

Resolution #1

RESOLUTION SUPPORTING ENDING THE GOVERNMENTS PENSION OFFSET AND WINDFALL ELIMINATION PROVISION (WEP)

Whereas more than 2.8 million individuals – primarily public employees or retirees and their spouses – have their Social Security benefits reduced or eliminated simply because they or their spouses also earned pension benefits for separate work not covered by Social Security,

Whereas these Social Security benefit reductions are a function of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) laws enacted more than four decades ago,

Whereas the WEP and GPO disproportionately affect Alaska's public employees, who are already at a disadvantage due to the lack of a defined benefit retirement plan. Without a defined benefit plan, their financial security relies more heavily on Social Security benefits. WEP and GPO unfairly erode this essential safety net,

Whereas these public pensioners can lose as much as 90% of their years of earnings and lose up to 2/3rds a month from their earned Social Security benefit, simply because they worked in the public sector,

Whereas the elimination of the GPO and WEP would provide much needed relief to countless retirees across the nation, allowing them to access the full benefits they have earned through their contributions to Social Security and government pension programs,

Whereas the GPO disproportionately impacts low-wage workers in public service, particularly women,

Whereas bipartisan legislation has been introduced in Congress to eliminate the WEP and GPO,

Therefore be it resolved that APEA/AFT will continue to oppose the inequitable impact of the WEP and GPO that reduce or eliminate the earned

Social Security benefits of public sector employees who have worked both in jobs covered by Social Security and those that are not,

Be it further resolved that APEA/AFT calls on Congress to eliminate the GPO and WEP to provide relief to public service workers who earned their benefits but have them reduced by these outdated provisions of law, and

Be it further resolved that APEA/AFT will work to raise awareness of this unfairness and provide members with information to alert them to these provisions to help plan for retirement.

ADOPTED BY VOTE OF THE DELEGATES AT THE 2024 APEA/AFT
CAUCUS THIS 27th DAY OF October

Resolution # 2

RESOLUTION SUPPORTING FOR BALLOT MEASURE ONE TO INCREASE THE MINIMUM WAGE

Whereas Alaska is the most expensive state in the country,

Whereas many Alaskans need to work two or even three jobs just to get by,

Whereas thousands of Alaska workers do not get paid sick days,

Whereas letting employees take paid time off when sick helps protect all of us from spreading illnesses,

Whereas corporations can force their Alaskan employees to attend closed-door meetings to share their bosses' opinions on organizing, politics, and religion,

Whereas workers can be harassed at these meetings,

Whereas these workers can be fired if they don't attend these meetings,

Therefore, be it resolved, APEA/AFT supports the Better Jobs for Alaska's Initiative on the 2024 Ballot which would

- Increase the minimum wage to \$15 an hour in stages over the next four years and then peg it to inflation
- Allow workers to accrue one hour of sick leave for every 30 hours worked up to 56 hours per year at large companies and 40 hours per year at small companies
- Prohibit employers from requiring workers to attend meetings on political, economic, and religious topics not related to employment and allow employees to remain independent

Therefore, be it further resolved, that APEA/AFT further urges members to vote yes on Ballet Measure One on November 5th, 2024

ADOPTED BY VOTE OF THE DELEGATES AT THE 2024 APEA/AFT
CAUCUS THIS 27th DAY OF October

Resolution # 3

RESOLUTION SUPPORTING MAXIMUM EMPLOYEE RETIREMENT PLAN CONTRIBUTION

WHEREAS, APEA members are experiencing extreme impacts to the recruitment and retention of employees; and

WHEREAS, Employers may place money into employee retirement plans up to an allowable upper Social Security limit; and

WHEREAS, many public employers contribute less than this upper limit.

THEREFORE, BE IT RESOLVED BY THE DELEGATES OF THE ALASKA PUBLIC EMPLOYEES ASSOCIATION/AFT, (AFL-CIO), that APEA shall advocate that the Alaska Legislature require public employers to fund employer contributions to the maximum allowable limits set by the United States Social Security Administration.

ADOPTED BY VOTE OF THE DELEGATES AT THE 2024 APEA/AFT
CAUCUS THIS 27th DAY OF October