of corporations who support, directly or indirectly,
72 the erosion of public goods, democracy, and workers’ rights.

Adopted at AFT Washington Convention May 18, 2025.

AFT WASHINGTON RESOLUTION 2025-02

- 1 **Advancing Job Security and Pay Equity for Contingent Faculty in Washington’s Community and Technical**
2 **Colleges**
- 3 **WHEREAS:** Contingent faculty (also referred to as adjunct or part-time faculty)
4 comprise a majority of higher education instructors in Washington State,
5 yet they continue to lack meaningful job security and just cause
6 protections; and
- 7 **WHEREAS:** The State Board for Community and Technical Colleges (SBCTC) has
8 recommended Best Practices since 1996, including job security provisions
9 for part-time faculty, yet these remain non-binding and widely
10 unimplemented; and
- 11 **WHEREAS:** Research has shown that lack of job security among contingent faculty
12 negatively impacts student success, faculty well-being, and institutional
13 stability; and
- 14 **WHEREAS:** Many contingent faculty serve for five, ten, or more years without any job
15 security, remaining in a state of contingency that makes them vulnerable
16 to arbitrary non-renewal without due process or explanation; and
- 17 **WHEREAS:** Few Washington contingent faculty currently enjoy just cause protections,
18 a fundamental labor right that ensures fair treatment and due process in
19 employment decisions; and
- 20 **WHEREAS:** Contingent employment leads to a multi-tier system of disparate working
21 conditions that hurt organizing and solidarity at locals, as it makes
22 potential members difficult to reach, creates barriers that limits
23 engagement with their locals, and creates an atmosphere where
24 contingent workers are afraid to advocate for their rights and academic
25 freedom; and
- 26 **WHEREAS:** While some institutions have implemented promotional opportunities
27 that offer multi-quarter contracts and minimal job security improvements,
28 these provisions remain limited and fail to guarantee long-term
29 employment stability; and
- 30 **WHEREAS:** Pathways to full-time, tenure-track positions, lack transparency and often
31 include obstacles such as bias against long-term contingent workers and
32 internal candidates, which further limits professional development and
33 career advancement opportunities; and
- 34 **WHEREAS:** Pay equity remains a pressing concern, as many contingent faculty are paid at significantly lower rates
35 per credit hour than full-time faculty, even when they hold comparable experience and credentials;
36 and
- 37 **WHEREAS:** Contingent faculty deserve fair pay, just cause protections, and access to sustainable job security
38 measures that align with principles of labor fairness and educational excellence; therefore, be it

Adopted

Adopted as amended:

By Committee

By Convention

By Executive Board

Defeated

Tabled

- 39 **RESOLVED:** That AFT Washington shall create a task force of tenured/tenure-track and contingent faculty to
40 advance job security for contingent faculty as core legislative and bargaining agenda items, advocate
41 for binding policies that protect contingent faculty from arbitrary termination and promote multi-year
42 contracts, including an exploration of One-Tier Faculty System; and be it further
- 43 **RESOLVED:** That the task force shall produce a report for AFT Washington’s Executive Board, with the goal of
44 presenting an initial report at the May 2026 Board meeting; and be it further
- 45 **RESOLVED:** That each AFT Washington local shall be encouraged to bargain for just cause protections, ensuring
46 that contingent faculty can only have contracts withheld with due process, proper evaluation, and
47 progressive discipline; and be it further
- 48 **RESOLVED:** That each Community and Technical College (CTC) local shall be encouraged to work toward
49 establishing pathways for contingent faculty promotion, including:
50 (1) Workload stability, ensuring that contingent faculty receive consistent access to course
51 assignments;
52 (2) Pay scales tied to experience and promotional opportunities, comparable to tenure-track
53 faculty;
54 (3) Equitable access to professional development; and be it further
- 55 **RESOLVED:** That each AFT Washington local shall be provided tools and support to survey and assess its existing
56 job security policies, while advocating for further protections beyond these measures; and be it
57 further
- 58 **RESOLVED:** That AFT Washington shall mobilize its members for action, including lobbying efforts and public
59 awareness campaigns; and be it finally
- 60 **RESOLVED:** That AFT Washington shall engage and encourage its membership to engage in coalition-building with
61 community and organized labor such as WEA, UAW, and WSLC, with the aim of securing legislative
62 support for contingent faculty job security and pay equity.

Adopted at AFT Washington Convention May 18, 2025.

AFT WASHINGTON RESOLUTION 2025-03

1 In Commemoration of Frank Chopp

2 **WHEREAS:** Frank Chopp was the longest serving Speaker of the House in Washington
3 state history; and

4 **WHEREAS:** As a student at Bremerton’s East High School in the early 70s, he led a
5 protest against the Elks Club’s refusal to allow Black members; and

6 **WHEREAS:** Before graduating Magna Cum Laude at the University of Washington in
7 1975, he was involved with efforts to preserve low-income housing; and

8 **WHEREAS:** Long before rich billionaires did it, Chopp built (and lived in!) a geodesic
9 sphere in South Lake union to raise awareness about the need for
10 housing; and

11 **WHEREAS:** After graduating, he held positions with several community groups, such
12 as the Cascade Community Center and the Pike Market Senior Center,
13 before eventually becoming the executive director of the Fremont Public
14 Association, now renamed as Solid Ground; and

15 **WHEREAS:** In this position at the FPA, he promoted services such as an emergency
16 food bank, a clothing bank, and an employment program; and

17 **WHEREAS:** After first being elected to the legislature in 1994, Chopp ascended to the
18 Speakership in 1999; and

19 **WHEREAS:** He helped to start the Low Income Housing Institute and the Seattle
20 Tenants Union; and

21 **WHEREAS:** He always made himself available to meet with AFT Washington
22 leadership and members, providing strategic insights and other support
23 for our efforts, for example, when Seattle Central College threatened to
24 close four workforce development programs in 2022; and

25 **WHEREAS:** He played a pivotal role in initiating significant state programs such as
26 Apple Health for Kids, Seattle Worker Center, The Education Legacy Trust
27 Fund, The Workforce Education Investment Act, and was a key player in
28 the passage of countless prominent progressive laws; therefore, be it

29 **RESOLVED:** That AFT Washington commemorate the tremendous impact of
30 Representative Frank Chopp in advancing economic, social and racial justice, mourn this loss to our
31 communities, and, in the words of Mother Mary Jones, continue to fight like hell for the living as
32 Frank Chopp would want us to do.

Adopted

Adopted as amended:

By Committee

By Convention

By Executive Board

Defeated

Tabled

Adopted at AFT Washington Convention May 18, 2025.

AFT WASHINGTON RESOLUTION 2025-04

1 Ensuring a Secure Retirement for All

2 **WHEREAS:** We acknowledge the contribution of workers over a lifetime by giving
3 them the security and freedom to choose retirement; and

Adopted

4 **WHEREAS:** Our retirement support systems, including Medicare, Social Security,
5 pension plans, and private funding plans like IRAs and 401(k)s create
6 a complex landscape to navigate in order to retire; and

Adopted as amended:

By Committee

By Convention

By Executive Board

7 **WHEREAS:** Over the years since Social Security and Medicare were introduced,
8 they, and the very concept of a secure retirement, have been
9 increasingly under threat, with administrations promising to make
10 cuts, failing to increase the Social Security cap to make the program
11 sustainable, and raising the retirement age, among other actions; and

Defeated

Tabled

12 **WHEREAS:** Many of the retirement funding systems are now subject to the stock
13 market, regardless of the changes in value that occur as the market
14 fluctuates, and may or may not have enough value to provide a
15 secure retirement, or are invested in dying industries such as fossil
16 fuels; and

17 **WHEREAS:** Every American pays into the systems that should ensure a secure
18 retirement, and it is a benefit we pay for, not an entitlement; and

19 **WHEREAS:** The labor movement was founded on the principle of making work
20 better, and invented the idea of retirement for all, and we must act
21 both consistently and strongly to ensure that we will continue to
22 have secure retirement options; therefore, be it

23 **RESOLVED:** That AFT Washington will support the Retiree Chapter by undertaking
24 the following:

- 25 (1) Supporting the chapter in hosting 1-3 workshops relevant to
26 retiree interests per year, in partnership with allies such as
27 Retired Public Employees Council of Washington (RPEC) and
28 Puget Sound Advocates for Retirement Action (PSARA), or other
29 experts such as Department of Retirement Systems (DRS)
30 (retirement), Statewide Health Insurance Benefits Advisors
31 (SHIBA) (Medicare), or other retirement experts, and not limited
32 to “how to retire”;
- 33 (2) AFT Washington will consider retiree concerns and issues in their yearly legislative agenda;
- 34 (3) Working with AFT Washington affiliates to develop the AFT Washington Retiree Chapter
35 database in Connect, with updated contact information; and be it further

36 **RESOLVED:** That AFT Washington will also work with AFT Washington locals to develop a communications
37 plan to keep local retirees and soon-to- retire members informed and aware of ways to be
38 involved in union activities; and be it finally

39 **RESOLVED:** That AFT Washington will support efforts that enhance and improve a secure retirement, and
40 oppose efforts to make that retirement insecure, at the state and federal levels.

Adopted at AFT Washington Convention May 18, 2025.

AFT WASHINGTON RESOLUTION 2025-05

1 **Ensure Washington State Workers' Pension Funds Align with International Law**

2 **WHEREAS:** The Washington State Investment Board (WSIB) is invested in dozens of
3 companies that are contributing to the Israeli genocide and ethnic cleansing
4 of Palestinians, apartheid, and the illegal occupation of Palestinian land and
5 are not responding to pressure to conform to international law.

6 **WHEREAS:** In 2024 the International Court of Justice found it "plausible" that Israel has
7 committed acts that violate the Genocide Convention and ordered Israel to
8 "take immediate and effective measures to enable the provision of urgently
9 needed basic services and humanitarian aid."

10 **WHEREAS:** In July 2024, the International Court of Justice concluded that Israel's
11 occupation of the Palestinian territories is illegal and further found that
12 states have an obligation "to take steps to prevent trade or investment
13 relations that assist in the maintenance of the illegal situation created by
14 Israel in the Occupied Palestinian Territory."

15 **WHEREAS:** On May 14, 2025, the United Nations Humanitarian Aid Coordinator called
16 on world leaders to act immediately to prevent genocide in Gaza.

17 **WHEREAS:** WSIB's fiduciary duty is to Washington state workers and residents. The
18 WSIB hasn't fully considered or communicated the risks of investing in
19 companies violating international humanitarian law.

20 **WHEREAS:** Public Employee Retirement Systems (PERS), one of the options for AFT
21 worker retirement funds, is under the management of the WSIB.

22 **WHEREAS:** In 2024, AFT Washington signed on to the National Labor for Ceasefire
23 petition for a ceasefire in Gaza.

24 **WHEREAS:** In April 2025, the Washington Education Association adopted a resolution
25 to encourage the WSIB to reduce exposure to businesses whose holdings
26 are not in compliance with international law.

27 **RESOLVED:** That AFT Washington will express its support for Washington State
28 Investment Board to divest completely from companies contributing to
29 Israel's genocide, ethnic cleansing, occupation, and apartheid.

30 **RESOLVED:** That AFT Washington will lobby the state legislature and the Washington
31 State Investment Board to:

32 (1) reduce the exposure of the holdings to companies that have refused to
33 conform their business practices to international humanitarian law

Adopted

Adopted as amended:

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By Executive Board

Defeated

Tabled

34 (2) provide a comprehensive assessment of the risks of investments in companies contributing to
35 violations of humanitarian law, and

36 (3) plan to meaningfully deepen the use of their shareholder power to push banks and other
37 corporations to further align their business models with international humanitarian law.

38 **RESOLVED:** That AFT Washington will urge the Washington State Labor Council and the MLK Labor Council to adopt
39 the following position:

40 *Washington State Investment Board must divest from companies contributing to the Israeli genocide*
41 *and ethnic cleansing of Palestinians, apartheid, and the illegal occupation of Palestinian land, in*
42 *accordance with international humanitarian law.*

Adopted at AFT Washington Convention May 18, 2025.

AFT WASHINGTON OFFICERS 2023-2025

President: **Karen Strickland**, AFT Seattle Community Colleges
Local 1789

Secretary: **Mark Gorecki**, Centralia College Local 4469

Treasurer: *Vacant*

At-Large VP: **Jim Drinkwine**, Whatcom Community College Local
3591

At-Large VP: **Steve Horn**, Everett Community College Local 1873

At-Large VP: *Vacant*

CO-VP for Community and Technical Colleges: **Nina Benedetti**, Everett Community College Local
1873
Christopher Zwolenski, Skagit Valley College Local
4985

VP for Contingent Faculty Issues: **Jacqui Cain**, Pierce College Federation of Teachers
Local 4821

VP for C.O.P.E.: **Travis Margoni**, Yakima Valley College Local 1485

VP for Four-Year Colleges and Universities: *Vacant*

VP for Higher Education Classified: *Vacant*

VP for Human Rights: **Tomas Ramos Macias**, Tacoma Community College
Local 2196

VP for Legal Defense: **Scott Haddock**, Edmonds College Local 4254

VP for Legislative Affairs: **Jaeney Hoene**, Green River College Local 2195

VP for Paraprofessional Classified Personnel: **Laura Robyn**, Tacoma Public Schools Local 461

VP for School Related Personnel: **Diane Hollstrom**, Tacoma Public Schools Local 461

Retiree Chapter Representative: **Renee Potter**, Vice President, Retiree Chapter Local
8045R



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