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**AFSCME FRONT-LINE HEROES UNITING FOR STRENGTH**

1    **WHEREAS:**

2           The *Janus* case was an effort led and funded by anti-union billionaires to impose nationwide  
3 right-to-work in the public sector, to shrink and diminish the power of AFSCME and other public  
4 sector unions. Despite the unfair outcome in *Janus*, these anti-union organizations have failed to  
5 weaken AFSCME, and in fact, our union has grown stronger as more new members have signed up  
6 than have opted out; and

7    **WHEREAS:**

8           Despite the best efforts of anti-worker groups and billionaires, our union has seen two years  
9 of membership growth since the *Janus* decision; and

10   **WHEREAS:**

11           Since *Janus*, AFSCME has won landmark victories for public service workers by securing  
12 collective bargaining rights for 20,000 Nevada state employees, tens of thousands of Virginia local  
13 government employees and more than 40,000 family child care providers in California. We have  
14 already successfully brought thousands of Nevada's state workers into AFSCME and won exclusive  
15 representation for all 40,000 child care providers in California. We are poised to organize thousands  
16 more public workers into AFSCME when the law authorizing public sector bargaining in Virginia  
17 goes into effect on May 1, 2021; and

18   **WHEREAS:**

19           These landmark victories are attributable to our AFSCME Strong program and our pioneering  
20 hybrid organizing-political program that links membership recruitment with the election of pro-  
21 worker lawmakers and winning workers' rights; and

22   **WHEREAS:**

23           AFSCME has shown incredible heroism, creativity and resilience during this pandemic as we  
24 continue to provide our members with quality representation while growing our union. Whether it is  
25 winning representation rights for tens of thousands of workers in California, Washington, Oregon,  
26 Illinois, Colorado, Ohio, Maryland, New York and Nevada; fighting for the right to organize for  
27 private sector workers who suffer under a rigged Trump NLRB; leading the coalition in the fight for  
28 sufficient state and local aid from the federal government; or being at the forefront of the effort to

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Committee  
Assignment \_\_\_\_\_

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

29 elect worker-friendly political leaders in 2020, AFSCME members never quit. Our union’s efforts to  
30 deploy novel strategies and tactics to overcome the restriction on our basic in-person, member-to-  
31 member organizing are becoming increasingly effective and our organizing program is the envy of  
32 the labor movement; and

33 **WHEREAS:**

34 AFSCME’s internal organizing program remains remarkably successful and has been  
35 instrumental in achieving substantial improvements in wages, benefits and working conditions for  
36 our members while growing our union. Our new employee outreach programs remain effective,  
37 despite social distancing requirements. More affiliates are successfully accreting workers. And we  
38 continue to convert workers who were formerly “fee-payers” into full membership. These successes  
39 are made possible by the front-line heroes who are AFSCME-strong.

40 **THEREFORE BE IT RESOLVED:**

41 That AFSCME reaffirms our commitment to continue one-on-one conversations with  
42 members, engage activists in building local unions, set goals to mobilize the union’s membership,  
43 reach out to new employees in union workplaces, deploy our successful hybrid campaign strategy  
44 and follow other best practices that build our union and workers’ power; and

45 **BE IT FURTHER RESOLVED:**

46 That AFSCME, at all levels, will take advantage of this time when millions of workers are  
47 voicing support for becoming part of the labor movement, and we will mobilize and renew efforts to  
48 embrace unorganized public service and health care workers throughout the nation. Member activists,  
49 Volunteer Member Organizers, leaders and staff will work in concert to identify organizing  
50 opportunities, organize the unorganized and empower more workers by providing them with the  
51 power of collective action and a voice on the job; and

52 **BE IT FINALLY RESOLVED:**

53 That AFSCME continue to leverage the power of our political program to support our  
54 organizing program. Endorsed candidates and officeholders should be held accountable to support  
55 both the right to organize for public employees who still do not have comprehensive collective  
56 bargaining rights and labor peace requirements for government contractors and grantees where legally  
57 justifiable. We will fight for federal labor laws including the Public Service Freedom to Negotiate  
58 Act and the Protecting the Right to Organize Act so that all workers can organize and fight for a better  
59 future for themselves, their families and our country.

SUBMITTED BY: INTERNATIONAL EXECUTIVE BOARD