

Adopted Resolutions of the 29th Constitutional Convention



New Jersey State AFL-CIO

Harrah's Resort, Atlantic City
June 21-22, 2016

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Resolution No. 1

Replenishing New Jersey's Transportation Trust Fund (TTF)

WHEREAS, New Jersey's residents, businesses, and economy are heavily dependent on our state's roads, bridges, and mass transit; and

WHEREAS, our state is faced with crumbling infrastructure that leaves commuters and residents without the necessary means to travel safely and efficiently; and

WHEREAS, there has not been an increase in revenue for New Jersey's Transportation Trust Fund (TTF), the method to fund capital infrastructure improvements in 25 years; and

WHEREAS, the TTF is set to run out of money on June 30, 2016; and

WHEREAS, it is estimated that the TTF alone needs to spend \$20 billion over the next ten years to maintain, improve and expand the system; and

WHEREAS, without a long term funding solution for the TTF, our state is in a crisis and doesn't have the ability to make necessary repairs to our roads, bridges and mass transit properties; and

WHEREAS, this crisis threatens the safety of our residents and the viability of our economy; and

WHEREAS, without a funding plan for the TTF, our state is also at risk of losing billions of dollars in federal matching transportation funds; and

WHEREAS, addressing this critical need will help to ease commutes for all in our state; and

WHEREAS, the state meeting its funding obligations will help to relieve transportation infrastructure burdens on towns and counties, therefore helping to reduce property tax burdens; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO and Central Labor Councils applaud the first step taken to constitutionally dedicate all State revenues from motor fuels and petroleum products gross receipts tax to the transportation system; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO and Central Labor Councils urge our state's elected leaders to put aside partisan rhetoric and solve this crisis before it results in tragedy; and

Resolution No. 1 (Continued)

BE IT FINALLY RESOLVED, that the New Jersey State AFL-CIO and Central Labor Councils call on Governor Christie and the New Jersey State Legislature to come together now to develop a robust, sustainable, long-term funding solution to the New Jersey TTF by raising the state's gas tax or wholesale petroleum receipts tax.

Submitted by: The Laborers' International Union of North America – Eastern Region

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 2

Fully Fund Pensions and Reduce Fees Paid to Wall Street

WHEREAS, nearly 800,000 retired and active public employees are enrolled in New Jersey's public pension system; and

WHEREAS, employees at the state, county and municipal level help fund the system by contributing a percentage of their salaries to the system as determined by state law throughout their years of active service; and

WHEREAS, the state pension system was designed to provide income security to retired government employees, some of whom are ineligible for Social Security benefits; and

WHEREAS, the pension system was fully funded through the early part of this century, until governors and legislatures began skipping or greatly reducing the state's Annual Required Contribution or ARC; and

WHEREAS, employees were required to increase their pension and health care contributions to shore up the grossly underfunded system in 2011; and

WHEREAS, under the 2011 reform law, the state agreed to begin making its full ARC after a seven-year phase-in; and

WHEREAS, Governor Christie has violated his own pension reform law by underfunding the system for three consecutive years; and

WHEREAS, the state budget Governor Christie presented to the Legislature for FY17 contains a pension payment of \$1.86 billion, well short of the \$3.8 billion the reform law requires; and

WHEREAS, the governor has vetoed legislation that would require the state to make its ARC payment in quarterly installments, which would help New Jersey meet its obligation to current and future retirees and cut the unfunded liability by investing more money sooner; and

WHEREAS, the governor has line-item vetoed three consecutive years of Democratic budgets that contained full pension funding, proving that draconian tax increases or service cuts will not result if the state is required to make its full ARC; and

WHEREAS, the total unfunded liability for pensions now exceeds \$40 billion; and

WHEREAS, New Jersey public retirees receive a modest pension benefit of \$26,000 per year on average; and

WHEREAS, New Jersey's average pension benefit is among the least generous, ranking 95th in generosity out of the top 100 pension systems nationally; and

Resolution No. 2 (Continued)

WHEREAS, funds within the system are projected to begin running out of money in under 10 years; and

WHEREAS, though the New Jersey Supreme Court ruled that Governor Christie was not legally required to contribute the full ARC, the court did not absolve the state of its ultimate responsibility to pensioners; and

WHEREAS, a constitutional amendment will be placed before voters on the November ballot to require the state to make its full ARC after a phase-in, and to make a one-fourth payment every quarter of every year in accordance with sound and widely accepted financial best practices; and

WHEREAS, the pension system, valued at roughly \$88 billion, is composed 70% of traditional stock and bond investments managed in-house and 30% alternative investments (private equity and hedge funds) managed by Wall Street firms; and

WHEREAS, fees and expenses paid on alternative investments were \$701 million in FY15, or 2.85% of the \$24.6 billion managed, while fees and expenses on traditional investments were just 0.1% of the \$63.4 billion managed; and

WHEREAS, the benefits of alternative investments appear to have diminished relative to traditional investments over the past 10 years; and

WHEREAS, significantly reducing the size of the alternative investment portfolio and reinvesting in favor of traditional investments appears to have little downside to New Jersey in terms of risks, but possible upside with higher returns due to lower fees; and

NOW THEREFORE BE IT RESOLVED, the New Jersey State AFL-CIO supports the constitutional amendment to fully fund pensions, and require that the state's payments be made quarterly, after having exhausted all other means of restoring the pension system to fiscal health, and will continue to advocate for a responsible plan to significantly reduce the pension system's fee-laden alternative investments and reinvest in a traditional mix of stock, bonds and cash that is likely to perform at least as well, if not better, than the alternatives without the resulting outrageous fees and expenses.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 3

Expanding Casino Gaming to Northern New Jersey

WHEREAS, the New Jersey State Association of Pipe Trades endorses the effort to advance and approve a constitutional amendment to allow gaming in Northern New Jersey; and

WHEREAS, the New Jersey State Association of Pipe Trades recognizes that working families throughout New Jersey have struggled to achieve and maintain respectable standards of living due to New Jersey's nearly decade long depressed economy; and

WHEREAS, the New Jersey State Association of Pipe Trades is fully committed to the revitalization of Atlantic City and the establishment of economic opportunity for the working families of this vital, struggling community; and

WHEREAS, the New Jersey State Association of Pipe Trades strongly supports this constitutional amendment in the belief that the expansion of gaming and the construction of new casinos will be a catalyst for economic development, the expansion of tourism throughout New Jersey, raising capital for investment in Atlantic City and the creation of jobs in good paying careers; and

NOW THEREFORE BE IT RESOLVED, the delegates to the New Jersey State AFL-CIO Convention do hereby approve this resolution and commit to support and work diligently for the passage of the constitutional amendment expanding casino gaming to Northern New Jersey.

Submitted by: New Jersey State Association of Pipe Trades

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 4

**Educate and Engage Labor's Next Generation through the
New Jersey State AFL-CIO Young Workers Program**

WHEREAS, the continued strength and vitality of the labor movement depends on the ability of young union members to develop into strong and effective labor leaders; and

WHEREAS, the continued relevance of the labor movement depends on educating young people about the historic role of unions and teaching them how unions remain the best way to access a middle class lifestyle and achieve a voice-at-work; and

WHEREAS, only five percent of unionized workers are under the age of 35, and too many young people lack the basic knowledge of what unions are and the benefits they can provide; and

WHEREAS, most education curriculums do not dedicate enough attention to educating young people about the legacy of unions in helping to build equality and opportunity within our society and at the workplace; and

WHEREAS, unions can provide young workers with the means to stand up for economic justice at work and build a future for themselves and their families; and

WHEREAS, by educating young workers on the value of unions, it will be possible to bolster organizing efforts in new industries that include more young people; and

WHEREAS, young workers should understand that they are part of something larger, and the labor movement provides the best opportunity to achieve the American Dream; and

WHEREAS, by engaging young trade unionists, we can bring a new face to the labor movement and dispel myths that the labor movement is no longer relevant; and

WHEREAS, bridging the generation gap in the union movement will allow for greater unity of workers and greater strength through solidarity; and

WHEREAS, we must ensure a labor movement which is built to last and affords our children the same opportunity it afforded us; and

WHEREAS, the New Jersey State AFL-CIO Young Workers Committee was formed in accordance with the New Jersey State AFL-CIO Strategic Plan that was adopted by union affiliates on April 3, 2014, and subsequently adopted by conference delegates on June 10, 2014, at the New Jersey State AFL-CIO Legislative/COPE Endorsement Conference in Atlantic City; and

Resolution No. 4 (Continued)

WHEREAS, the New Jersey State AFL-CIO Young Workers Committee serves to recruit and mobilize young workers in order to build a more inclusive and enduring labor movement and has advanced these endeavors under the banner of New Jersey Youth Engagement in Solidarity (YES); and

WHEREAS, New Jersey YES has hosted seven Common Sense Economic workshops, organized a statewide summit in Atlantic City, sponsored a labor history tour at the Botto House, presented during the national AFL-CIO Next Up Summit, mobilized an unprecedented number of young workers through the Labor 2015 program, and developed several young union sisters who taught at the 13th Annual New Jersey State AFL-CIO Women In Leadership Development (WILD) Conference; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO, in partnership with Central Labor Councils, Building Trades Councils and all affiliates hereby renew our commitment to empowering young union members by supporting the New Jersey State AFL-CIO Young Workers Committee and New Jersey Youth Engagement in Solidarity (YES) to grow a unified network of young trade unionists in New Jersey that supports the growth and founding principles of the labor movement; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO and its affiliates will support programs and initiatives that mentor, educate, and train young members to become activists and leaders within their unions; and

BE IT FINALLY RESOLVED, that New Jersey's young workers have the tools and skills needed to bargain for a better quality of life in order to ensure that each new generation has a future that affords greater opportunities than that of their parents.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 5

Enact a \$15 Minimum Wage for the State and the Nation

WHEREAS, income inequality in America is at its highest levels since the 1920s, with the top 0.1% owning nearly as much wealth as the bottom 90% of Americans; and

WHEREAS, New Jersey's minimum wage of \$8.38 per hour and the federal minimum wage of \$7.25 per hour, which has not been raised for seven years, still do not provide workers with enough income to afford even the most basic of necessities; and

WHEREAS, 2.8 million New Jerseyans, including 800,000 children, are living in poverty, according to a report released by New Jersey Legal Services that accounts for the high cost of living in New Jersey and reflects the highest state poverty levels in 50 years; and

WHEREAS, the National Low Income Housing Coalition concluded that no minimum-wage worker in any state, working a standard 40-hour week, can afford a two-bedroom apartment without spending more than 30% of income on rent; and

WHEREAS, the report also found that to afford such housing, a worker in New Jersey would have to earn \$25.17 per hour or work 120 hours per week at the state minimum wage and at the national level, the required wage would be \$19.35 per hour or 106 hours per week at the federal minimum wage; and

WHEREAS, rising costs for education, healthcare, energy, food, and other basic necessities have significantly eroded the purchasing power of the minimum wage, which has failed to keep pace over the years; and

WHEREAS, the approval of a minimum wage increase by New Jersey voters in 2013 provided a much-needed raise to over 400,000 workers without causing undue harm to businesses and proving the arguments of opponents, who claimed that the measure would destroy jobs, to be unfounded; and

WHEREAS, since the law went into effect in 2014, unemployment has gone down, and the continued annual adjustments for inflation, stipulated by the law, ensure that workers' wages are now able to keep pace with rising costs; and

WHEREAS, corporations are earning record annual profits, making more than enough money to compensate their workers fairly, and yet they have chosen instead to reward shareholders and top executives at the expense of workers with the average CEO in 2014 earning 373 times the average worker; and

WHEREAS, raising the state and federal minimum wages would ensure that workers have more money to spend on necessities such as food, clothing, and housing, thereby reducing the utilization of taxpayer-funded support programs that are essentially being exploited as a subsidy by low-wage employers; and

Resolution No. 5 (Continued)

WHEREAS, rising wages would increase the demand for goods and services, helping to grow the economy and benefit businesses and the community at large; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO will support efforts to enact a \$15 minimum wage in New Jersey and federally to enable working families to make ends meet and earn enough income to support a virtuous cycle of economic growth in our state and nation.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 6

Safe Staffing Saves Lives

WHEREAS, Registered Nurses provide essential health care services to the citizens of New Jersey; and

WHEREAS, a decade of studies show a direct link between nurse staffing levels and patient outcomes; and

WHEREAS, patients cared for on hospital units characterized as having adequate staff were more than twice as likely to report high satisfaction with their care and patient satisfaction scores were significantly higher in hospitals with better nurse to patient ratios; and

WHEREAS, as nurse staffing levels increase, patient risk of hospital-acquired complications and hospital length of stay decrease, resulting in medical cost savings, improved national productivity, and lives saved; and

WHEREAS, studies show that unsafe staffing levels negatively affect retention of nursing staff; and

WHEREAS, lower nurse staffing levels lead to higher rates of blood infections, pneumonia, urinary tract infections and pressure ulcers; and

WHEREAS, medical errors are the third leading cause of death in the U.S. and it has been estimated that as many as 400,000 patients die each year as a result of preventable medical errors; and

WHEREAS, a one-patient increase in a nurse's workload increased the likelihood of an in-patient death within 30 days of admission by seven percent, and mortality risk decreases by nine percent for ICU patients and 16 percent for surgery patients with the increase of one full-time equivalent RN per patient day; and

WHEREAS, hospitals have drastically reduced their nursing budgets leaving fewer licensed registered and practical nurses to respond to patient needs; and

WHEREAS, the intensity of nursing service and acuity of patients has increased without an adjustment in nurse staffing patterns to compensate; and

WHEREAS, many patients are discharged without adequate education on their medicines and treatment protocols, which may lead to unnecessary readmissions; and

WHEREAS, current New Jersey regulations, setting only limited standards, have not been updated since 1987; and

Resolution No. 6 (Continued)

WHEREAS, there has been a steady decline in oversight and hospital inspections by the Department of Health; and

WHEREAS, when hospitals independently develop staffing patterns based on specific characteristics of the patient, the institution, the specific delivery system, and other constraints without legislative accountability, the result is often short staffing conditions; and

WHEREAS, New Jersey enacted legislation in 2005 requiring a general hospital or nursing facility to complete and post daily staffing information for each unit and each shift as a way to document possible short staffing problems; and

WHEREAS, a coalition of health care unions in New Jersey have been working together to protect patient care in hospitals as well as strengthening and enforcing patient safety and safe staffing laws; and

WHEREAS, unions have long been advocates for safe nurse staffing levels in hospitals and health care facilities in order to ensure access to quality health care services; and

WHEREAS, to reclaim the promise of health care, we must make sure that frontline caregivers and staff are well-prepared and supported to provide safe, efficient and high-quality patient care; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO supports safe staffing ratios as the best way to ensure patient quality of care; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO and its affiliates are urged to support S-1280/A-750, a bill before the New Jersey Legislature that establishes minimum registered professional nurse staffing standards for hospitals and ambulatory surgery facilities and certain DHS facilities and requires the Department of Health to conduct regular inspections and oversight; and

BE IT FINALLY RESOLVED, that the New Jersey State AFL-CIO and affiliates will join with New Jersey's Registered Nurses and health care unions in supporting state and federal laws to support safe staffing standards and hospital oversight.

Submitted by: Health Professionals and Allied Employees, AFT AFL-CIO
JNESO, District Council 1 IUOE-AFL-CIO

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 7

Reform U.S. Trade Policies to Create and Bring Home Jobs

WHEREAS, U.S. trade deals for the past 25 years have been corporate-driven, incorporating rules that skew benefits to economic elites while requiring working families to bear the brunt of such policies; and

WHEREAS, the growing trade deficits, driven by the North American Free Trade Agreement, China's accession to the World Trade Organization, and the U.S.-Korea Free Trade Agreement, have displaced 700,000 jobs and 3.2 million jobs, and 75,000 jobs respectively; and

WHEREAS, U.S. employment in manufacturing dropped by five million from 2000 to 2015; and

WHEREAS, jobs lost due to trade devastate families and entire communities and can permanently reduce lifetime earnings for hundreds of thousands of workers; and

WHEREAS, the long decline of the American manufacturing base – exacerbated by bad trade policies that reward outsourcing – has undermined our economic security and poses a direct threat to our national security; and

WHEREAS, the offshoring of manufacturing and service jobs deprives local and state governments of sorely needed revenues, jeopardizing the livelihoods of millions of public servants as well as construction workers whose jobs depend upon infrastructure building, repair and maintenance; and

WHEREAS, under NAFTA-style trade rules, the U.S. annual trade deficit has increased dramatically from \$70 billion in 1993, the year before NAFTA went into effect, to more than \$508 billion in 2014; and

WHEREAS, the disproportionate voice of powerful global corporations in the formation of U.S. “free trade” agreements has advanced an agenda that undermines the public interest and threatens democracy; and

WHEREAS, NAFTA and all but two of the U.S. trade deals that followed it include special legal rights for foreign investors, known as “investor-to-state dispute settlement” or ISDS, that allow foreign firms to bypass state and federal courts to challenge state and local laws, regulations, and administrative and judicial decisions in international tribunals; and

WHEREAS, foreign investors already have used NAFTA's ISDS provisions to challenge decisions regarding local building permits, environmental regulations, state bans on toxic chemicals and decisions of state courts; and

Resolution No. 7 (Continued)

WHEREAS, climate change and environmental degradation threaten communities across the globe, and ISDS provisions in the Trans-Pacific Partnership (TPP) may expose nations enacting policies to fight climate change to ISDS cases that undermine these efforts; and

WHEREAS, promoting economic growth with equity in New Jersey requires an approach that reforms the entire trade negotiation process to ensure that voices of workers, farmers, small businesses, families and communities are heard and their interests addressed; and

WHEREAS, the TPP has been negotiated in secret, effectively shutting state and local governments out of the process, limiting our ability to influence its rules to ensure the people of New Jersey can participate in the benefits of trade; and

WHEREAS, given the enactment of fast track trade negotiating authority, states, localities and their citizens will have no opportunity to correct shortcomings in the TPP since its text will not be made public until it is final and no longer can be improved; and

WHEREAS, repeating old mistakes in negotiating new trade agreements such as the TPP represents a missed opportunity to strengthen our economy, reduce income inequality and promote sustainable growth; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO calls upon our elected officials in the U.S. Senate and U.S. House of Representatives to oppose the TPP and any similar trade deals if they fail to restructure the misguided and failed policies of the past; and

BE IT FINALLY RESOLVED, the New Jersey State AFL-CIO calls upon our elected officials in the U.S. Senate and U.S. House of Representatives to support new trade deals such as the TPP only if they will:

- Protect and promote traditional state and local prerogatives and authority under our federal system, including by ensuring that states and localities will not be required to comply with certain commitments, including any restrictions on preferences for local, state, or U.S. goods or services, without prior informed consent of the legislature or local lawmaking body;
- Ensure balanced trade and address the excessive, job-killing U.S. trade deficit;
- Include enforceable rules against currency manipulation, which countries such as China and Japan have used to tilt the playing field in their favor;
- Exclude investor-to-state dispute settlement (ISDS) and other provisions that favor foreign companies over domestic ones and undermine public choices;
- Ensure that countries cannot undercut U.S. based producers with weaker labor and environmental laws and enforcement;
- Ensure that the U.S. will engage in robust enforcement of trade rules, including labor and environmental rules;
- Include strong rules of origin to promote economic growth and job creation in the U.S.;

Resolution No. 7 (Continued)

- Promote high standards of protection for workplaces, products, and natural resources rather than promoting a race to the bottom; and
- Put the interests of people and the planet over the interests of private profit.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Wednesday, June 22, 2016

Resolution No. 8

Support Project Labor Agreements

WHEREAS, Project Labor Agreements (PLAs) serve an important community benefit by providing cost savings, quality construction, on-time and on-budget results, and a planned approach to labor relations; and

WHEREAS, PLAs are a valuable project management tool which allow contractors to more accurately predict costs and achieve greater efficiency and productivity; and

WHEREAS, the myth that PLAs drive up project costs and limit the number of contractors who bid on projects proves to be unfounded according to a Cornell study; and

WHEREAS, opposition to PLAs can be attributed to contractors who fear the idea of having to pay workers decent wages and benefits or having their employees work side-by-side with union workers where they might learn about the benefits of union membership; and

WHEREAS, PLAs offer a pathway to the middle class by providing job opportunities and career training for women, minorities, and military veterans; and

WHEREAS, PLAs level the playing field by discouraging unscrupulous employment practices such as an employer who underbids a project because they pay workers substandard wages and benefits; and

WHEREAS, PLAs benefit the community by using the safest, most highly trained, skilled local craft workers to complete projects; and

WHEREAS, PLAs synchronize hours and holidays across trades so that large construction projects can be completed on a tight schedule; and

WHEREAS, on any and all construction projects, the property owner, developer, lawyers, suppliers, architects, financial institutions, engineering firms, and contractors all have written agreements that are enforceable by the courts, and PLAs provide workers with an equivalent protection; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO recognizes the great value of PLAs to workers and the community and will work to protect and strengthen laws concerning Project Labor Agreements; and

BE IT FINALLY RESOLVED, the New Jersey State AFL-CIO is committed to promoting a maximum utilization of PLAs in both the private and public sectors so that workers are treated fairly and that a level playing field exists for bidding on construction projects.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Wednesday, June 22, 2016

Resolution No. 9

Opposing Dual Unionism and Raiding

WHEREAS, the labor movement in New Jersey – and the working families of New Jersey who make up the labor movement – have faced vicious attacks in recent years including attacks on our community’s schools and transportation systems, attacks on our health care and our right to retire with dignity and without the fear of poverty, and attacks on the basic American and human rights of New Jersey’s working people to have a voice in our democracy and our economy through our unions; and

WHEREAS, political extremists, and the special interests they are beholden to, have attempted to make our beloved state a “poster child” for austerity and a rigged economy that favors the super-wealthy over hardworking Americans, and they have displayed unceasing enmity to labor unions, who stand with and for all working people of our state as a bulwark against these extremists’ political agenda; and

WHEREAS, throughout these attacks on working people and our unions, we in labor have stood strong and together, we have fought the good fight, from the streets of Newark where we defended the right to control our own schools to Trenton where we fought for an increase in the minimum wage and opposed cruel and unjustified cuts in public services, increases in health insurance costs and funding for pensions – from nurses championing safe staffing for our patients to advocating for investments in infrastructure so we can build our state and our economy; and

WHEREAS, we in the New Jersey labor movement have exemplified the words of AFL-CIO President Richard Trumka: “...we say that when you pick a fight with any of us, you pick a fight with all of us! And that when you push us, we will push back!”; and

WHEREAS, we are a united labor movement, and that unity has enabled us to withstand the fierce extremist attacks on working people and our unions that our state has seen in the past several years, and while healthy dissent, democratic debate, and a wide range of beliefs and voices are the soul of our movement, we know that our solidarity transcends our individual differences; and

WHEREAS, we prize both the democracy and solidarity of our labor community, and we know that both are vital for our continued survival and success; and

NOW THEREFORE BE IT RESOLVED, that we, the labor unions of the New Jersey State AFL-CIO, rededicate ourselves to a strong and thriving labor movement in which our unions stand in solidarity together and foster our mutual success, and whatever attacks come at us from external forces, we will meet them as a united front; and

BE IT FURTHER RESOLVED, that an overwhelming majority of workers in our great country lack union representation, and we need to focus on organizing the unorganized and appreciate and respect the role of the AFL-CIO in helping us coordinate without competing in organizing campaigns for new workers, while respecting established bargaining units and jurisdictions of other unions within and out of the AFL-CIO; and

Resolution No. 9 (Continued)

BE IT FINALLY RESOLVED, that in service of this goal, we pledge to refrain from actions that would threaten the continued existence or success of our fellow unions, and we know, to paraphrase a great organizer, that we are each “fighting more than our own fight” – we are fighting for working people across our state and our country, and we must stand together.

Submitted by: American Federation of Teachers New Jersey

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Wednesday, June 22, 2016

Resolution No. 10

Support the New Jersey State AFL-CIO COPE Program

WHEREAS, the New Jersey State AFL-CIO established a full-time Committee on Political Education (COPE) in 1997; and

WHEREAS, COPE has grown to become the most successful political education program of its kind in the country; and

WHEREAS, the COPE program continues to make history by electing labor candidates to serve at every level of government; and

WHEREAS, 874 union member election victories have been achieved to date; and

WHEREAS, COPE manages the Labor Candidates Program, which recruits, trains and assists union members in running for public office; and

WHEREAS, COPE's two-day Labor Candidates School gives union men and women the tools, knowledge and resources they need to run a successful political campaign; and

WHEREAS, 146 labor elected officials are currently serving at every level of federal, state, county, and local government, including United States Congress, state Senate and Assembly, County Freeholder, Mayor, Alderman, Committee and Council member, Fire Commissioner, and School Board; and

WHEREAS, COPE coordinates election volunteer activities, including labor-to-labor walk programs, phone banks and Get-Out-The-Vote drives; and

WHEREAS, working in partnership with the national AFL-CIO Political Department, New Jersey's Central Labor Councils, Building Trades Councils, and affiliated local unions, COPE educates union-member voters and their families; and

WHEREAS, COPE promotes voter registration in union halls and by targeting union households; and

WHEREAS, the most effective way for the labor movement to advance its progressive, working families agenda is by endorsing, supporting and electing labor candidates; and

WHEREAS, New Jersey State AFL-CIO labor candidates win their elections at a phenomenal rate of more than 70 percent; and

WHEREAS, labor elected officials give union members a direct voice in government; and

Resolution No. 10 (Continued)

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO strongly supports the Committee on Political Education to build and strengthen our labor movement through its progressive political and education program; and

BE IT FINALLY RESOLVED, that the New Jersey State AFL-CIO will continue to support and promote the COPE program, Labor Candidates School, labor-to-labor walks, voter registration efforts and union volunteer activities that have given us a solid and lasting voice in shaping government policy.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 11

Solidarity Builds Our Future

WHEREAS, union members, through collective bargaining and joint political action, raise the standard of living for all workers, build our middle class, and advance policies to promote equitable wages, job safety and training, retirement security, quality workmanship, strong communities, and justice for workers domestically and around the world; and

WHEREAS, unions serve as the most effective vehicle to empower working people, to combat income inequality, to restore balance to our economy, and to ensure broad participation in our democratic process; and

WHEREAS, a significant number of far-right actors including, unscrupulous corporations, politicians, special interest groups, and the wealthy elite, are actively engaged in coordinated campaigns to end unionism as we know it and to stamp out the power that workers derive from their unions and collective action; and

WHEREAS, the far-right is principally motivated by the desire for higher corporate profits, expanding their share of the national wealth, and using their financial power to gain further influence over our government and economy; and

WHEREAS, the far-right recognizes the labor movement as the primary obstacle to achieving their goals, and are therefore coordinating attacks on every sector of the labor movement at all levels of government to divide and conquer unions; and

WHEREAS, the far-right has gained traction in state legislatures across the country to advance their anti-union agenda and have enacted laws to silence public employees, to weaken prevailing wage laws, to eliminate project labor agreements, to undermine public education, to suppress voting rights, and to make it harder for union members to engage in political action; and

WHEREAS, far-right efforts have established Right-to-Work (for Less) laws in 26 states including Michigan, Wisconsin, and West Virginia; and

WHEREAS, the rapid adoption of anti-union laws is being facilitated by a corporate-funded organization known as the American Legislative Exchange Council (ALEC) that drafts model bills for lawmakers to benefit the corporate elite at the expense of the public; and

WHEREAS, the scope, intensity, and coordination of anti-union attacks represent one of the greatest threats to the labor movement in its history; and

WHEREAS, it is in the economic interest of all working people to ensure that the far-right is not successful in its quest to unravel the labor movement; and

WHEREAS, the collective voice and action of workers has the power to overcome this anti-union agenda and ensure an economy that works for all, not just the wealthy few; and

Resolution No. 11 (Continued)

WHEREAS, a balanced economy not only benefits workers and their families, but also encourages consumer spending to grow the economy, support businesses, and provide stable government revenues; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO calls on all segments of the labor movement – private and public sector, conservatives, moderates, progressives, officers, rank-and-file members, retirees, young workers, and community partners – to realize that the coordinated attacks we face are a threat to all workers, our communities, the economy, and our democracy, and that for our movement to persevere, we must embrace our shared values, refuse to be divided, and remain unwavering in our solidarity to ensure an enduring movement that continues to promote the principles of justice, dignity, and respect for all workers today and for generations to come.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Wednesday, June 22, 2016

Resolution No. 12

Stand With Nabisco Workers and Protect American Jobs

WHEREAS, in July 2015, Nabisco announced that it plans to send 600 workers' jobs from Chicago to a new plant in Salinas, Mexico after workers refused to accept unreasonable company demands of \$46 million in wage and benefit cuts; and

WHEREAS, Nabisco's decision to send production to Mexico continues a decades-long pattern of closing plants in the U.S., Canada and other industrialized countries, eliminating thousands of jobs and shifting that production to low-wage countries, where wages can be just \$4 a day; and

WHEREAS, over the last 20 years, Nabisco has closed plants in Pittsburgh, Houston, Niles, St. Elmo, Buena Park, Philadelphia and Toronto; and

WHEREAS, plant closures devastate communities and families, as well as state and county tax bases; and

WHEREAS, in Chicago, in the 1990's, Nabisco took \$90 million in subsidies from Illinois taxpayers and 20 years later they are abandoning the taxpayers' investment; and

WHEREAS, Nabisco's continued corporate policy of closing plants to take advantage of low-wage workers has been a windfall for its top executives and largest shareholders, including Irene Rosenfeld, the CEO of Mondelēz which owns Nabisco, who raked in approximately \$170 million in compensation over eight years, while billions more went to the largest investors in dividends and stock buybacks; and

WHEREAS, bad corporate trade deals have been used by CEOs for 20 years to lower pay and offshore jobs, and has become the go-to strategy for CEOs across America; and

WHEREAS, Nabisco operates a plant in Fair Lawn, New Jersey that employs approximately 500 workers who are members of BCTGM Local 719; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO stands with our BCTGM brothers and sisters and calls on Nabisco and its parent company Mondelēz to reverse its decision to send production to Mexico and keep these middle class jobs in Chicago; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO will oppose any of Mondelēz/Nabisco's future attempts both regionally, nationally and globally to destroy good-paying jobs by moving them to low-wage economies; and

BE IT FINALLY RESOLVED, that the New Jersey State AFL-CIO calls on the U.S. Congress to end the era of bad trade deals that eliminate living wage jobs in America and provide a windfall to multinational businesses at the expense of workers around the world.

Submitted by: Bakery, Confectionery, Tobacco Workers and Grain Millers Local 53

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Wednesday, June 22, 2016

Resolution No. 13

Support U.S. Postal Workers

WHEREAS, the U.S. Postal Service (USPS) is a great national treasure that is embodied in the Constitution and older than the nation itself; and

WHEREAS, the USPS is essential to the nation's economy, serving all the people – rich and poor, urban and rural – without a dime of taxpayer money; and

WHEREAS, the USPS is the second-largest civilian employer in the nation; one of the largest employers of veterans and disabled veterans, and renowned for offering equal pay for equal work; and

WHEREAS, negative workforce trends are likely to have a ripple effect throughout the labor movement; and

WHEREAS, the USPS and postal workers are facing unprecedented attacks as a result of a congressionally-manufactured financial crisis; and

WHEREAS, the phony crisis has led to massive cuts in service, including the virtual end of overnight mail delivery, lower service standards, the elimination of half of the nation's mail processing facilities, the closure of post offices and the reduction of service hours in those that remain, and a proliferation of "cluster mailboxes" to replace door-to-door mail delivery; and

WHEREAS, the manufactured USPS financial crisis and service cuts are being used to justify privatization of postal services, which replaces good, union jobs with low-paid, low-benefit, non-union jobs; and

WHEREAS, neighborhood post offices and postal jobs are currently threatened by a dirty deal between the Postal Service and Staples that is privatizing postal retail operations and replacing trained, experienced postal employees who are accountable to the people with low-wage, poorly trained, non-union workers; and

WHEREAS, e-commerce and other economic trends present many opportunities for a thriving, public Postal Service; and

NOW THEREFORE BE IT RESOLVED,

- The New Jersey State AFL-CIO supports the fight to protect the public Postal Service, improve postal services, and defend good jobs;
- The New Jersey State AFL-CIO supports the fight for postal banking, notary, check-cashing and other expanded and enhanced services;

Resolution No. 13 (Continued)

- The New Jersey State AFL-CIO supports the Don't Buy Staples or Quill.com movement; and
- The New Jersey State AFL-CIO will notify all affiliates of this resolution and urge them to support these struggles as well.

Submitted by: American Postal Workers Union, AFL-CIO

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 14

**Close Corporate Tax Loopholes and
Ensure Accountability for Business Incentives**

WHEREAS, in New Jersey, \$5.4 billion in incentives have been approved since 2010, after only \$1.4 billion was rewarded in the 14 previous years and New Jersey business incentives in 2014 amounted to \$78,985 per job; and

WHEREAS, despite the state's unprecedented spending on corporate welfare, New Jersey lags the nation in job creation and recovery after the Great Recession; and

WHEREAS, the governor has failed to provide evidence assessing the effectiveness of business incentives and refuses to comply with a 2007 law to promote transparency; and

WHEREAS, according to a report released by New Jersey Policy Perspective, the state is losing up to \$470 million per year in tax revenue due to the gaping loopholes that currently exist in New Jersey's tax laws; and

WHEREAS, New Jersey collects about \$2.6 billion a year in corporate business taxes, but it's estimated the state could reap another \$200 million by enacting "combined reporting" to counteract businesses that operate across state lines and shift profits to states with lower or no corporate income taxes to lower their tax liability in New Jersey; and

WHEREAS, about two dozen states already mandate combined reporting and according to New Jersey Policy Perspective, the state already requires combined reporting for casinos; and

WHEREAS, on a national level, corporate tax loopholes allow the world's most profitable corporations to pay little to no federal income taxes, and in some cases, receive billions of dollars in tax refunds from the IRS; and

WHEREAS, corporations and wealthy individuals avoid paying an estimated \$184 billion in state and federal income taxes by using complicated accounting tricks to shift their profits to offshore tax havens; and

WHEREAS, a U.S. Public Interest Research Group report revealed that the average American taxpayer in 2013 would have to shoulder an extra \$1,259 in state and federal taxes to make up for the revenue lost due to the use of offshore tax havens by corporations and wealthy individuals; and

WHEREAS, corporations depend on publicly funded goods and services such as roads, education, and law enforcement to make profits, and should therefore be expected to pay their share of taxes to fund these programs; and

Resolution No. 14 (Continued)

WHEREAS, offshore tax havens give large multinationals a competitive advantage over responsible small businesses which don't have subsidiaries in tax havens to reduce their tax bills; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO calls on state and national lawmakers to close corporate tax loopholes and end policies of excessive corporate welfare that deny our state and nation much needed tax revenue and place an unfair added tax burden on small businesses and working families; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO supports enacting "combined reporting" for New Jersey businesses to prevent multistate corporations from shifting profits to lower their state tax liability; and

BE IT FINALLY RESOLVED, that the state adheres to transparent reporting standards for evaluating the effectiveness of business incentive programs and determining their impact on the overall economy.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Wednesday, June 22, 2016

Resolution No. 15

Uniting With Students for Educational and Economic Justice

WHEREAS, attacks on public education ultimately harm our students the most; and

WHEREAS, decades of legislative cuts to state higher education budgets have transferred more and more of the burden for financing higher education on students and their families via higher tuition and fees; and

WHEREAS, the escalating cost of higher education is making college less affordable and accessible to a growing number of students, especially students of color, low-income students and first-generation college students; and

WHEREAS, these escalating costs are also fueling a massive amount of student loan debt—a figure which has surpassed \$1 trillion—placing the individual lives of indebted college graduates and of our collective economic recovery in jeopardy; and

WHEREAS, the average student debt for all borrowers in 2014 was over \$28,000; and

WHEREAS, while these attacks on public higher education are occurring, other steps are being taken, such as voter identification bills, that will limit the ability of young people to participate in the political process and have a voice about their education and other issues that matter to them; and

WHEREAS, student groups, higher education unions and their community allies must work together to ensure that a high-quality higher education remains accessible and affordable to those who seek it; and

WHEREAS, calls for continuing and intensifying austerity measures in higher education—measures that ultimately increase the cost of higher education for students and their families—are wrongfully justified as responses to rising faculty and staff compensation in higher education; and

WHEREAS, unions can play an important role in supporting student activists in their struggles for equity and justice in higher education; and

WHEREAS, alliances with student groups cannot only lead to progress on issues in the short term, they can also provide a foundation upon which we can build deep and sustainable political alliances for lasting social change; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO will work to broaden and deepen its work with student organizations around college affordability and accessibility, student debt, student voter engagement and other issues of common concern; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO will identify ways in which it can support student organizing and enter into genuine partnerships with student groups; and

Resolution No. 15 (Continued)

BE IT FURTHER RESOLVED, that through the course of this work, the New Jersey State AFL-CIO will educate student organizations about how attacks on labor unions, public services and education impact students; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO will encourage its state and local affiliates to seek out opportunities to work with state and locally-based student organizations on issues of common concern; and

BE IT FINALLY RESOLVED, that the New Jersey State AFL-CIO will provide resources to state and local affiliates to assist them in reaching out to student organizations and developing these relationships.

Submitted by: Council of New Jersey State College Locals, AFT, AFL-CIO

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 16

Support Jobs, Health Services and Education Programs for Veterans

WHEREAS, throughout our nation's history, courageous men and women have proudly worn the uniforms of our Armed Forces and built a tradition of dedicated and faithful service; and

WHEREAS, Americans should recognize the extraordinary sacrifices of veterans who protect and defend our country at home and abroad; and

WHEREAS, veterans deserve our full and unconditional support upon ending their military service; and

WHEREAS, the American men and women returning home from military service often encounter financial challenges, higher-than-average unemployment, lack of affordable housing, and mental and physical challenges; and

WHEREAS, there are more than 425,000 veterans living in New Jersey, approximately 34,000 of whom have a service-connected disability for which they are receiving Veterans Administration compensation; and

WHEREAS, more than 2 million union members, or about 14 percent of all union members, and countless thousands of retired trade unionists are veterans of the military; and

WHEREAS, an estimated 8,000 additional New Jersey veterans are eligible for service disability compensation but are not receiving it; and

WHEREAS, veterans who were the first in line to defend our country should be first in line for access to good jobs, educational opportunity and quality health care; and

WHEREAS, the network of health care and job services for our veterans must be improved to support the successful transition to civilian life; and

WHEREAS, Helmets to Hardhats is an employment program that helps qualified men and women from the Armed Forces launch careers in the construction industry; and

WHEREAS, the Wounded Warrior program supports disabled veterans by providing the tools, information and community that will help veterans gain careers in the building and construction trades; and

NOW THEREFORE BE IT RESOLVED, the New Jersey State AFL-CIO will support and promote job training and veteran hiring programs, tuition assistance and comprehensive health care services for qualified men and women who have served our country with pride and distinction.

Submitted by: International Federation of Professional and Technical Engineers Local 195

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 17

Strengthen OSHA to Ensure Safe Jobs for All

WHEREAS, more than 510,000 workers' lives have been saved since the passage of the Occupational Safety and Health Act (OSHA) of 1970, which promised workers in this country the right to a safe job; and

WHEREAS, since that time, workplace safety and health conditions have improved, but too many workers remain at serious risk of injury, illness or death; and

WHEREAS, in 2013, 4,585 workers were killed on the job in the United States, and an estimated 50,000 died from occupational diseases, resulting in a loss of 150 workers each day from hazardous working conditions; and

WHEREAS, nearly 3.8 million work-related injuries and illnesses were reported, but many injuries are not reported, and the true toll is likely two to three times greater, or 7.6 million to 11.4 million injuries each year; and

WHEREAS, minorities and immigrant workers are at a higher risk of work related injury, illness, or death because of the fear of employer retaliation if they report their injuries and unsafe working conditions; and

WHEREAS, penalties against employers who violate workplace safety standards are extremely weak and do little to deter recklessness, and in FY 2014, the average federal OSHA penalty for a serious violation was \$1,972 and the median penalty in fatality cases investigated by federal OSHA was \$5,050; and

WHEREAS, since 1970, only 88 cases have been prosecuted, with defendants serving a total of 100 months in jail, and during this time, there were more than 390,000 worker deaths; and

WHEREAS, safe jobs serve a universal benefit since they enable workers to stay on the job, earn a living, and take care of their families while safe jobs boost worker productivity and increase job retention and safe jobs reduce workers' compensation and health care insurance costs; and

WHEREAS, decades of struggle by workers and their unions have improved workplace safety significantly, but years of neglect and inaction have eroded our protection; and

WHEREAS, we continue to live by the immortal words of Mother Jones: "pray for the dead, but fight like hell for the living"; and

Resolution No. 17 (Continued)

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO calls on Congress to update the Occupational Safety and Health Act of 1970 expanding the law to cover the millions of public sector workers and other workers around the nation who lack OSHA protection; and

BE IT FURTHER RESOLVED, we must improve whistle-blower protections so workers can speak out without fear of employer retribution, and criminal and civil penalties for employers that violate the law must be strengthened to be a real deterrent to future violations; and

BE IT FURTHER RESOLVED, that the New Jersey State AFL-CIO will continue to encourage participation of union members in health and safety education programs; and

BE IT FINALLY RESOLVED, that the New Jersey State AFL-CIO will continue to fight for the freedom of workers to form unions and, through their unions, speak out for safe workplaces.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 18

Buy Union-Made, American-Made

WHEREAS, by purchasing union-made products and services, you are not only getting quality, American-made products, you are also supporting good-paying jobs that give employees a voice at work and help rebuild America's middle class; and

WHEREAS, buying union-made gives us the power to support responsible companies that employ workers at fair wages, provide decent benefits, and treat workers with respect; and

WHEREAS, foreign goods may lack the same standards required for American-made products leading to possible health and safety dangers; and

WHEREAS, foreign labor standards allow for unsafe working conditions, weak environmental regulations, and inadequate child labor laws; and

WHEREAS, it is easy to find union-made, American-made goods and services through the internet; and

WHEREAS, the one million-member strong New Jersey State AFL-CIO has enormous purchasing power, and through buying union-made and American-made, we can help generate economic benefits for all union members and working families; and

NOW THEREFORE BE IT RESOLVED, the New Jersey State AFL-CIO will continue to maximize our use of union-made and American-made goods and services for all State Federation operations and activities; and

BE IT FURTHER RESOLVED, the New Jersey State AFL-CIO will work with affiliates to encourage all union members, as well as their friends and families, to purchase union-made and American-made products and services whenever possible; and

BE IT FINALLY RESOLVED, the New Jersey State AFL-CIO will actively promote the practice of buying union-made and American-made at all government levels, so that public construction projects are built union and taxpayer money is spent on goods and services that put money back into our state and nation's economy and put people in our community to work.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Wednesday, June 22, 2016

Resolution No. 19

**Bolster Community Engagement Efforts in Partnership with
Working Families United for New Jersey, Inc.**

WHEREAS, the best way to promote positive social change and economic justice for working families in New Jersey is to join the efforts of labor together with like-minded coalition groups in the community; and

WHEREAS, Working Families United for New Jersey, Inc. is a statewide grassroots coalition consisting of labor, religious, community, civil rights, student, women's, and retirees' groups collectively committed to building a better life for all working families in New Jersey; and

WHEREAS, the New Jersey State AFL-CIO is a founding partner organization of Working Families United for New Jersey, Inc. and continues to play an active role in advancing its progressive mission and building partnerships throughout the community; and

WHEREAS, Working Families United for New Jersey, Inc. continues to lead the charge for a statewide earned sick days law, funding for New Jersey's Transportation Trust Fund (TTF) as well as other policies promoting social and economic justice for workers, families, and communities; and

WHEREAS, a statewide earned sick days law would benefit approximately 1.2 million workers in New Jersey who are still forced to make the unfair choice between their health and their paychecks, and would also support public health and is proven to provide benefits to businesses through increased employee retention, productivity, and morale; and

WHEREAS, fully funding the TTF is not only foundational to the state's competitive standing, but also supports over 100,000 full time jobs in transportation, construction, and related services and over \$9.5 billion in annual economic activity; and

WHEREAS, Working Families United for New Jersey, Inc. has proven to be an effective vehicle for uniting the voice of New Jersey's many progressive organizations as demonstrated through the success of the "Raise the Wage" campaign; and

WHEREAS, our continued coalition efforts allow us to strengthen and unify our collective voice, making it possible to achieve progressive reforms that advance our shared community values; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO and its affiliates will continue to support the progressive grassroots efforts of Working Families United for New Jersey, Inc. in order to secure a statewide earned sick days law and fund the TTF while continuing to pursue new initiatives that promote social and economic justice for all of New Jersey's working families.

Submitted by: Retail Wholesale and Department Store Union Local 108

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 20

**Support We Are One New Jersey Centers and
The Empowerment of New Americans**

WHEREAS, New Jersey is home to an estimated 8.9 million people, including 21 percent who were born outside the United States; and

WHEREAS, our democracy and communities are strongest when eligible residents are able to exercise their voice and engage in the civic process; and

WHEREAS, there are approximately 390,000 legal permanent residents in New Jersey who are eligible to apply for U.S. Citizenship and register to vote; and

WHEREAS, We Are One New Jersey, Inc. operates resource centers in Hudson and Union Counties, assisting thousands of immigrant families to apply for U.S. citizenship, participate in our democracy, understand their workplace rights, and realize the American Dream; and

WHEREAS, additional center services include U.S. citizenship test preparation, voter registration assistance, legal referrals, public notary, and DACA/DAPA application and renewal assistance; and

WHEREAS, the Hudson and Union centers are supported through a partnership with the county governments, allowing services to be offered at low or no cost to local residents; and

WHEREAS, the Hudson and Union centers are experiencing robust demand for services and have assisted hundreds of local residents with their citizenship applications and test preparation; and

WHEREAS, by joining our voices together with these newly empowered citizens, we can ensure that our democracy is responsive to the needs of workers and our community; and

NOW THEREFORE BE IT RESOLVED, that the New Jersey State AFL-CIO and its affiliates will continue to support We Are One New Jersey, Inc. empowerment centers to promote full participation in our democratic process, build stronger communities, and help thousands of legal permanent residents in New Jersey to become informed and engaged U.S. citizens.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016

Resolution No. 21

Raise Awareness of Epidemic Heroin Abuse

WHEREAS, heroin abuse has become a health care crisis in New Jersey; and

WHEREAS, heroin overdose deaths are occurring at the alarming rate of more than two per day; and

WHEREAS, there are an estimated 180,000 heroin addicts living in New Jersey; and

WHEREAS, no county is immune from the scourge of heroin addiction; and

WHEREAS, the New Jersey Statewide Substance Overview reports that four out of 10 drug treatment admissions are for heroin abuse, more than for alcohol, other opiates, marijuana or cocaine; and

WHEREAS, the tragedy of heroin abuse and addiction affects teenagers and young adults at a disproportionate rate; and

WHEREAS, heroin abuse and addiction strains relationships, fractures families, weakens our communities, and threatens the next generation; and

WHEREAS, the stigma of drug addiction can prevent addicts from seeking treatment and family members from seeking support; and

WHEREAS, early education, intervention and adequate treatment options all play a role in stemming this crisis; and

WHEREAS, proven strategies are available to reduce the harms associated with heroin use, treat dependence and addiction, and prevent overdose fatalities; and

WHEREAS, these strategies include expanding access to the life-saving medicine naloxone, life-saving antidote so that all first-responders can administer it to counteract an overdose; and

WHEREAS, the Overdose Prevention Act gives immunity to those who witness an overdose, allowing them to call 911 for assistance without fear of being arrested; and

NOW THEREFORE BE IT RESOLVED, the labor movement acknowledges its responsibility to the well-being of our community and our brothers and sisters and their families to raise awareness of the problem of heroin abuse and addiction plaguing our communities, to combat the stigma of drug addiction by promoting discussion and solutions aimed at curtailing this growing problem, and to encourage resources that help young people lead healthy lives.

Submitted by: The New Jersey State AFL-CIO Executive Board

Adopted: The New Jersey State AFL-CIO 29th Constitutional Convention

Date: Tuesday, June 21, 2016