

Manual
of
Guiding Principles

*International Federation of
Professional and Technical
Engineers
AFL-CIO, CLC, UNI, and IMF*



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Manual of Guiding Principles

International Federation of Professional and Technical Engineers AFL-CIO & CLC

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MANUAL OF CURRENT IFPTE GUIDING PRINCIPLES

NOTE

Listed herein are current IFPTE Guiding Principles from previous Conventions and Executive Council Meetings, excluding Policies and Constitutional Amendments. The intent of this Manual is to assist the locals in formulating resolutions for future conventions and to prevent duplication of those resolutions which are already in effect.

EXECUTIVE COUNCIL ACTIONS

Conventions

The Federation Office will note on the printed copy of any resolutions submitted to the convention delegates if such resolutions are existing policies of IFPTE and/or AFL-CIO & CLC, or affiliated AFL-CIO Departments.

Executive Council - December 1981

Per Capita and Assistance Comparison Report/ Servicing and Assistance Dollars Report

1. The Per Capita and Assistance Comparison and Servicing and Assistance Dollars Reports are to be made into one report showing a specified common time frame for all items listed. The personnel involved should also be specified including VPs, staff, interns and Executive Officers.
2. The Report yearly totals will include agency fee payers.
3. The Servicing Average and Assistance Average denoted on the Report should show a consistency in reporting. A separate category is to be added showing expenses incurred for councils, caucuses and areas -- spread out among member locals of that group.
4. There are to be two GENERAL categories on the Report:
 - a. General office and administrative expenses
 - b. Activities that do not fit into any of the above categories.

The Report is to be a regular Executive Council Meeting Item.

Executive Council - November 1993

Strategic Planning

The Executive Council agreed "Strategic Planning" for the Federation should be a discussion item at every future Executive Council Meeting.

Executive Council - May 1995

VICE PRESIDENTS' RESPONSIBILITIES

Servicing required by a local union shall be a responsibility of the Area Vice President. When the need for service arises, the Area Vice President shall perform such service at the direction of the President.

43rd Convention - 1978

In recent years, the Federation has changed practice, providing for much greater involvement of the Vice Presidents in servicing and assistance to locals in their areas. In concert with this policy, the Council will provide training for new Vice Presidents, as funds are available.

Executive Council - August 1990

EMPLOYEE PRACTICES

Use of Contract Personnel to Perform Staff Work

Detailed reports will be given by each of the Executive Officers, outlining the use and justification of their use of contract or similar employees, paying particular attention to the purpose and specific job duties of the individual.

All agreements with contract/consultant personnel for performing normal staff work must be approved by the Executive Council. This includes renewal/extenuation of existing agreements. All future agreements will be time limited, including description of specific duties and the general allocation of where (i.e. which VP Area) the duties will be performed.

Executive Council - May 1989

Guidelines for Executive Officers in Labor Disputes

The Council adopted "Guidelines for Executive Officers in Labor Disputes." The guidelines provide for timely notification to the Executive Council and Local Unions in the event of a job action by employees, facilitates arrangements for performance of work by non-striking employees, and takes into account the matter of possible reduced services to Local Unions when such events occur. The Council directed that the combined guidelines be printed in the Policy Manual.

Executive Council - December 1987

Executive Council - August 1988

FINANCES

Headquarters will send the Vice Presidents a current, accurate list of locals in arrears for follow-up. The Headquarters office is required to investigate the circumstances of, or deal with, Locals two months in arrears.

Executive Council - March 1991

The President, with the respective Area Vice President, will contact Locals two (2) months in arrears to find out when, if, and how they will become current, and be prepared to report the findings at the next Executive Council Meeting.

Executive Council - May 1991

Beginning First Quarter 1981, a detailed financial report will be submitted to the Executive Council for their review and action which will include but will not be limited to, all expenses of all Executive Officers and professional staff.

44th Convention - 1980

All future projected budgets presented to the Executive Council for approval and the Finance Committee for review shall be itemized using the same format as that of the C.P.A. firm.

45th Convention - 1982

LOCAL UNIONS

National Pension Fund

The IFPTE will investigate the creation of an IFPTE National Pension Fund for its members. The Secretary-Treasurer of IFPTE will continually apprise all IFPTE Locals of ongoing efforts toward this end until the plans inception.

53rd Convention – 2000

Worksite Closures

The Federation President shall contact locals immediately upon learning of the Local's worksite closure to reemphasize the Local's rights, responsibilities, and limitations.

The Federation will formulate officer training for locals relative to conduct in dealing with downsizing and layoffs. The President will address the Convention on this subject.

Executive Council - November 1993

51st Convention - 1994

Conversion - Displaced Workers and Ravaged Communities

The Federation will seek to require that employers, both public and private, provide funds and training for workers displaced by changes in national and corporate priorities prior to plant and base closings, cutbacks, layoffs, and reductions. And those employers, both public and private, be required to provide funds, training, and moving costs for workers displaced by changes in technology, facility closings, and product changes. Further, that government and corporations be required to provide funds and assistance to communities impacted by changes attendant to a reordering of industrial and national priorities.

The Federation will work with the AFL-CIO and other organizations to assure that peace in the world will not be the undoing of workers, families, and their communities.

49th Convention - 1990

The IFPTE wholeheartedly endorses the participation of the Federation in the Coordinated Bargaining Activities of the IFPTE/GE and Affiliates Locals Council.

42nd Convention - 1976

43rd Convention – 1978

52nd Convention - 1997

In accordance with policies set by previous conventions and by Executive Council actions, a motion was adopted unanimously to continue the Federation's support of the GE Locals' Council's coordinated negotiating efforts.

*Executive Council - April 1981
Executive Council - April 1984
Executive Council - May 1987*

The 45th IFPTE Convention endorses the active participation of the Federation in the coordinated bargaining activities of Local 195 with its counterpart unions in New Jersey to effectively negotiate for better wages and benefits, working conditions, and job security.

45th Convention – 1982

Defense Against Local Union Raids

The IFPTE Executive Council shall use every available resource, including the National AFL-CIO, in a fight against any unaffiliated organizations that attempt to raid Locals within IFPTE.

52nd Convention – 1997

Subcontracting

IFPTE will take an active lead within the AFL-CIO to study, research, and stop subcontracting and privatization against labor organizations. This matter will be made an educational and informative part of any regional conference, convention and Council Meeting as may be deemed necessary to stop subcontracting/privatization within this International.

48th Convention - 1988

Vacation Standard

The Federation will sponsor and support efforts to establish a standard minimum four (4) weeks vacation for North American workers.

49th Convention - 1990

Alcohol and Drug Abuse

The IFPTE goes on record as supporting negotiated union-management programs to assist with the problems of alcoholism, drug abuse, health and personal problems, which may seriously affect the job of union members. All Locals are encouraged to negotiate such programs in their agreements.

44th Convention - 1980

Performance Appraisal

The Federation will provide direct assistance to each federal local in selecting performance appraisal "critical elements" and provide model contract language for negotiations.

44th Convention - 1980

ORGANIZING

Co-op Organizing

The Federation's co-op organizing program is available to open shop locals who intend to begin membership recruitment drives for a prescribed period of time. Through letters of agreement, the Federation offers a financial incentive for each new member recruited. Locals interested in this program should contact the Federation's Secretary-Treasurer for further details.

44th Convention - 1980

Internal Membership Growth

The Federation's staff and Secretary-Treasurer have provided various open shop locals with one to three day seminars on communications and membership growth. Statistics show that after this training program, approximately 40% of those contacted joined the union. This program is available to all IFPTE locals who wish to participate.

44th Convention - 1980

IFPTE (will) undertake a program to establish organizational and other priorities to achieve the organization of a majority of professional, technical, scientific, administrative and managerial workers in the United States and Canada. Among the avenues to be explored are affiliations and/or mergers with other organizations, both within the AFL-CIO and CLC as well as unaffiliated organizations in engineering and related fields.

47th Convention – 1986

Organizing

The Executive Council will develop comments that would urge the NLRB to eliminate all regressive factors and consider only the legitimate interchange of employees between locations.

51st Convention - 1994

LEGISLATION - GENERAL

The International Union shall immediately notify all Local Unions when legislation affecting them is being considered by the Congress in order that the respective members of Congress can be contacted to seek their support for the union's position.

41st Convention – 1974

H-1(b) Guestworker Visa Program

IFPTE will urge all its Locals to work in conjunction with the Federation and other AFL-CIO affiliates to stop any further expansion of the H-1(b) worker program.

IFPTE will continue to lobby Congress for passage of legislation expanding training for incumbent U.S. workers in high tech fields making them viable candidates for employment in the high tech industry.

IFPTE will continue to lobby Congress for much needed reforms to the Immigration and Naturalization Service (INS) to repair the problems with H-1(b) visas as well as other guestworker

programs.

*53rd Convention – 2000
Executive Council – November 2002*

Paid Family Leave

The Federation and membership will do everything possible to lobby for the passage, and all legislation that supports Paid Family Leave.

53rd Convention - 2000

Combating the Privatization of Social Security

The Federation will undertake all measures to lobby against the privatization of the United States Social Security system.

52nd Convention - 1997

Electric Utility Deregulation

IFPTE goes on record as not opposing the modernization of capital assets and the cautious introduction of competitive incentives in the nation's electric utility industry.

IFPTE opposes the mandating of competition, which simply enriches one small segment of America's consumers--large industries--at the expense of the vast majority of small business and residential consumers.

IFPTE opposes the call for federal intervention in this particular area, which has to this time been purposely left to the states and localities.

IFPTE urges government policy makers to first consider that competition in an industry which is as vital as electricity--must be introduced carefully and judiciously, lest well meaning initiatives result in irreparable damage.

52nd Convention - 1997

OSHA

IFPTE supports action to reestablish fully the OSHA programs through massive lobbying efforts in Congress with the assistance of AFL-CIO and other unions.

The IFPTE, with support from AFL-CIO, will lobby Congress to develop legislation mirrored after the Occupational Safety and Health Act of 1970 applicable to the federal government.

45th Convention - 1982

Pension Plan Protection

The Federation shall sponsor and support legislation to prevent reversion of pension assets to employers and will seek support for this position from the AFL-CIO and other organizations.

49th Convention - 1990

Early Retirement Penalty

The Federation will lobby for, and will promote legislation, along with the participation of other organizations, in support of eliminating the two percent reduction for each year the federal employee is under age 55 when the retirement is a result of base closure or reduction-in-force.

51st Convention - 1994

Raiding of Pension Funds

The Federation will make every effort to participate in the preservation of, and fight against, the debilitation of our pension funds.

Further, the Federation will commence a study to estimate the cost to provide necessary research, publications, staff, and pension analysts to deter the politically motivated theft on the pension funds of the locals within the Federation.

51st Convention - 1994

Mandatory Universal Pensions (MUPS)

The Federation will support the concept of Mandatory Universal Pensions (MUPS) and legislation that would require all enterprises to provide minimum standards to guarantee decent replacement income for retirees with the concept “invested in one company, vested elsewhere” prevailing, and will seek support for this position from the AFL-CIO and other organizations.

49th Convention - 1990

Reduction of Social Security Tax

The IFPTE will promote awareness of the unfair taxation of America’s workers through excessive Social Security taxes, and promote efforts to reduce Social Security taxes to levels required to maintain the health and solvency of the system.

49th Convention - 1990

The IFPTE demands that every commitment to Americans who qualify for Social Security and Medicare benefits be kept. Further, IFPTE will urge the Congress of the United States to take no action, which would be destructive to the Social Security and Medicare benefits, which have been solemnly promised to our people.

46th Convention - 1984

IFPTE supports legislation that provides for equitable distribution of royalties between employed inventors and their employer.

45th Convention - 1982

Tax Equity

IFPTE strives for the following changes in federal income tax laws:

1. Termination of the capital gains loophole;
2. Elimination of the “maximum tax provision” which primarily benefits individuals with high incomes;
3. An end to the opportunities for wealthy speculators to avoid taxes through so-called “tax shelters”;
4. Reduction of the 10% investment tax credit;
5. An end to the foreign tax credit, which allows U.S. corporations to credit foreign income taxes on a dollar-for-dollar basis against their U.S. tax liability;
6. An end to the deferral privilege, which allows multi-national corporations to defer U.S. income tax payments on the earnings of their foreign subsidiaries.

44th Convention - 1980

Credit Unions

The IFPTE will actively lobby to prevent the injustice of the banks in their attempts to destroy credit unions.

49th Convention - 1990

Asbestos Protection

IFPTE shall aggressively lobby in the U. S. Congress and Canadian Parliament for bills, which will provide full protection for employees who work with, or around, asbestos products.

44th Convention - 1980

Illicit Drugs

IFPTE supports comprehensive drug legislation, which will embrace the following five broad areas;

1. Eradication of drug crops;
2. Interdiction drug shipments and drug trafficking;
3. Law enforcement;
4. Public educations;
5. Treatment of drug users.

47th Convention - 1986

LEGISLATION - FEDERAL

Naval Shipyard Workload

The Federation shall make every effort in the way of lobbying and legal action to preserve and enhance the employment level and viability of the four remaining public shipyards.

52nd Convention - 1997

Salary and Benefits of Federal Employees

The Federation shall make every effort in the way of lobbying and legal action to preserve the pay, benefits, COLA's and full comparability of federal employees and retirees, and no action should be taken to reduce or further degrade retirement benefits of current or retired Federal Civil Service employees, including "capping" of Cost of Living Increases (COLAs) or changing of retirement calculation formulas; that any changes in benefits, if necessary, apply only to employees hired after the change in those benefits so that employees accepting reduced retirement benefits do so knowingly when they accept employment.

52nd Convention - 1997

Federal Travel Pay

The Federation will take the lead to contact the Honorable George Voinovich, Chairman of the Senate Government Reform and Oversight Committee, to propose an amendment to the FEPCA that would include an enforcement clause that would ensure the President uses guidelines in the FEPCA to recommend pay raises be compatible with the requirements of the ACT.

The IFPTE shall work with the AFL-CIO and fellow federal unions to influence Congressional Representatives to write, introduce and pass legislation, and the Office of Personnel Management to write regulations, that authorize payment of overtime compensation for all official travel regardless of the employees FLSA exempt status.

53rd Convention – 2000

Official Time in the Federal Government

The Federation will make every effort in the way of lobbying, legal action, and any other appropriate means to assure the continued use of official time in the Federal Sector in order to provide union officials a reasonable amount of paid time to exercise their representational duties. The President shall report quarterly to the Federal Sector Vice Presidents on all actions taken pursuant to this resolution.

52nd Convention - 1997

Military, Federal and Private Sector Closures and Downsizings

The IFPTE supports the enactment of federal policy into law that a dollar-for-dollar of future cuts in the military budget be transferred to public investment programs and an increase in resources to existing community adjustment and worker retraining programs.

Further, IFPTE supports a State and Federal minimum wage law that increases all minimum wages by a minimum of \$1.25 per hour in order to put purchasing power back in the hands of millions of people so they can purchase food and other goods and services.

A study is to be conducted by the Federation as to the major tax incentives applicable and, as a result of their study, report to the Executive Council for further direction.

51st Convention – 1994

Aerospace

The Federation will lobby for increased spending for peaceful uses of science and technology, including CSA & NASA, so that our aerospace industry does not fall from world leadership.

51st Convention - 1994

Job Realignment from Defense to Non-Defense Industry

The IFPTE will promote and support programs to maintain the industrial infrastructure of DoD facilities and to provide for a smooth and effective transfer of technical skills and jobs no longer required to serve defense requirements into the service of the nations growing non-defense needs.

49th Convention - 1990

IFPTE supports efforts to preserve the Federal Retirement Systems, which include:

1. Developing a legislative plan which will maintain the federal retirement system at the present benefit level and which will provide for a supplemental benefit plan of equal value for any federal employee placed under the coverage of Social Security.
2. The same protection from tampering with the federal retirement system afforded private plans through the Employee Retirement Income Security Act.

Executive Council - May 1983

Federal Employee Retirement Lump Sum Payments

IFPTE shall pursue a course of action which will provide the necessary legislation to enable the federal employee to retrieve retirement money, including interest, tax free, in one (1) lump sum payment when an employee leaves Federal Civil Service, for any reason, including retirement.

48th Convention - 1988

Fair Labor Standards Act Coverage

The Federation will sponsor and support legislation providing for FLSA coverage for workers currently categorized as exempt and will seek support from the AFL-CIO and other organizations in support of this position.

49th Convention - 1990

Fair Labor Standards Act Applicable To All Workers

The IFPTE will lobby Congress to have the FLSA amended to specifically state that workers who cannot refuse to work overtime must be covered by the Fair Labor Standards Act.

50th Convention - 1992

51st Convention - 1994

Fair Labor Standards Act -- Raise Overtime Standard

The Federation will seek to change the Fair Labor Standards Act to provide a standard of premium pay after eight (8) hours work per day, and forty (40) hours of work per week, notwithstanding negotiated

alternate work schedules, and will seek support for this position from the AFL-CIO and other organizations.

49th Convention - 1990

Strategy To Assist Federal Employees

The IFPTE will organize a campaign consisting of strategies that will bring attention to our legislative representatives, informing them of the mounting problems regarding closures, RIF'S, pay, loss of fringe benefits and other items of direct impact to bargaining unit employees in the federal sector represented by the IFPTE, and the need to keep work in the public sector. IFPTE will develop a national organizing campaign for the federal sector to offset the declining membership and to develop a plan of action to assist the federal locals to expand their field of membership. This effort should not deter from the Internationals efforts to preserve jobs in the federal sector.

49th Convention - 1990

IFPTE supports the introduction of legislation to remove presidential control and establish that future pay increases for federal white collar workers be determined solely on the procedures, which are utilized by OMB and the Pay Council.

44th Convention - 1980

Work Load Allocation

IFPTE will continue to actively seek action to resist the adjustment of federal workload allocation in any manner that is not beneficial to the federal employee membership of the Federation.

48th Convention - 1988

All IFPTE Local Unions, Area Councils, the International (AFL-CIO) will lobby the Congress and the Administration aggressively to restore and maintain a strong and viable public shipyard base in the existing four (4) U.S. public shipyards and NAVAIR facilities by insuring assignment of essential workload to maintain a minimum mobilization base, eliminating unfair bidding practices favoring private sector shipyards and through establishing other corrective measures enhancing the mobilization readiness, skill levels, and the facilities, control, and reliability needed for a secure national defense.

In furtherance of this policy, IFPTE supports the building of American flagships, encouraging tariffs on commodities imported via foreign ships, and urging our national corporations to use American ships.

46th Convention - 1984

48th Convention - 1988

TDY Overtime Pay

IFPTE will initiate action to have existing regulations concerning travel changed so that the employee will be paid overtime for all time worked outside of regular working hours, regardless if leave of any kind was used during the prior week.

48th Convention - 1988

Overtime Pay For Special Rate Employees

IFPTE will do all in its power to get OPM to carry out their duty to implement and present regulations

contained in FPM Bulletins 530-68 and 551-25 to establish a GS-10, Step 1 special rate so that those in the GS-11 and higher positions can receive the proper overtime pay presently denied them.

50th Convention - 1992

Implementing Locality Pay for Employees on Special Pay

IFPTE will actively pursue locality adjustments and step increases for Special Pay Employees with OPM. If OPM does not satisfactorily resolve this problem, then appropriate Executive Branch officials will be contacted. If the Executive Branch does not successfully resolve the problem, the IFPTE will pursue a legislative remedy.

Further, IFPTE will periodically inform appropriate Federal Locals of the status of this resolution.

51st Convention - 1994

Pay For Overtime Work

The IFPTE will do all in its power to get appropriate agencies and OPM to apply the annual limitation for all FLSA exempt employees when they are engaged in emergencies such as those defined in Local contracts which permit the activities to waive contract language concerning regular shift hours or other emergencies.

50th Convention - 1992

Federal Overtime

The IFPTE shall work with the AFL-CIO and fellow federal unions to influence congressional representatives to write, introduce and pass legislation that authorizes the payment of overtime to all incorrectly exempted federal employees at one and one half times their hourly rate regardless of General Schedule grade in accordance with the FLSA.

53rd Convention - 2000

Right-To-Work

IFPTE is strongly opposed to the inclusion of the Right-To-Work Legal Defense Fund in the Combined Federal Campaign (CFC), and will work with all the organizations with which it is affiliated for a reversal of the position of the Office of Personnel Management (OPM) on this matter. If the efforts do not result in such reversal by the OPM, the IFPTE will support, by whatever means necessary, efforts to prevent organizations such as the Right-To-Work Legal Defense Fund from sharing in undesignated funds received by the CFC.

IFPTE will educate potential contributors to the CFC as to the appropriate means to avoid having any portion of their contributions ending up in the coffers of this controversial political group.

45th Convention - 1982

IFPTE supports passage of legislation, which will qualify only those organizations, which truly are charitable for CFC inclusion.

46th Convention - 1984

Contracting Out of Government Functions

IFPTE will seek action that is required to initiate changes in Circular A-76 (Performance of Commercial Activities) that will allow fair comparison between the activities of Government and commerce. That small business set asides be included in the same review process as other contracts.
48th Convention - 1988

Agency Fee in Federal Union

The 51st Convention of the IFPTE endorsed for passage into law the National Partnership Council recommendation option to provide for agency fees in federal union bargaining units and the Federation will make every effort in the way of legal action, lobbying, and publication to promote agency fees in federal union bargaining units.

Any effort in this area will be documented and forwarded to the Federal Vice Presidents to be distributed to the locals.

51st Convention - 1994

IFPTE supports passage and refinement of statutes relating to federal/public employee rights to bargain collectively including service fees being equal to union dues.

44th Convention - 1980

Public Sector Privatization

The Federation will make every effort to publicize an anti-privatization program nationwide and in Canada. And, the Federation will seek support from the AFL-CIO, Canadian Labour Congress, state bodies, central labor councils, and other organizations to halt the spread of privatization in the public sector.

*49th Convention - 1990
52nd Convention - 1997*

Closing of Institutions, Privatization & Prisoners Doing Bargaining Unit Work

The Federation will re-examine previous resolutions on the Closing of Institutions, Privatization and Prisoners Doing Bargaining Unit Work for the purpose of implementation.

The Federation will ensure total compliance with these resolutions takes place now and in the future, as necessary, for the protection of our membership's jobs.

51st Convention - 1994

Privatization of Public Sector Jobs

The Executive Council agreed to attack privatization and the resulting loss of jobs through the withholding of political contributions and a campaign centered on public awareness.

The Federation will strongly encourage the AFL-CIO and CLC and its Public Employee Department to adopt such measures.

The IFPTE Executive Officers, Area Vice Presidents and Local Unions will do everything possible to provide input to the anti-privatization campaign nationwide and in Canada.

50th Convention - 1992

Prisoners Doing Bargaining Unit Work

The Federation will take the lead and participate with the AFL-CIO and any other affiliated organizations to stop the use and spread of prisoners doing the bargaining unit work of IFPTE Members. The Federation will incorporate the distribution of educational materials and include these concerns in any educational seminars and lobbying efforts.

50th Convention - 1992

52nd Convention - 1997

Closing of Institutions

The Federation will make every effort to participate in a campaign to stop the phase-out and/or phase-down of state institutions that would adversely affect the general public and the workers.

The Federation will place a nominal amount in the budget for the purpose of preparation, distribution and publication of our position against the closing of state institutions.

50th Convention - 1992

Closing of Institutions (Greystone Park Psychiatric Hospital)

The Federation support and work along with Local 195 and other International Unions in opposing any closing and/or reconfiguration, which may adversely affect our membership.

The Federation will request Locals to participate voluntarily, as needed, in voicing opposition, completing petitions, along with whatever is necessary, in putting a stop to any of Whitman Administration's adverse plans affecting Greystone Park Psychiatric Hospital.

53rd Convention - 2000

Public Sector Fiscal and Budgetary Impacts

The Federation will promote, as needed, a lobbying program and will participate in and enter into discussion and/or action to possibly avert layoffs in the public sector when and wherever needed.

49th Convention - 1990

HEALTH SECURITY

Cancer Awareness

IFPTE shall promote and encourage the increased access to early cancer detection procedures and the use of mammograms, as well as enhanced education with the distribution of educational materials

regarding preventive measures to reduce the risks of cancer.

IFPTE shall promote and encourage and lobby legislation which will require health insurance companies to pay for annual and bi-annual testing as set forth by the AMA which will aid in early detection of cancer and reduce the number of unnecessary deaths related to cancer.

52nd Convention - 1997
53rd Convention - 2000

Health Benefits and Costs

IFPTE will join and support the AFL-CIO, Canadian Labour Congress, national, state, and local bodies, and other organizations to put together informational material and programs to aid the locals in dealing with the collective bargaining of health care benefits and costs, and their effect on our membership.

49th Convention - 1990
50th Convention - 1992

Single Payer National Health Insurance

IFPTE goes on record in support of a universal or single-payer health care system as opposed to a pay or play health care System for the U. S., and the Executive Council is directed to inform the AFL-CIO of the IFPTE's position favoring a single payer system and oppose any compromise on the part of the AFL-CIO for a legislated "pay or play" health care system.

50th Convention - 1992

OSHA-PEOSH Safety and Health

IFPTE will support and lobby for needed worker safety and health legislation, along with comprehensive informational and educational programs. The Federation will make every effort to incorporate these safety programs into their conferences and seminars, along with the distribution of related materials to the locals.

49th Convention - 1990

Mental Health

Layoffs, workplace shutdowns, and other work dislocations can cause anxieties, depression, mental illness, and on occasion, violence affecting employees, families, and communities.

It is the exception, rather than the rule, that unions and employers negotiate and implement on-the-job positive mental health programs.

The National Mental Health Association's "Future Mental Health Services Project" has adopted the following objective:

"To ensure that businesses, unions, employee associations, and other organizations promote mental health among employees and their families. Creating a healthy work environment and assuring access to appropriate services is cost effective and a good investment."

IFPTE and its affiliated locals adopt the aforementioned objective and will work with the National Mental Health Association and other mental health organizations in implementing the above

objective.

IFPTE also urges the AFL-CIO and the CLC to adopt the aforementioned objective, and through its central and state labor bodies, to work towards on-the-job positive mental health programs.

47th Convention - 1986

Health Care

The IFPTE and the Locals within will make every effort to work with state and local AFL-CIO bodies and community organizations, taking an active lead and joining in at the national level, to assist and work with any organization deemed necessary to bring forth the most decent health care at the most reasonable cost to the membership and their families, and also to simplify the processing of claims for reimbursement.

48th Convention - 1988

HIV/AIDS

The Federation will incorporate into all of its training seminars and union conferences the distribution of educational materials which will educate members on the laws and services available for people with AIDS, including medical care, psychological care, protection from retaliation, and advocacy.

51st Convention - 1994

Acquired Immune Deficiency Syndrome

The Federation will make available to its affiliates information on AIDS prevention, AIDS-related discrimination, and the legal rights and medical and advocacy services available to people with AIDS.

51st Convention - 1994

DRUG AND ALCOHOL TESTING

Drug addiction and alcoholism are illnesses and those suffering from these diseases need treatment, not punishment. The problems of substance abuse ought to be addressed squarely and cooperatively by employers and unions through the collective bargaining process.

Mandatory drug and alcohol testing programs raise serious legal and constitutional questions. Collective bargaining agreements must provide for carefully tailored and balanced programs, which stress education and prevention of addiction.

Local Unions, through collective bargaining, should endeavor to:

1. Place appropriate limits and conditions for the use of tests for alcohol and drugs including focusing only on workers who exhibit symptoms of job-related impairments;
2. Establish safeguards for those who test positively including guarantees of workers' rights to privacy and confidentiality;
3. Fully inform workers and their representatives of the testing methodology an employer

administers, and

4. Provide non-punitive, on-the-job responses and helpful treatments for those who are, in fact, unable to perform their jobs because of drug addiction or alcoholism, and where contractually possible, may submit any adverse actions resulting from positive tests to binding arbitration.

IFPTE and its affiliates will continue to develop constructive solutions to the addiction problem, responsive to the legitimate needs of all parties, with no random screening or imposition of punitive programs which ride roughshod over the rights and dignity of workers and which are unnecessary to secure a safe and efficient workforce.

47th Convention - 1986

WOMEN AND FAMILY ISSUES

Discrimination Against Working Women

The IFPTE 48th Convention supports enactment of federal and state legislation that would:

- Improve protection of women under social security
- Prohibit discrimination in insurance and pension plans
- Provide equal protection of women in public and federal civil service
- Maintain and improve the existing tax credit for child care
- Improve child support enforcement
- Continue with adequate funding of Title XX day care services and the work incentive programs
- Restore funding to social programs that have been cut by the Reagan Administration and have already harmed women.

Economic and Educational Equity

The Federation will make every effort in the way of legal action, lobbying, and publication to promote, seek funding, and implement a comprehensive career and job training and placement program for women and girls on a national as well as state level.

51st Convention - 1994

Pay Equity

IFPTE strongly endorses the Fair Pay Act and the Paycheck Fairness Act and will actively work for their enactment.

IFPTE urges all Locals to make pay equity a priority issue at the bargaining table, whenever possible.

IFPTE will continue to support the National Committee on Pay Equity (NCPE), a coalition of union, civil rights and women's organizations dedicated to pay equity advocacy.

53rd Convention - 2000

Parental and Family Care

As most American families are increasingly being confronted with the necessity for caring for family members who are elderly, handicapped, or disabled, the Federation will make every attempt to incorporate these concerns into union conferences and seminars, along with the distribution of

educational and informational materials to all individual Locals and Chapters to promote parental and family care benefits within the negotiated contracts.

50th Convention - 1992

Violence and Abuse of Women

The Federation will lobby for and promote legislation that will assure competent and vigorous prosecution and enforcement of existing laws, as well as work toward the enactment of legislation, which will enhance the protection of women's rights.

The Federation will incorporate into all of its training seminars and union conferences the distribution of educational materials which will educate members on the laws and services available to victims and abusers, including medical care, psychological care, protection from retaliation, and advocacy.

Further, the Federation assures that each workplace represented has an effective sexual harassment policy.

51st Convention – 1994

COALITIONS

National Religion and Labor Conference

The IFPTE will continue to work closely with the National Religion and Labor Conference and other religious, community, women's, and other groups to build coalition to minimize the impact of plant shutdowns, fight moves by corporations to low wage areas, curtail union busting activities, and develop new strategies for dealing with the general erosion of the quality.

45th Convention - 1982

CLUW

The Executive Council unanimously endorsed the Coalition of Labor Union Women (CLUW). The primary objectives of CLUW are to promote legislative and political action designed to abolish sex discrimination in American industry and business and to unionize the 34 million unorganized women in the workforce. CLUW also seeks a larger participation of women in their unions.

In approving the endorsement of CLUW, the Executive Council noted that women have experienced serious difficulty in achieving equality of opportunities in the engineering and scientific fields, however, where IFPTE contracts are in effect, much progress has been made to erase this discrimination.

Executive Council - May 1975

Pride at Work

The Federation shall encourage Locals to bargain domestic partner benefits. The Federation shall encourage all members to become members of Pride at Work.

53rd Convention -2000

MULTINATIONALS

IFPTE supports passage of legislation that would make the multi-nationals more responsive to the needs of their domestic workers. IFPTE will explore the effects of multi-nationals on engineering jobs and income.

INTERNATIONAL AFFAIRS

IFPTE not only condemns any government's racist policies, but also supports the development of strong trade unions of all those countries.

IFPTE supports the democratic process in countries like Costa Rica and Venezuela where free trade unions flourish, and encourages support of free trade unions in newly emerging democracies such as South Africa and in turn, demands social justice and trade union rights for workers in countries like Nicaragua, Cuba and Chile where their rights have been trampled on by dictators.

IFPTE strengthens its support for all working people by welcoming an exchange of worker representatives from free trade unions.

*46th Convention - 1984
wording updated: 51st Convention - 1994*

Made in the USA

IFPTE goes on record as urging its affiliates to request that their Locals Unions contact their elected representatives in Congress to request their co-sponsorship of this reform legislation.

IFPTE goes on record as urging the Executive Council of the IFPTE and all its Locals to work with the Union Label and Service Trades Department and the Take Pride in America Coalition to push for the immediate passage of this reform legislation.

IFPTE goes on record as opposing any and all such conditions and practices around the world including sweatshop garment factories, indentured servitude, child labor and slavery.

53rd Convention – 2000

China's Dictatorship Escalates Violation of Human Rights

The delegates to the 51st IFPTE Convention will write to the Government of China urging them "to amend the Trade Union Act of 1992 so that it gives full recognition to these rights in practice," to

China's workers and have the Government of China guarantee workers to exercise the right to strike when they believe that this is necessary to support their claims.

51st Convention – 1994

Japan's Unfair Import Policy

IFPTE members and families are urged not to purchase goods and services from Japan until such time as the Japanese government and industries allow competitive selling of the United States' and Canadian goods and services.

The IFPTE Executive Council will urge the boycott of goods from other countries that use similar tactics and/or regulations that prohibit fair trade with the United States and Canada.

The IFPTE will continue to monitor international affairs and will work extensively to support third world labor leaders seeking to improve conditions of the underprivileged.

45th Convention - 1982

Control of Global Investments

Millions of industrial workers in the U.S. and Canada have lost their jobs due to plant shutdowns, layoffs, and plant relocations.

For every loss of one billion dollars to the economy, it is estimated that 25,000 workers are permanently out of work.

Billions of dollars of U.S. and Canadian workers' pension funds are invested in low wage countries, thus taking jobs away from the very workers whose pension funds are invested there.

Economic powers and investments are now in control of world bankers and investors who are beholden to no one.

IFPTE demands that both the U.S. Congress and Canadian Parliament pass laws requiring full disclosure by global bankers and investors which would include the sources of investment, the strategy of investments, and where investments are made.

IFPTE believes that labor officials, public interest officials, government officials, and industrial officials should be legally required to participate and oversee global investments.

Laws must be enacted which would allow court injunction to prevent the investment of employees' pension monies in countries and industries that are detrimental to our employees' interests.

47th Convention - 1986

IFPTE is encouraged to establish international relations through a visiting delegation to exchange views on working conditions, to explore how other engineers and designers are organized, and to explore possibilities for others that are mutually beneficial.

41st Convention - 1974

Wrath of Grapes Boycott

Table grape growers in California continue their advertising campaign to convince consumers that fresh grapes are a natural snack.

Meanwhile, the United Farm Workers of America, AFL-CIO have undertaken a "Wrath of Grapes" campaign to tell the American people the truth about toxic chemicals which are used on grapes, about how these pesticides harm farm workers, and about the pesticide residues which remain on the grapes which the American people buy.

The World Resources Institute reports that over 300,000 farm workers are poisoned each year by chemicals used in agriculture.

The UFW seeks legislation, which would require growers to post warnings signs in fields, which have recently been sprayed with dangerous pesticides.

Since the 1960's, the United Farm Workers of America have helped farm workers and consumers win protections from dangerous pesticides such as DDT, Aldrin, and Dieldrin.

Grape growers are now using five deadly pesticides – Parathoin, Captan, DienOBeb, Methyl Bromide, and Phosdrin that poison farm workers, cause cancer and birth defects in children, and threaten the safety of consumers.

The United Farm Workers of America, under the leadership of Caesar Chavez, has called for a new boycott of non-union table grapes. Many state and federal lawmakers, mayors and city councils, labor and religious leaders, minorities, students and consumers are taking the grape boycott pledge.

The AFL-CIO stands behind the farm workers in their resolve to improve the lives of farm workers and their right to safe working conditions, decent wages and benefits.

IFPTE endorses the “Wrath of Grapes” boycott and urges its membership to do the same.

47th Convention – 1986

48th Convention - 1988

MISCELLANEOUS

Little People’s Research Fund

The Federation designates the Little People’s Research Fund, as the Federation’s charity of choice and the Federation will initiate a campaign in support of Little People’s Research Fund to coincide with their annual fundraiser held in October.

That the Federation set as a goal for our organization the sum of \$1.00 per member per year for this worthy charity the Little People’s Research Fund.

52nd Convention - 1997

53rd Convention - 2000

Union Privilege

The Federation commits itself to fully supporting the Union Privilege programs and to doing all that can be done to make sure that the Federation members are kept informed about the Union Privilege programs. The Federation will continue to communicate on a regular basis with the Local Unions regarding the Federation’s Union Privilege programs, and will encourage the leadership of the Local Unions to educate their membership regarding these important and beneficial programs.

52nd Convention - 1997

Mathematical Education

The Federation encourages schools to increase mathematics competition by participating in

MATHCOUNTS, Mu Alpha Theta, and American High School Mathematics Examinations, and that the Locals give active support by furnishing speakers, tutors, mentors, judges and prizes for excellence in mathematics.

52nd Convention - 1997

The Federation will support increasing mathematical instruction in elementary and secondary schools.

51st Convention - 1994

Mother Jones

The AFL-CIO has elevated the legendary Mary Harris Jones, “Mother Jones,” in the AFL-CIO’s Labor Hall of Fame. The IFPTE and the AFL-CIO will ask the United States Postal Service to issue a postage stamp with the likeness of Mary Harris Jones who was known as “Mother Jones.”

51st Convention - 1994

“Disposable” Workers

The 51st IFPTE Convention requests the AFL-CIO to compile lists of employers who have realized excessively high profits and/or who have made a change in hiring practices by doing away with permanent employees and replacing them with disposable workers.

51st Convention - 1994

AFL-CIO and CLC Members’ Purchasing Power

The IFPTE delegates will make their members and families aware of their purchasing power and will make their members aware of the importance of buying union, building union, and patronizing union companies.

The IFPTE members support legislation to protect the American and Canadian workers and their jobs.

51st Convention – 1994