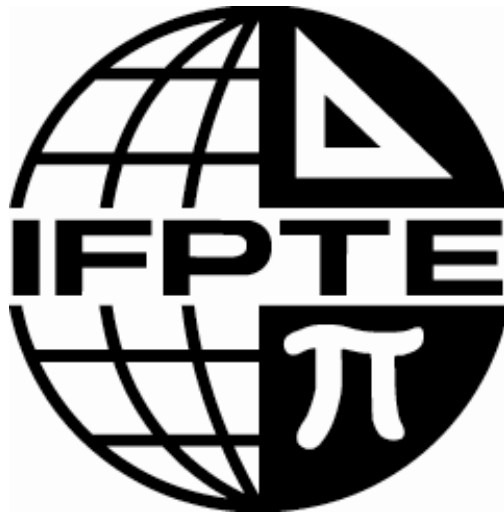


INTERNATIONAL FEDERATION  
OF  
PROFESSIONAL AND TECHNICAL ENGINEERS

AMENDMENTS  
AND  
RESOLUTIONS



55<sup>TH</sup> CONSTITUTIONAL CONVENTION  
FAIRMONT ROYAL YORK  
TORONTO, ONTARIO, CANADA  
JULY 10-13, 2006

TABLE OF AMENDMENTS PASSED  
55<sup>TH</sup> CONSTITUTIONAL CONVENTION

1. AMEND ARTICLE 2
2. AMEND ARTICLE 5, SECTION 5.5(A)
3. NOMINATING VICE PRESIDENT
4. REVISE ARTICLE 7, SECTION 7.1
5. REVISE ARTICLE 7, SECTION 7.6
6. REVISE ARTICLE 18, SECTION 18.1
7. AMEND ARTICLE 7, SECTION 7.3
8. PER CAPITA TAX INCREASE

**AMENDMENT NO. 1**

**Amend Article 2**

1 WHEREAS

2 The employment and working relationships of many individuals who are working in  
3 professional, engineering, scientific, technical, administrative and allied fields are not  
4 employees in the usual definition of that term,

5 THEREFORE BE IT RESOLVED

6 To amended Article 2 to strike the word “employee” and substitute “worker”.

**AMENDMENT NO. 2**

**Amend Article 5, Section 5.5(a)**

- 1 WHEREAS,
- 2 Many of our local unions currently represent professionals who serve in supervisory,
- 3 administrative and management capacities and the Federation has for many years had a
- 4 policy of advocating for labor law coverage for people so situated,
- 5 THEREFORE BE IT RESOLVED,
- 6 To amend Article 5, Section 5.5(a) by striking the words “who becomes a supervisor, or”
- 7 the rest of the section to remain as it currently is written.

**AMENDMENT NO. 3**

**Nominating Vice Presidents**

1 WHEREAS,

2 Many of our IFPTE Vice Presidents run unopposed for office or have been pre-selected  
3 for nomination in elections held prior to the Convention, and

4 WHEREAS,

5 The nomination and seconding procedure for the Executive Officers and the current  
6 number of Vice Presidents can take hours, and

7 WHEREAS,

8 The AFL-CIO and the CLC, and most international unions allow for the nomination of  
9 their Vice Presidents as a slate, and

10 WHEREAS,

11 The current procedure for nominating IFPTE Vice Presidents does not allow for the  
12 nomination of a slate of Vice Presidents,

13 THEREFORE BE IT RESOLVED

14 Amend Article 12, Section 12.23 to read,

15 *“Section 12.23 Officers of the Federation attending Federation Conventions, excluding*

16 *any area vice president elected as a delegate from a local, shall be considered delegates-*

17 *at-large and each shall be entitled to a vote, except in nominations and elections of*  
18 *officers, or as provided in Section 12.26. Such delegates-at-large cannot carry proxy*  
19 *votes. The Secretary-Treasurer shall initiate and submit credentials of delegates-at-large*  
20 *to the convention credentials committee.*

21 BE IT FURTHER RESOLVED,

22 To add new Article 12, Section 12.26 to read as follows,

23 **“Section 12.26** *After receiving direction from each area or council the IFPTE Executive*  
24 *Council may recommend, and thereby nominate, candidates for election to IFPTE Area*  
25 *Vice President positions. No nominating or seconding speeches will be permitted for any*  
26 *area Vice President who is nominated by this process. Remainder of Article unchanged.*

**AMENDMENT NO. 4**

**Revise Article 7, Section 7.1**

1 WHEREAS,

2 Article 7, Section 7.1 as written, is inconsistent with other provisions of the IFPTE  
3 Constitution concerning eligibility to hold Executive Officer positions,

4 THEREFORE BE IT RESOLVED

5 To amend Article 7, Section 7.1 by striking the third sentence and correcting the section  
6 to read,

7 *“Section 7.1 The officers of the Federation shall consist of the President, Secretary-*  
8 *Treasurer, and nine or more Vice Presidents. These officers shall constitute the Executive*  
9 *Council. ~~One Executive Officer and one Vice President may be members of the same~~*  
10 *~~local union.~~ The two Executive Officers may not be members of the same local union.*  
11 *Two or more Vice Presidents may be members of the same local union, provided that the*  
12 *local qualifies for additional vice president(s) as provided for in Section 7.7. All officers*  
13 *shall take office immediately after being elected and shall continue in office until their*  
14 *successors are qualified, as herein provided. Elected officers shall be and remain*  
15 *members of the Federation for the duration of their term in office.”*

16 Remainder of Article unchanged.

**AMENDMENT NO. 5**

**Revise Article 7, Section 7.6**

1 WHEREAS,

2 Article 7, Section 7.6 currently allows that a Vice President who retires or is laid off may  
3 continue to hold office as a Vice President as long as the retirement or lay-off occurs  
4 during the six month period immediately preceding the Convention, and

5 WHEREAS,

6 The six month vacancy leaves the members without full representation for too extensive a  
7 period of time,

8 THEREFORE BE IT RESOLVED,

9 To amend Article 7, Section 7.6 as follows: Should a Vice President cease to be eligible  
10 for Federation membership he/she must resign as a member of the Executive Council.

11 Failing to do so, the office shall be declared vacant by the Executive Council and a  
12 successor selected under the procedures specified in Section 7.4. ~~Provided, however, that~~  
13 ~~a Vice President who retires or is laid off during the six month period immediately~~  
14 ~~preceding the next regular convention may serve the remainder of their term so long as~~  
15 ~~the Vice President does not accept employment which conflicts with the interests of the~~  
16 ~~Federation.~~

**AMENDMENT NO. 6**

**Revise Article 18, Section 18.1**

1 WHEREAS,

2 Article 18, Section 18.1 requires the inclusion of members' Social Security numbers, and

3 WHEREAS,

4 The Federation neither needs nor wants members' Social Security numbers,

5 THEREFORE BE IT RESOLVED,

6 To amend Article 18, Section 18.1 to read,

7 *“Section 18.1 All applicants for membership must fill in a membership application which*  
8 *includes the following particulars:*

9 1. *Full Name*

10 2. *Home Address*

11 3. *Present Employer*

12 4. *Work Location*

13 5. *Date of Application/Initiation*

14 6. *Any further particulars required by the local union to which the application is*  
15 *made, and*

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- 16        ~~7. Signature of an active member of the local union to which the application is~~  
17            ~~made.”~~
- 18        With a copy of the membership application to be forwarded to the Federation.

**AMENDMENT NO. 7**

**Amend Article 7, Section 7.3**

1 WHEREAS,

2 Section 7.3 of the Federation Constitution states that: *To be eligible for office a candidate*  
3 *must have been in continuous good standing as a member of the Federation for at least*  
4 *24 consecutive months immediately preceding the convention in which the candidate is*  
5 *nominated; and*

6 WHEREAS,

7 The Federation Convention has repeatedly invoked Federation Constitution Article 21,  
8 Section 21.1(j) to waive the twenty-four (24) month continuous membership eligibility  
9 period in order to allow candidates to run for, and serve as, Area Vice Presidents in order  
10 to allow Local Union delegates to nominate and elect individuals to serve as Area Vice  
11 Presidents; and

12 WHEREAS,

13 It is in the interests of the Federation and its members to allow Local Union delegates to  
14 nominate and elect an Area Vice President who they believe is the best person available  
15 and willing to represent them on the Federation Executive Council.

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16 THEREFORE BE IT RESOLVED

17 To amend 7.3 to state that: *To be eligible for the office of President or Secretary*  
18 *Treasurer, a candidate must have been in continuous good standing as a member of the*  
19 *Federation for at least 24 consecutive months immediately preceding the Convention in*  
20 *which the candidate is nominated. Any Federation member in good standing is eligible to*  
21 *be nominated and elected to serve as a Federation Area Vice President.* The officers  
22 shall be nominated and elected by a regular Convention.

**AMENDMENT NO. 8**

**Per Capita Tax Increase**

1 WHEREAS,

2 IFPTE costs are projected to increase over the next several years; and

3 WHEREAS,

4 IFPTE has stepped up to the increasing legislative pressures that continue to affect our  
5 members, their careers and their jobs and IFPTE needs to do more in this area, and

6 WHEREAS,

7 Training is critical to the development of locals and their leaders; and

8 WHEREAS,

9 The budget committee has developed a three-year budget.

10 THEREFORE, BE IT RESOLVED,

11 That Article 13. Section 13.6(a) be amended as follows:

12 That the IFPTE per capita tax base rate be increased 15 cents per member per month  
13 effective with the March 2007 per capita tax payment to a new value \$6.60. That the

14 IFPTE per capita tax base rate be increased 25 cents per member per month effective  
15 with the March 2008 per capita tax payment to a new value \$6.85.

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- 16 That the IFPTE per capita tax base rate be increased 15 cents per member per month  
17 effective with the March 2009 per capita tax payment to a new value \$7.00.

TABLE OF RESOLUTIONS PASSED  
55<sup>TH</sup> CONSTITUTIONAL CONVENTION

1. UNION OFFICER TRAINING
2. ELECTRONIC DISTRIBUTION OF MANUALS
3. SUPPORT FOR REBUILDING ONTARIO NUCLEAR PLANTS
4. REAFFIRMING FEDERATION RESOLUTION REGARDING FAIR LABOR STANDARDS COVERAGE, FLSA OVERTIME STANDARD, LABOR LAW REFORM-PROTECTIONS FORM MANAGERS AND SUPERVISORS, PENSION PROTECTIONS, MANDATORY UNIVERSAL PENSIONS AND FOUR WEEK VACATION STANDARD
5. AN ACCOLADE TO TERRY ELEFATHERION
6. END THE NATIONAL SECURITY PERSONNEL SYSTEM (NSPS)
7. RESTRICTIONS ON H-1B, L-1 GUEST WORKER VISAS
8. SUPPORT THE REVAMPING OF OMB CIRCULAR A-76 PARTICULARLY AS IT RELATES TO ARMY CORP OF ENGINEERS IT / IM AND LOCK AND DAM OPERATION AND MAINTENANCE FUNCTIONS
9. SUPPORT NASA'S WORKFORCE AND FUNDING FOR AERONAUTICS AND SCIENCE PROGRAMS
10. OPPOSING PERFORMANCE QUOTAS FOR JUDGES
11. JUSTICE IN NEW JERSEY
12. ADDRESSING THE NEED FOR HEALTH CARE REFORM
13. OFF-SHORE OUTSOURCING
14. OPPOSING PRIVATIZATION AND DEREGULATION, SUPPORTING PUBLIC CONTROL OF ESSENTIAL SERVICES
15. PRIVATIZATION OF PUBLIC HEALTH CARE IN CANADA
16. FOR A FAIR TRADE AGENDA, NOT THE ANTI-WORKER FREE TRADE AGENDA
17. ENDORSE THE RE-ELECTION OF MAYOR DAVID MILLER
18. SITE FOR 2009 CONVENTION
19. LOCAL UNION MERGERS
20. AN ACCOLADE TO KENNETH (KEN) JONES
21. LOCALITY PAY / COLA INEQUITY FOR FEDERAL EMPLOYEES WORKING IN ALASKA AND HAWAII
22. USE OF EMERGENCY ASSISTANCE FUND FOR PURCHASE OF BUILDING
23. EXECUTIVE OFFICER PAY INCREASES
24. IFPTE NAME CHANGE
25. ELIMINATION OF THE INTER-FUND LOAN
26. SHOW OF FEDERATION SUPPORT FOR FILOMENA CAÑEDO AND VICTORIA SOBROPEÑA
27. UTILIZATION OF THE INFORMED MEETING EXCHANGE

**RESOLUTION NO. 1**

**Union Officer Training**

1 WHEREAS,

2 It is vitally important that IFPTE have well trained union officers and stewards both to  
3 service our members, and to gain new members, and

4 WHEREAS,

5 It is very expensive and time consuming to send officers and stewards on travel to take  
6 training,

7 THEREFORE BE IT RESOLVED,

8 That the IFPTE shall undertake to create a series of training DVD's that shall cover  
9 various topics including, handling grievances and complaints and other topics necessary  
10 for well trained union officers and that these DVD's shall be made available for purchase  
11 by IFPTE Local Unions.

**RESOLUTION NO. 2**

**Electronic Distribution of Manuals**

- 1 WHEREAS,  
2 A lot of IFPTE money is being spent on mailings such as manuals to member locals,  
3 and  
4 WHEREAS,  
5 No advantage is being taken of modern technology to lower these mailing costs,  
6 THEREFORE BE IT RESOLVED,  
7 That mailings to member locals shall to greatest extent possible be replaced with e-mail  
8 and pdf files of manuals, so that they can be distributed easily to union officers and  
9 stewards.

**RESOLUTION NO. 3**

**Support for Rebuilding Ontario Nuclear Plants**

1 WHEREAS,

2 The Ontario Power Authority has made recommendations to the Government of Ontario  
3 regarding future electricity generation supply mix for the Province, which includes  
4 maintaining the percentage of nuclear power, through rebuilds of existing nuclear plants  
5 and construction of new plants, and

6 WHEREAS,

7 At least two IFPTE Local 164 Branches are engaged in work related to the nuclear power  
8 industry in Ontario and these employers are part of TEAM CANDU,

9 AND WHEREAS,

10 CANDU technology is Canadian designed, engineered and built,

11 THEREFORE BE IT RESOLVED

12 That the International Federation of Professional and Technical Engineers endorse and  
13 support the rebuilding of Ontario Nuclear plants and the construction of new CANDU  
14 reactors in the Province.

**RESOLUTION NO. 4**

**Reaffirming Federation Resolutions Regarding Fair Labor Standards Coverage,  
FLSA Overtime Standard, Labor Law Reform-Protections for Managers and  
Supervisors, Pension Protections, Mandatory Universal Pensions and Four Week  
Vacation Standard**

1 WHEREAS,

2 The numbers of U.S. employees exempt from wage and hour protections and the right to  
3 organization and representation continues to grow to what now constitutes an  
4 increasingly significant portion of the workforce, and

5 WHEREAS,

6 What was true in 1990 when the Federation adopted its policy resolutions on both the  
7 coverage issues and overtime standards is more urgent today, and

8 WHEREAS,

9 The events of the past fifteen years that have elapsed since we met in Anaheim have  
10 demonstrated our Federation's prescience in calling for strong pension protections and  
11 universal pension coverage, and

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12 WHEREAS,

13 North American workers continue to lag behind most of the world's advanced

14 industrialized countries in vacation and leisure time,

15 THEREFORE BE IT RESOLVED,

16 That the Federation reaffirm, actively support, foster and seek allies in advancing the

17 issues raised in the above-cited resolutions adopted in 1990 in Anaheim, and

18 BE IT FURTHER RESOLVED,

19 That the Federation and its constituent bodies seek sponsors for legislation at all

20 governmental levels to effectuate the program delineated in the 1990 resolutions.

**RESOLUTION NO. 5**

**An Accolade to Terry Eleftherion**

1 WHEREAS,

2 Terry Eleftherion has served the members of the IFPTE Federal Sector as the Eastern  
3 Area Federal Vice President of IFPTE for six years from 2000-2006, and

4 WHEREAS,

5 Brother Eleftherion served the members of Local 4 in virtually every capacity, finally  
6 culminating in his service as Local 4 President since 1992, and

7 WHEREAS,

8 Brother Eleftherion has served all members of the Federal Sector through his efforts as  
9 the IFPTE representative on the Navy / Labor Partnership Council for over ten years, and

10 WHEREAS,

11 Brother Eleftherion has dedicated himself to the advancement of all the working men and  
12 women in the IFPTE family through his tireless efforts with the many members of  
13 Congress with whom he has not only worked with, but gained the respect of and,

14 WHEREAS,

15 Brother Eleftherion has spoken out on behalf of every local in every sector,

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16 THEREFORE BE IT RESOLVED,

17 That the Delegates of the 55<sup>th</sup> Convention of the International Federation of Professional  
18 and Technical Engineers assembled in Toronto, Ontario, Canada, extend proper tribute to  
19 Brother Eleftherion by publicly displaying their appreciation for his dedication and years  
20 of service, and

21 BE IT FURTHER RESOLVED,

22 That a copy of this resolution be framed and mounted on a plaque and presented to  
23 Brother Terry Eleftherion.

**RESOLUTION NO. 6**

**End the National Security Personnel System (NSPS)**

1 WHEREAS,

2 Since 2002 the current administration has undertaken a plan aimed at eroding Title V

3 civil service protections and collective bargaining rights of federal employees, and

4 WHEREAS,

5 The Secretary of Defense and the Director of the Office of Personnel Management

6 (OPM) have been working for three years to unilaterally create the National Security

7 Personnel System (NSPS) to govern the human resources practices at the Department of

8 Defense (DoD), and

9 WHEREAS,

10 NSPS, as created by the Pentagon and OPM effectively eliminates the role of unions

11 within the department and does away with most protections afforded civil servants under

12 Title V, and

13 WHEREAS,

14 The Pentagon plan stands to negatively impact more than 700,000 workers and was

15 secretly constructed with no input from DoD civilian employee groups, and

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16 WHEREAS,

17 The Federation, in coordination with the United DoD Workers Coalition (UDWC),  
18 successfully sued the Pentagon in Federal Court arguing that the majority of NSPS was  
19 contrary to the authorizing law, and

20 WHEREAS,

21 Federal District Judge Emmet G. Sullivan ruled on February 27, 2006 that the Pentagon's  
22 draft NSPS regulations governing labor relations and collective bargaining and employee  
23 appeals is illegal, and enjoined DoD from implementing the illegal regulations, and

24 WHEREAS,

25 On June 20, 2006 Congressmen Inslee, Van Hollen and Walter Jones offered an  
26 amendment to the House of Representatives version of the Fiscal Year 2007 (FY07)  
27 Defense Appropriations Bill (HR 5361) to prevent the Pentagon from spending any  
28 money on the illegal portions of NSPS, and

29 WHEREAS,

30 The House of Representatives approved without opposition and by voice-vote that the  
31 Inslee/Van Hollen/Jones NSPS defunding amendment be included in the FY07 Defense  
32 Appropriations bill, and

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33 WHEREAS,

34 On June 20, 2006 the House of Representatives approved HR 5361 by a vote of 407-19,

35 THEREFORE BE IT RESOLVED,

36 That the Federation, in coordination with the UDWC and the affiliates of the AFL-CIO,

37 use all available means to persuade the Senate to include the Inslee/Van Hollen/Jones

38 NSPS defund language in the Senate version of the FY07 DoD Appropriations bill, and

39 BE IT FURTHER RESOLVED,

40 That the Federation, in coordination with the UDWC and the affiliates of the AFL-CIO,

41 use all available means to persuade Congressional Conference Committee appropriators

42 to adopt the Inslee/Van Hollen/Jones NSPS defunding language as a part of the final

43 version of the FY07 Defense Appropriations spending measure.

**RESOLUTION NO. 7**

**Restrictions on H-1B, L-1 Guest-Worker Visas**

1 WHEREAS,

2 Current H-1B and L-1 guest-worker programs disproportionately place skilled American  
3 workers in an unfair labor market, and

4 WHEREAS,

5 As they are currently constructed, the H-1B and L-1 programs encourage employers to  
6 seek foreign high-tech workers based on bottom line purposes and not because there is a  
7 shortage of American high-tech workers, and

8 WHEREAS,

9 H-1B and L-1 visa programs give employers the power to exploit foreign workers, and

10 WHEREAS,

11 Potential efforts to organize H-1B and L-1 visa holders into a union are undermined by  
12 employers' power over foreign workers, and

13 WHEREAS, The U.S. high-tech industry has successfully manipulated the federal  
14 legislative process by encouraging Congress to expand guest-worker programs at the  
15 expense of American workers, and

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16 WHEREAS,

17 The Senate Immigration Overhaul Bill, S.2611, calls for the massive liberalization and  
18 expansion of the H-1B program, and

19 WHEREAS,

20 S. 2611, which calls for an annual H-1B visa increase of 60%, from 65,000 to 115,000 H-  
21 1B visa entries per year, and

22 WHEREAS,

23 S.2611 retroactively raises the cap of H-1B visas from 65,000 to 95,000, resulting in an  
24 immediate increase in H-1B entries to 400,000, and

25 WHEREAS,

26 S.2611 allows employers to take advantage of an automatic increase in the awarding of  
27 H-1B visas of 20% each year, once the original 115,000 called for in the bill have been  
28 exhausted, and

29 WHEREAS,

30 The Senate passed S.2611 on March 25, 2006 by a vote of 62-36, and

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31 WHEREAS,

32 S.2611 has currently been referred to a Congressional Conference Committee, where it  
33 awaits further action, and

34 WHEREAS,

35 The President of the United States supports S.2611 and is encouraging the Congress to  
36 complete action on it, and

37 WHEREAS,

38 Representative Bill Pascrell has introduced HR 4378, The Defend the American Dream  
39 Act of 2005, and

40 WHEREAS,

41 HR 4378 recognizes that countless highly technical workers throughout the United States  
42 are being unjustly replaced by H-1B and L-1 visa recipients, and

43 WHEREAS,

44 The Defend the American Dream Act is a long overdue overhaul of the very damaging  
45 H-1B and L-1 programs, and provides concrete protections for American high-tech  
46 workers, including enforceable penalties to employers who bypass American workers for  
47 the H-1B and L-1 recipients, and

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48 THEREFORE BE IT RESOLVED,

49 That the Federation will advocate on behalf of The Defend the American Dream Act to  
50 bring fairness and equity to the H-1B and L-1 guestworker programs, and work with  
51 Congress to both gain co-sponsors of the legislation and move it toward full  
52 Congressional passage, and

53 BE IT FURTHER RESOLVED,

54 That the Federation will actively work against S.2611 in Congressional Conference  
55 Committee by encouraging lawmakers to reject any final version of this bill that includes  
56 the liberalization and / or expansion of the H-1B program.

**RESOLUTION NO. 8**

**Support the Revamping of OMB Circular A-76  
Particularly as it Relates to  
Army Corp of Engineers IT / IM and Lock and Dam Operation and Maintenance  
Functions**

1 WHEREAS,

2 Current U.S. federal government contracting out practices are being undertaken with  
3 complete disregard for increases in cost to the public and lower quality service to the  
4 taxpayers, and

5 WHEREAS,

6 The U.S. Office of Management and Budget Circular A-76, which was unilaterally  
7 revised by the OMB without Congressional approval in 2003, stands to give contractors  
8 an unfair advantage to easily bid on and procure taxpayer funded services at the expense  
9 of rank and file federal Civil Servants, and

10 WHEREAS,

11 The jobs of the federal Civil Servants have come under attack by administration and  
12 congressional efforts to weaken competition requirements placed upon contractors when  
13 bidding on federal contracts, and

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14 WHEREAS,

15 The future viability of the federal civilian workforce is dependent on reasoned and fair  
16 contracting out practices, and

17 WHEREAS,

18 Even after several years and billions of dollars in outsourcing, the Government  
19 Accountability Office (GAO) cannot say that taxpayers have been well served by  
20 government outsourcing practices, and

21 WHEREAS,

22 Over two-thousand U.S. Army Corp of Engineers jobs involving IM/IT and Lock and  
23 Dam Operations and Maintenance functions are threatened by A-76, and

24 WHEREAS,

25 The Federation represents many of those jobs threatened by A-76, and

26 WHEREAS,

27 House 5204, the *Federal Locks and Lock and Dam Facilities Act of 2006*, sponsored by

28 Representative Lane Evans (D, IL) and Ray LaHood (R, IL), would ensure that the

29 operation, maintenance, and repair of locks and dams in the U.S. Army Corps of

30 Engineers continue to be performed by reliable and experienced federal employees, and

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31 WHEREAS,

32 Congressional Appropriators are moving toward defunding any potential A-76

33 competition involving the operation and maintenance of Lock and Dams, and

34 WHEREAS,

35 The A-76 competition of the IM/IT jobs has been completed with no announcement of

36 the results, and

37 WHERAS,

38 Both the IM/IT and Lock and Dam Competitions, respectively, stand to be the two most

39 expensive A-76 competitions in federal government history, and

40 THEREFORE BE IT RESOLVED,

41 That the Federation will advocate in support of the defunding of any potential A-76

42 competition for Lock and Dam Operators, and

43 BE IT FURTHER RESOLVED,

44 That the Federation will work to minimize any potential damage to the IM/IT workers

45 once the A-76 decision is rendered, and

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46 BE IT FURTHER RESOLVED,

47 That the Federation will advocate for the passage and signing into law HR 5204, the

48 *Federal Locks and Lock and Dam Facilities Act of 2006*, and

49 BE IT FINALLY RESOLVED,

50 That the Federation will continue to advocate before Congress for a reasoned contracting

51 out policy that is fair to taxpayers, federal workers and contractors.

## **RESOLUTION NO. 9**

### **Support NASA's Workforce and Funding for Aeronautics and Science Programs**

1 WHEREAS,

2 The National Aeronautics and Space Administration (NASA) has proposed a budget that  
3 would drastically cut the funding for U.S. Aeronautics, Science and Technology R&D,  
4 and

5 WHEREAS,

6 In coordination with the proposed cuts to aeronautics, science and technology, NASA  
7 also proposes to reduce its Civil Servant workforce through a Reduction-in-Force (RIF)  
8 of upwards of 1,000 workers in 2007, and

9 WHEREAS,

10 NASA's latest budget blueprint along with its Congressional appropriations request  
11 ignores the NASA Authorization Act of 2005, in which Congress and the President of the  
12 United States authorized adequate funding for aeronautics and science programs at  
13 NASA, and

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14 WHEREAS,

15 NASA's RIF planning ignores the NASA Authorization Act of 2005, in which the  
16 Federation successfully encouraged Congress to include a RIF moratorium into that bill  
17 to run through March 16, 2007, and

18 WHEREAS,

19 The cuts to aeronautics and science along with the RIF planning is having a negative  
20 impact on the morale among the workforce at NASA, and

21 WHEREAS,

22 NASA intends to focus its RIF toward those NASA workers in the fields of aeronautics,  
23 science and technology, and

24 WHEREAS,

25 The RIF plans, if enacted, will overwhelmingly impact the Glenn and Ames NASA  
26 facilities, both of which are represented by the Federation, and

27 WHEREAS,

28 The Federation continues to work with Congress to advocate that lawmakers, through  
29 their work on the Fiscal Year 2007 (FY07) NASA appropriations measure, meet the

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30 funding requirements for aeronautics, science and technology R&D set forth in the  
31 NASA Authorization Act of 2005.

32 THEREFORE BE IT RESOLVED,

33 That the Federation, in coordination with the AFL-CIO, will use all available means to  
34 persuade the Congress to invest properly in NASA's aeronautics, science and technology  
35 mission through its FY07 NASA appropriations measure, and

36 BE IT FUTHER RESOLVED,

37 That the Federation, in coordination with the AFL-CIO, persuade Congress to prevent  
38 NASA from moving forward with a RIF by approving legislative language to be included  
39 in the FY07 NASA appropriations measure that would prevent any use of appropriated  
40 monies from being used for a RIF of Non-Management NASA Civil Servants.

**RESOLUTION NO. 10**

**Opposing Performance Quotas for Judges**

1 WHEREAS,

2 Federal Administrative Law Judges at the Social Security Administration, as well as

3 Immigration Judges, provide a valuable service to the U.S. taxpayer, and

4 WHEREAS,

5 There are about 1,400 Federal Judges in 26 federal agencies, ruling on such important

6 matters to the public as regulatory issues, Social Security disability appeals and in

7 immigration and deportation cases, and

8 WHEREAS,

9 Administrative Law Judges and Immigration Judges must uphold the integrity of the

10 administrative judiciary while providing fair judgments independent of outside influence,

11 and

12 WHEREAS,

13 An independent and honorable administrative judiciary is indispensable to justice in our

14 society, and

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15 WHEREAS,

16 Administrative Law Judges and Immigration Judges have the authority to conduct  
17 constitutional due process hearings under the Administrative Procedures Act and  
18 Immigration and Nationality Act of 1952, and

19 WHEREAS,

20 Administrative Law Judges and Immigration Judges should participate in establishing,  
21 maintaining, enforcing and observing high standards of conduct, so that the integrity and  
22 independence of the administrative judiciary may be preserved, and

23 WHEREAS,

24 The political leadership of the U.S. Federal Government has undertaken a policy of  
25 implementing a pay for performance policy, guided by rigid performance guidelines, for  
26 Administrative Law Judges and Immigration Judges, and

27 WHEREAS,

28 Performance quotas for Judges could create perceptions among the public that Judges are  
29 influenced in reaching impartial decisions,

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- 30 THEREFORE BE IT RESOLVED,  
31 That the Federation, in coordination with the IFPTE Judicial Council 1 and IFPTE  
32 Judicial Council 2, work with the Congress and the Executive Branch to prevent a pay for  
33 performance system to be implemented on Federal Administrative Law Judges and  
34 Immigration Judges.

**RESOLUTION NO. 11**

**Justice In New Jersey**

1 WHEREAS,

2 New Jersey State employees play a vital and essential role in the efficient operations of  
3 the State, and

4 WHEREAS,

5 New Jersey State employees represented by IFPTE Locals and by our sister unions have  
6 fought hard for their well deserved wage, benefit, and pension packages, and

7 WHEREAS,

8 The retirement benefits earned by and promised to the New Jersey State employees are  
9 woefully inadequate to meet the future needs of these employees, and the New Jersey  
10 State Legislative bodies have failed in their duty to properly fund the pension of the  
11 State's dedicated workforce, and

12 WHEREAS,

13 Rather than working to correct this injustice, some members of the New Jersey State  
14 Legislature are now seeking the unconscionable and disgraceful action of attempting to  
15 break the promises made to our members and other State workers by slashing their

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16 pension benefits, even while New Jersey's Governor and other lawmakers seek to restore  
17 fairness to our members and their co-workers,

18 THEREFORE BE IT RESOLVED,

19 That the delegates assembled at this Convention call upon all New Jersey State  
20 lawmakers to stand by our members and the promises made to them, by fully funding the  
21 retirement plans our members have earned.

22 BE IT FURTHER RESOLVED,

23 That the members and leaders of IFPTE proclaim their unified outrage at any and all  
24 attempts to reduce the pension benefits earned by our members and their co-workers.

25 BE IT FINALLY RESOLVED,

26 That we hereby serve notice to all New Jersey State lawmakers that if they turn their  
27 backs on our members, we will turn our backs on them on Election Day. We will  
28 mobilize our members, amass our collective power, and in concert with our numerous  
29 allies, will work vigorously to remove them from their political offices.

## **RESOLUTION NO. 12**

### **Addressing the Need for Health Care Reform**

1 WHEREAS,

2 Affordable quality health care in the U.S. is being diminished as cost burdens to  
3 employers, employees, and retirees, union and non-union, are escalating at unsustainable  
4 record rates, and

5 WHEREAS,

6 A growing number of employers and health insurers are now providing and encouraging  
7 “consumer driven” or “consumer directed” health care plans to employees, effectively  
8 shifting health care costs onto employees for each instance the employee or employee’s  
9 dependents use a health care service, a trend that health policy experts and consumer  
10 advocates expect to result in Americans forgoing needed health care in order to save  
11 money, and in late or overlooked diagnosis of health conditions and diseases, and

12 WHEREAS,

13 New schemes such as Health Savings Accounts, “consumer driven” and “consumer  
14 directed” health care, and other low cost and low benefit plans fail to contain health care  
15 costs, and

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16 WHEREAS,

17 This increasingly is the cause of labor-management conflict, including costly and  
18 destructive strike actions, and for unrepresented workers it results in drastic unilateral  
19 compensation and benefit reductions, and

20 WHEREAS,

21 The poor quality of health care delivery, inefficient administrative practices, and a health  
22 care system that fails to take action to reduce medical errors drives up the cost of health  
23 care and reduces the health and well being of consumers of the U.S. health care system;  
24 and

25 WHEREAS,

26 Among the forty-six million uninsured Americans, twenty-five percent forego their  
27 employer's health care coverage, usually due to high co-pays and deductibles, while  
28 thirty-five percent are employed but are not offered health insurance; and

29 WHEREAS,

30 Nearly eighty-two million Americans spent some portion of their 2002 or 2003 without  
31 health insurance, as workers who have lost employment or are in between employment  
32 find themselves among the uninsured and vulnerable to a health emergency; and

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33 WHEREAS,

34 Health care costs are a significant competitive disadvantage throughout U.S. industries  
35 competing globally with companies that operate in nations where health care costs are  
36 socialized; and

37 WHEREAS,

38 American workers and employers face an immediate need for relief from health care  
39 costs; and

40 WHEREAS,

41 Health care reform proposals forwarded in recent national elections have sought to ease  
42 American voters' concerns about health care costs, but failed to address the substantive  
43 issues that would control escalating costs and improve health care quality; and,

44 WHEREAS,

45 All indicators forecast that health care costs will continue to spiral up as will the need for  
46 increased employee contributions; that benefits will diminish rather than expand; and that  
47 health care quality will suffer; and

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48 WHEREAS,

49 State legislators, health care reform advocates, and labor unions are moving forward with  
50 state-level reform campaigns that address health care cost, quality and access, as  
51 Congressional gridlock on healthcare reform currently precludes a national health care  
52 reform resolution; and

53 WHEREAS,

54 The emerging crisis is of concern to all workers and therefore presents enormous  
55 opportunities for labor to win the hearts and minds of a vastly larger segment of  
56 American society by leading the fight to force a long-term solution to this complex  
57 problem, and

58 WHEREAS,

59 At its 50<sup>th</sup> Convention in 1992, the IFPTE went on record in support of a universal or  
60 single-payer health care system,

61 THEREFORE BE IT RESOLVED,

62 That the IFPTE reaffirm its support for a universal or single-payer health care system,  
63 and

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64 BE IT FURTHER RESOLVED,

65 That the IFPTE urge the AFL-CIO and labor-led coalitions to make universal or single-  
66 payer health care a central part of their program for health care reform at both the state  
67 and national level,

68 BE IT FURTHER RESOLVED,

69 That the IFPTE pursue a strategy on health care reform that includes taking advantage of  
70 opportunities to partner with employers to address health care cost and quality issues, and  
71 legislative efforts in states and nationally that seek effective, immediate, and feasible  
72 solutions to containing employees' health care costs, legislative efforts in Congress, and

73 BE IT FURTHER RESOLVED,

74 That the IFPTE urge the AFL-CIO and labor-led coalitions to coordinate state campaigns  
75 and, when the opportunity exists, national campaigns, through all affiliated unions, and in  
76 broad coalition with concerned business, non-profit and public sector entities, to engage  
77 and further educate American workers about health care and mobilize workers and  
78 interested stakeholders to demand that health care reform be undertaken to give relief to  
79 American workers burdened with increasing costs, lower benefits, reduced health care

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80 quality, to remove the competitive disadvantage health care costs present in globally-  
81 competing U.S. industries, and  
82 BE IT FINALLY RESOLVED,  
83 That the IFPTE make health care reform one of its highest organizational and legislative  
84 priorities, and actively support health care reform initiatives at the state and national  
85 level.

**RESOLUTION NO. 13**

**Off-shore Outsourcing**

1 WHEREAS,

2 Off-shoring of work has a detrimental impact on IFPTE members' work stability and led  
3 to IFPTE members' lay-offs as well as unprecedented levels of unemployment in  
4 engineering and related fields; in both Canada and the United States, and

5 WHEREAS,

6 Proponents of off-shoring cite free trade theory's comparative advantage to justify the  
7 movement of domestic jobs overseas, while more economists and analyst are now  
8 commenting that lower wages and labor standards is the driving force behind the  
9 movement of jobs to low wage countries, and

10 WHEREAS,

11 Off-shoring places downward pressure on domestic wages and labor/labour standards,  
12 and

13 WHEREAS,

14 Although proponents of off-shoring contended that the loss of manufacturing sector jobs  
15 due to off-shoring that began over a decade ago would be replaced by service sector jobs  
16 in the advanced North American economies, employers are now aggressively off-shoring

17 service sector jobs, including occupations in research and development, healthcare,  
18 financial services, communications technology, and information technology, and  
19 WHEREAS,  
20 Off-shore outsourcing results in the transfer of technologies and knowledge to foreign  
21 nations' industries that originate from publicly funded research, as well as the transfer  
22 specific work processes, technology, and intellectual property that are dual use and  
23 applicable for both commercial and military purposes, and  
24 WHEREAS,  
25 Off-shoring discourages workers to seek employment in science, engineering and  
26 technical professions affected by off-shoring, and  
27 WHEREAS,  
28 The off-shoring of advanced research and development and high-tech design and  
29 manufacturing threatens to undermine North America's leadership in technological  
30 innovation, and

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31 WHEREAS,

32 Workers displaced by off-shoring are not eligible for Trade Adjustment Assistance in the  
33 U.S. and do not receive federal dollars to support retraining or upgrading of skills,  
34 resources that may be useful in finding employment, and

35 WHEREAS,

36 Public sector work may be vulnerable to off-shoring as “backroom” support and  
37 communications and information technology occupations are commonly off-shored in the  
38 private sector, and

39 WHEREAS,

40 Off-shoring is a global development, displacing workers and moving jobs out of  
41 industrialized nations as well as industrializing nations that had recently been recipients  
42 of off-shored jobs, and

43 WHEREAS,

44 Off-shoring to foreign countries depletes strategic industries such as aerospace,  
45 undermines economic and national security, and diminishes opportunities for high skills  
46 domestic workforce, and

47 WHEREAS,

48 Off-shoring in engineering, science, public services and related fields reduces the quality,  
49 reliability and safety of goods and services, often while increasing costs,

50 THEREFORE BE IT RESOLVED,

51 That the IFPTE will support and lobby for legislation that closes loopholes that give  
52 preferential tax treatment or incentives to employers that off-shore, and push national and  
53 state/provincial governments to support jobs in strategic industries, and

54 BE IT FURTHER RESOLVED,

55 That the IFPTE will support efforts to extend Trade Adjustment Assistance in the U.S.,  
56 back new worker adjustment programs and employment insurance in Canada, and  
57 endorse other resources to help workers displaced by off-shoring, and

58 BE IT FINALLY RESOLVED,

59 The IFPTE will endorse more comprehensive research and tracking of off-shoring by  
60 federal agencies, undertake research within IFPTE to counter claims that off-shoring  
61 proponents make, and support efforts that show the value of performing high-tech work  
62 domestically.

**RESOLUTION NO. 14**

**Opposing Privatization and Deregulation,  
Supporting Public Control of Essential Services**

- 1 WHEREAS,  
2 Corporations, international and local political interests in North America and  
3 internationally continue to lobby and commit resources to privatization and deregulation  
4 throughout all industries and services, and  
5 WHEREAS,  
6 State governments and lawmakers are pushing for road and highway privatization as a  
7 means to raise funds while ignoring well documented issues of lack of planning,  
8 maintenance and investment that hamper privately-owned public roads, and  
9 WHEREAS,  
10 Privatization gives corporations the ability to profit from resources that are or have been  
11 financed publicly, but leaves the ultimate risks of mismanagement and failure with the  
12 public, not the private corporation, and

13 WHEREAS,

14 In industries that have been deregulated, merger and acquisition activity has allowed  
15 corporations to become anti-competitive regional and national monopolies, with adverse  
16 affects on workers, and

17 WHEREAS,

18 Privatization of roads and highways currently being pursued in many states almost  
19 necessitate government-guaranteed anti-competitive monopoly power for privatized  
20 roads and highways, thus contradicting the privatization's central principle of  
21 encouraging free markets, and

22 WHEREAS,

23 Deregulation in numerous industries has contributed to corporate financial problems  
24 resulting in lay-offs, bankruptcies, corporate fraud and illegal business practices, with  
25 workers, consumers, shareholders, and government bearing the costs, and

26 WHEREAS,

27 Deregulation in the utility industry in the U.S. and Canada has led to market  
28 manipulation, increased utility costs for customers, reduced reliability, corporate

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29 bankruptcies, foreign ownership of domestic energy resources, merger and acquisitions,  
30 and displaced workers, and

31 WHEREAS,

32 Privatization and deregulation in engineering, science, public services and related fields  
33 reduces the quality, reliability and safety of goods and services, often while increasing  
34 costs, and

35 WHEREAS,

36 Essential services in public control, via public ownership or government regulation,  
37 ensure that the needs of society are economical, secure and reliable, and that workers,  
38 consumers, communities and public interests are not manipulated for corporate profit,  
39 and

40 WHEREAS,

41 Workers and communities globally have mobilized, lobbied, confronted and in many  
42 cases defeated or delayed privatization and deregulation that adversely impact workers  
43 and economies,

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- 44 THEREFORE BE IT RESOLVED,  
45 That the International opposes privatization and deregulation that costs North American  
46 workers their jobs and their communities, and  
47 BE IT FURTHER RESOLVED,  
48 That the IFPTE will lobby against corporate and other political interests that seek to  
49 deregulate industries and privatize jobs at the expense of workers, consumers,  
50 communities, and other affected parties.

**RESOLUTION NO. 15**

**Privatization of Public Health Care In Canada**

1 WHEREAS,

2 Proponents of privatization of health care in Canada are lobbying federal and provincial  
3 legislators to remove public health care delivery services and replace them with private  
4 for-profit health care services, and

5 WHEREAS,

6 The Commission on the Future of Health Care in Canada concluded in 2002 that  
7 Canada's Medicare public health care system is more efficient and just, and that  
8 improving Canada's health care system required expanding public health services and  
9 adequate funding, not privatization and expansion of for-profit health care delivery, and

10 WHEREAS,

11 The public health care system provides significant benefits for workers facing increased  
12 job insecurity as it is universal, comprehensive, and portable, and

13 WHEREAS,

14 Some private health care services on a for-profit basis have already begun to intrude into  
15 the public health system in Canada and are in danger of intruding further, and

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16 WHEREAS,

17 The proposed expansion of private health care services, instead of public health care for  
18 medically necessary procedures and surgery in some provinces threatens to introduce a  
19 new level of private health care services into Canada's Medicare system, possibly setting  
20 a precedent for further expansion,

21 THEREFORE BE IT RESOLVED,

22 That the IFPTE will support efforts to maintain Canada's Medicare public health system  
23 and support federal and provincial legislators who want to strengthen, improve and  
24 adequately fund the current public health care system.

**RESOLUTION NO. 16**

**For a Fair Trade Agenda, Not the Anti-Worker Free Trade Agenda**

1 WHEREAS,

2 International free trade agreements have led to the removal of consumer, labor,  
3 environmental, and investor protections, privatization of public services and deregulation  
4 of key industries, increased merger and acquisition activity and foreign ownership of  
5 domestic assets, created societal and economic insecurity, and have had a negative impact  
6 on IFPTE members in the U.S., Canada and throughout the world, and

7 WHEREAS,

8 The World Trade Organization, and free trade agreements such as the Free Trade Area of  
9 the Americas, the General Agreement on Trade Services, and a growing number of  
10 bilateral trade deals continue to push for “access to markets” and trade in services,  
11 concepts that consider inherently-government services and infrastructure such as  
12 education, air traffic control, public transportation and public road ownership, sanitation  
13 and utilities, prisons, and public health services as sectors open to privatization,  
14 deregulation and competition, and

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15 WHEREAS,

16 The previous Liberal and current Conservative governments in Canada and their trade  
17 minister have publicly stated the goal of bilateral trade agreements with nations including  
18 South Korea, Jordan, Pakistan, Singapore, Japan, Iceland and Central American and  
19 Mercosur nations is to counter the growing number of bilateral agreements the U.S. has  
20 signed, and

21 WHEREAS,

22 Free trade agreements are negotiated by nations in private, without public disclosure of  
23 negotiations, and the U.S. Congress has passed Fast Track legislation to limit the ability  
24 of legislators to debate past free trade agreements and surrender Congressional authority  
25 to negotiate trade agreements to the Executive Office, and

26 WHEREAS,

27 Free trade agreements have resulted in foreign direct investment that most often takes the  
28 form of mergers and acquisitions, resulting in foreign corporations taking control of  
29 domestic corporate assets and privatizing public assets or domestic corporations diverting  
30 resources and investment to foreign destinations, creating instability for workers and  
31 domestic economies globally, and

32 WHEREAS,  
33 Regulations, publicly owned infrastructure, public services, and local and national  
34 government policies to “buy local” may be treated as “barriers to free trade” in free trade  
35 agreements, as are government policies that support strategic growth and development of  
36 industries that are critical to local and national economies, and  
37 WHEREAS,  
38 Tighter integration between the U.S. and Canada, as endorsed by U.S. and Canadian  
39 proponents of NAFTA, is likely to result in increased foreign ownership of Canadian  
40 energy resources, while increasing outward foreign direct investment by Canadian  
41 multinational corporations which leads to weak domestic investment in Canada, and  
42 WHEREAS,  
43 Through the North American Free Trade Agreement (NAFTA), corporations have  
44 already exercised their right to receive compensation from Canada and Mexico for laws,  
45 municipal ordinances, and for being party to an international treaty, on the corporations’  
46 claims that these regulations resulted in a loss of profit, while all nations that are party to  
47 NAFTA have had to weaken health and environmental policies,

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48 THEREFORE BE IT RESOLVED,

49 The IFPTE will work with global union federations and in international solidarity with  
50 unions and workers throughout the world and undertake research to counter claims that  
51 free trade agreements are beneficial to workers, society and economy.

52 BE IT FURTHER RESOLVED,

53 The IFPTE will encourage fair trade practices and identify opportunities to work with  
54 Canadian and U.S. legislators, national and global labor federations, and other partners to  
55 add enforceable labor and economic protections to trade agreements.

**RESOLUTION NO. 17**

**Endorse the Re-Election of Mayor David Miller**

- 1 WHEREAS,  
2 Mayor David Miller graciously opened the 55<sup>th</sup> IFPTE Convention in Toronto, and  
3 WHEREAS,  
4 David Miller has been a friend of labour and the Society of Energy Professionals, IFPTE  
5 Local 160 Hydro One brothers and sisters during their 2005 strike, and  
6 WHEREAS,  
7 David Miller is seeking re-election as Mayor of Toronto in November 2006 to represent  
8 the 2.6 million citizens of Toronto,  
9 THEREFORE BE IT RESOLVED,  
10 That the International Federation of Professional and Technical Engineers endorse his  
11 2006 re-election as Mayor of Toronto.

**RESOLUTION NO. 18**

**Site for 2009 Convention**

1 WHEREAS,

2 Article 12, Section 12.1 and 12.5 require that the site for the 2009 Convention is to be  
3 determined at this Convention, and

4 WHEREAS,

5 The holding of the Federation's Convention is a major undertaking, requiring a massive  
6 dedication of the Federation's resources and as well as those of its locals, and

7 WHEREAS,

8 The site selected for the Convention is a determining factor, not only in the overall  
9 expense incurred in running the Convention, but even more importantly, has a  
10 tremendous bearing on the overall local union participation and delegate attendance at  
11 each Convention.

12 THEREFORE BE IT RESOLVED,

13 That the delegates assembled at this Convention authorize the Executive Officers, with  
14 concurrence of the Executive Council, to select the site for the 2009 Convention that will  
15 provide for maximum local participation and delegate attendance, will be cost efficient,  
16 and will be conducive toward holding a productive Convention.

**RESOLUTION NO. 19**

**Local Union Mergers**

1 WHEREAS,

2 Many IFPTE Locals have experienced a decline in membership due to employer  
3 downsizing, and

4 WHEREAS,

5 In many cases these locals are left with fewer potential leaders and decreased power to  
6 influence the decisions affecting their members, and

7 WHEREAS,

8 By merging with other IFPTE Locals, in instances where a joining of forces would be  
9 strategically advantageous, our Locals could experience an increased potential for growth  
10 in size and strength in their membership, as well as within their leadership pools,

11 THEREFORE BE IT RESOLVED,

12 That the Executive Council develop a strategy toward the further support of the merger of  
13 IFPTE Locals, and that this strategy include a list of advantages to further encourage our  
14 Locals to merge with one another.

**RESOLUTION NO. 20**

**An Accolade to Kenneth (Ken) Jones**

1 WHEREAS,

2 Ken Jones played an instrumental role in bringing the Engineers and Scientists of  
3 California into the IFPTE family as IFPTE Local 20, and

4 WHEREAS,

5 Brother Jones served the members of Local 20 in virtually every capacity, from elected  
6 leader to Staff Business Agent, finally culminating in his service as Local 20 President,  
7 and

8 WHEREAS,

9 Brother Jones worked unselfishly and diligently in assisting the Federation in several  
10 organizing campaigns and affiliation drives, and

11 WHEREAS,

12 Brother Jones has served as the Western Area Vice President of IFPTE, and

13 WHEREAS,

14 Brother Jones is recognized and respected by his peers in the California labor movement  
15 as one of the state's premier union leaders, and

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16 WHEREAS,

17 During his years in office, Brother Jones has dedicated himself to the advancement of all  
18 working women and men in the IFPTE family, has adopted every local issue as his own,  
19 and speaks out on behalf of every local in every sector of his union,

20 THEREFORE BE IT RESOLVED,

21 That the delegates of the 55<sup>th</sup> IFPTE Convention of the International Federation of  
22 Professional and Technical Engineers assembled in Toronto, Ontario, Canada pay proper  
23 tribute to Brother Ken Jones by publicly displaying their appreciation for his dedication  
24 and years of service,

25 BE IT FURTHER RESOLVED,

26 That a copy of this resolution be framed and mounted on a plaque and presented to  
27 Brother Ken Jones.

**RESOLUTION NO. 21**

**Locality Pay/Cola Inequity for Federal Employees Working In Alaska and Hawaii**

1 WHEREAS,

2 On June 22, 2005, federal employees in Hawaii and Alaska filed a class action lawsuit in  
3 the U.S. District Court in Hawaii against the Federal Government challenging “locality  
4 pay” policies that unfairly and irrationally discriminate against federal employees who  
5 work and reside in Hawaii and Alaska, seeking locality pay for federal employees who  
6 work in those jurisdictions, and

7 WHEREAS,

8 The exclusion of Alaska and Hawaii federal employees from receiving locality pay has  
9 created an inequitable unconstitutional restriction on the right to interstate residency and  
10 travel in violation of the Equal Protection Clause of the 5<sup>th</sup> Amendment to the U.S.  
11 Constitution, and

12 WHEREAS,

13 This inequity was recognized when H.R. 2657, Legislative Branch Appropriations Act,  
14 2004 was enacted in which legislative employees in Alaska and Hawaii had their cost of  
15 living allowance (COLA) included as base pay, therefore creditable for retirement salary  
16 calculations, and

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- 17 THEREFORE BE IT RESOLVED,  
18 That IFPTE actively support legislative and/or legal action to resolve the locality pay  
19 inequity for federal employees who reside in Alaska and Hawaii.

**RESOLUTION NO. 22**

**Use of Emergency Assistance Fund for Purchase of Building**

- 1 WHEREAS,  
2 It is more cost effective to own a building than to rent, and  
3 WHEREAS,  
4 Real Estate is considered a good investment, and  
5 WHEREAS,  
6 The Emergency Assistance Fund balance is projected to grow approximately  
7 \$1,000,000 over the next three years, and  
8 WHEREAS,  
9 The current rental agreement expires in March 2009, and  
10 WHEREAS,  
11 Investing in a building would be an appropriate use for as much as 50% of the  
12 Emergency Assistance Fund (provided that at least \$300,000 remains in the fund),  
13 THEREFORE BE IT RESOLVED,  
14 That the Executive Council will develop a plan and pursue the purchase of a building.

**RESOLUTION NO. 23**

**Executive Officer Salary Increases**

- 1 WHEREAS,  
2 As a labor union we are committed to all working people being compensated  
3 commensurate with their demonstrated skills and abilities and contributions in the  
4 workplace, and  
5 WHEREAS,  
6 All current contracts with IFPTE employees have nominal 4% wage increases,  
7 THEREFORE BE IT RESOLVED,  
8 That we provide yearly 4% increases to IFPTE Executive Officers effective 1 July 2007.

**RESOLUTION NO. 24**

**IFPTE Name Change**

1 WHEREAS,

2 IFPTE is the premiere union of engineers, scientists, and professionals, and

3 WHEREAS,

4 The union slogan, logo and name could be dynamic, progressive, inclusive, and

5 representative of our professions, and

6 WHEREAS,

7 The Union name could be more user friendly, recognizable, and pronounceable, and

8 WHEREAS,

9 We are a progressive and democratic organization, who believes the selection process of

10 a slogan, logo and name should utilize the membership,

11 THEREFORE BE IT RESOLVED,

12 A contest will be conducted and completed by March 31, 2007, and

13 BE IT FURTHER RESOLVED,

14 For any entry selected by the 56<sup>th</sup> Convention delegates, the submitter will receive an

15 award of \$500.00 for each a slogan, logo and name, and

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16 BE IT FURTHER RESOLVED,

17 The President will utilize a committee to down-select at least 5 slogans, logos and names  
18 to be submitted to the Executive Council, and

19 BE IT FURTHER RESOLVED,

20 The Executive Council will down-select to two new slogans, two logos, and two names  
21 plus the current IFPTE name and logo for presentation and democratic decision at the 56<sup>th</sup>  
22 IFPTE Convention, and

23 BE IT FURTHER RESOLVED,

24 The 56<sup>th</sup> IFPTE Convention will address the administration, public relations, and  
25 transition to a new slogan, logo and name if chosen.

**RESOLUTION NO. 25**

**Elimination of the Inter-Fund Loan**

1 WHEREAS,

2 The balance sheet for the General Operating Fund shows a liability to the Emergency  
3 Assistance Fund of \$657,050.28, and the Emergency Assistance Fund shows an account  
4 receivable of \$657,050.28 from the General Operating Fund, and

5 WHEREAS,

6 Repayments to the Emergency Assistance Fund have been budgeted at \$750 per month,  
7 which results in a seventy-three year payback period, and

8 WHEREAS,

9 This Inter-Fund Loan liability causes the General Fund to show a negative Fund Balance,  
10 and

11 WHEREAS,

12 By eliminating the Inter-Fund Loan, the General Fund will show a positive fund balance  
13 of \$490,064.53, instead of the current (\$166,985.75), and the Emergency Assistance  
14 Fund will show a positive fund balance of \$648,634.06 (down from \$1,305,684.34),  
15 which gives a more accurate financial picture of the fund's true value, and

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16 WHEREAS,

17 Three (3%) percent of all per capita tax collected is allocated to the Emergency

18 Assistance Fund which will result in an Emergency Assistance Fund balance of

19 approximately \$1,000,000 in three years, and

20 WHEREAS,

21 Generally Accepted Accounting Principles (GAAP) discourage showing an Inter-Fund

22 Loan on a Balance Sheet,

23 THEREFORE BE IT RESOLVED,

24 That the Inter-Fund Loan be eliminated by debiting the General Fund Inter-Fund account

25 and crediting the Emergency Assistance Inter-Fund account for the amount of

26 \$657,050.28, and

27 BE IT FURTHER RESOLVED,

28 That the appropriate line items be removed from the balance sheet.

**RESOLUTION NO. 26**

**Show of Federation Support for Filomena Cañedo and Victoria Sobropeña**

1 WHEREAS,

2 Filomena Cañedo and Victoria Sobropeña have been courageous union activists on behalf  
3 of the members of UNITE-HERE in the Toronto Labour Movement for many years, and

4 WHEREAS,

5 Filomena Cañedo was injured on the job, and

6 WHEREAS,

7 The King Edward Hotel has ignored its legal requirement to accommodate an injured  
8 employee, and

9 WHEREAS,

10 Both Filomena Cañedo and Victoria Sobropeña were unjustly terminated for their union  
11 activities,

12 THEREFORE BE IT RESOLVED,

13 That the IFPTE Union offer to HERE Local 75 to send a delegation to seek a meeting  
14 with Steven Foster, head of Starwood Canada in order to persuade him to reinstate

15 Filomena to her job, and

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- 16 BE IT FURTHER RESOLVED,
- 17 That the IFPTE Union be directed to make a contribution to the UNITE-HERE Local 75
- 18 Speak-Up Fund and encourage the member locals to also contribute.

**RESOLUTION NO. 27**

**Utilization of the Informed Meeting Exchange**

1 WHEREAS,

2 It is a fundamental principle of this Union to support the use of labor-friendly hospitality  
3 establishments, and

4 WHEREAS,

5 It is the responsibility of this Union to remain informed as to the status of ongoing labor  
6 conflicts, and

7 WHEREAS,

8 It is necessary to disseminate this information to the membership,

9 THEREFORE BE IT RESOLVED,

10 That the IFPTE subscribe to the Informed Meeting Exchange website ([www.inmex.org](http://www.inmex.org))  
11 which is a free service, and

12 BE IT FURTHER RESOLVED,

13 That the IFPTE disseminate this website to the member locals and encourage each  
14 member local to subscribe and utilize its services.