



AFL-CIO

Organizing Resolution

DRAFT (4/15/13)

2013 National AFL-CIO Convention

Title: Support and Prioritize Membership Growth and Organizing

Whereas, the U.S. labor movement provides a crucial backbone and line of defense to the American middle class against a globalized corporate agenda that values individual over shared prosperity; and

Whereas, union members in the United States earn on average 27 percent higher wages than their nonunion counterparts, are 54 percent more likely to have employer-provided pensions and 83 percent of union workers have jobs that provide health insurance compared to 62 percent of nonunion workers; and

Whereas, union membership, at its peak, included 35% of the workforce, built the middle class and drove a social and economic justice policy agenda with immense lasting impacts on America life today; and

Whereas, union membership in the U.S. has seen a sharp decline in recent decades with current union density at 12.5% (39.6% in the public sector, 7.3% in the private sector) and a weakening of collective strength in the political and legislative arenas; and

Whereas, AFL-CIO affiliate unions, State Federations and Central Labor Councils have developed a network of comprehensive and sophisticated programs for political and legislative advocacy; and

Whereas, State Federations and Central Labor Councils are uniquely positioned to support affiliate union organizing efforts and many are willing and able to find creative ways to add value to organizing in their local labor movements; and

Whereas, growing union membership within each of our organizations **MUST** be a top priority and treated with the same urgency that our unions treat political and legislative advocacy; and

Resolved, to adopt that State Federations and large Central Labor Councils will develop, implement and submit a strategic plan for organizing and growth no later than 12 months from the close of the 2013 AFL-CIO Convention, and an updated version on a bi-annual basis thereafter; and be it further

Resolved, to develop a strategic plan that is comprehensive addressing all organizing opportunities including facilitating negotiations to increase Project Labor Agreements, Labor Peace Agreements, Procurement Policies, and more utilizing political leverage at the local, state and federal level to aid union organizing in respective states and regions, and exploring multi-union organizing collaboration options; and be it further

Resolved to encourage State Federations and large Central labor Councils to partner with the AFL-CIO Community affiliate, Working America in the development and implementation of strategic organizing plans; and be it finally

Resolved, to encourage all State Federations and Central Labor Councils to actively seek out ways to support affiliate union organizing efforts through staffing; and now be it finally

Resolved, to adopt that State Federations and large Central Labor Councils shall convene meetings of interested affiliate union leaders to discuss potential collaboration and action to increase organizing capacity in State Federation and large Central Labor Council jurisdictions.

Adopted by the San Mateo County Central Labor Council on July 8, 2013