

2021 RESOLUTIONS



**Resolutions adopted at the virtual AFT Washington Convention
on May 15, 2021.**



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

Passed by the Executive Board April 2010.

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AFT Washington Convention Resolution 2021-01

1 Create Contingent and Part-Time Faculty Organizing Campaigns

2 **WHEREAS:** Non-tenure-track faculty are referred to under multiple titles; for the purposes
3 of this resolution, the phrase “Contingent and Part-time Faculty” refers to any
4 faculty employed in any non-tenured position; and

5 **WHEREAS:** Contingent and Part-Time faculty continue to make up around 70% of higher
6 education faculty in Washington state and teach around 50% of classes
7 offered at technical and community college statewide; and

8 **WHEREAS:** based on the above percentages, Contingent and Part-Time faculty are
9 underrepresented in union membership in their locals; and

10 **WHEREAS:** the power of a union derives from its membership; and

11 **WHEREAS:** lack of tenure and job security places Contingent and Part-Time faculty in the
12 tenuous position of having little or no power to determine the state of their
13 employment and that the union serves as a representative body and
14 recognizes the realities of Contingent and Part-Time employment; 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 bargaining,
17 and other actions often dependent on active union membership; and

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

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

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

☐ *Adopted*

*Adopted as
amended:*

☐ By Committee
☒ By Convention
☐ By Executive
Board

☐ *Defeated*

☐ *Tabled*

Adopted by the delegation at the AFT Washington Convention on May 15, 2021.

AFT WASHINGTON OFFICERS 2021 - 2023

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Vice President for Higher Education Classified:	Vacant
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