



AFSCME 46th INTERNATIONAL CONVENTION

**AFSCME 46TH INTERNATIONAL
CONVENTION
LOS ANGELES, CA**

August | 12-16 | 2024

Composed by
Shavan Brown and Cheryl Evans

DELEGATES

Shavan Brown
Cheryl Evans
Larry Gates
Colleen Juarez
Rickk Montoya
Adda Murillo
Stephanie Smith

ALTERNATES

Derek Bryson
Kimberly Ganier
Kathy Peters
Zuri Tamayo

DAY 1 – August 11, 2024

Local 3090's seven (7) delegates and four (4) alternates arrived at the Westin Bonaventure Hotel in downtown Los Angeles, to begin an exciting week at Convention. This was especially the case for several first-time Delegates, and another engaging opportunity for those with prior experience. The week promises to deliver a chance to engage, learn and contribute to our Local's future. Whether it is by networking, attending workshops or participating in key discussions, the week will be both educational and inspiring for all involved. **#UNIONSTRONG**

- ***First-Time Delegates and Alternates Briefing*** – Several delegates attended the briefing. Information regarding the Convention and the delegates roll were provided.
- ***Delegates welcome reception.***

DAY 2 – August 12, 2024

The 46th AFSCME International Convention was called to order at the Los Angeles Convention Center.

46th AFSCME International Convention Theme

“FRONT LINE & FEARLESS” – WHAT DOES FEARLESS MEAN TO OUR UNION? It doesn't mean not having fears but refusing to give those fears power. Fearless means we never quit, especially when the stakes are high. It means shutting out the doubters and the haters and much more.

View video: <https://convention.afscme.org/video/fearless-defined>

President Lee Saunders, Opening Address

President Saunders emphasized the union's growth and resilience. He highlighted significant organizing achievements, such as the expansion of bargaining rights in states like Nevada, Virginia, and Colorado, and the success of campaigns like cultural workers united. He introduced the “fearless agenda,” a plan focused on improving health and safety standards, addressing chronic staffing shortages in public services, and strengthening the care economy. Mr. Saunders stressed the importance of unity in the face of anti-worker forces and urged members to actively participate in the 2024 election cycle, endorsing Kamala Harris for President and Tim Walz for Vice President. He described this election as a critical moment for advancing the interest of public service workers across the nation.

View video: <https://youtu.be/1BoQtqYSS-w>

Helena Brown, Educational Assistant

Ms. Brown spoke on how life resumed in Maui after the August 2023, wildfires. Ms. Brown recounted how AFSCME members sprang into action after the devastating fires destroyed much of the island and displaced many of its residents, in helping to restore order and critical services.

View video: <https://convention.afscme.org/video/hawaii-fire>

- ***Keynote speaker***, President, Lee Saunders
President Saunders discussed the union's recent successes and future goals in his keynote address to the delegation at the 46th International Convention. He re-emphasized the “Fearless Agenda”, and focused on workplace safety, recruitment challenges, and

supporting care workers. He warned against Project 2025 - an agenda that threatens labor unions and he advocated for us to elect Vice President Kamala Harris as the 47th President of the United States. President Saunders championed the unions power, and he encouraged us to continue organizing and remain politically engaged to protect workers rights and strengthen the Labor movement.” **#FRONT LINE & FEARLESS**

View video: <https://convention.afscme.org/video/president-saunders-outlines-a-fearless-agenda-in-keynote-address>

Amendments – (introduction, Discussion and Voting)

EARTHQUAKE – At 3:30 p.m. with approximately 4000-5000 delegates transitioning from open session to the break-out workshops, Los Angeles experienced a 4.4 magnitude earthquake. Countless delegates for whom this was their first experience, froze and began to panic as Local delegates quickly calmed their nerves and assured them there was no need to evacuate. We resumed the order of the day.

Note: We were never advised that there were any injuries associated with the earthquake.

Workshops - Delegates attended several workshops, including “Contract campaigns”: Activating member power for stronger contracts and Strong Stewards, Workplace Warriors.

DAY 3 – August 13, 2024

Speakers

- **Keynote speaker, Minnesota Governor and Vice President nominee Tim Walz** - Governor Walz, affectionately known as “Coach”, discussed the importance of unions and building strong communities, the contributions of public sector workers, and how the Harris-Walz ticket plans to support and deliver for workers. He emphasized his commitment to workers rights and collective bargaining. He shared his personal connection to public service and praised the efforts of AFSCME members for making a difference on both local and national levels. He highlighted the need for continued collaboration between government and labor organizations to ensure that working people are prioritized in policy decisions. **“When unions are strong, America is strong.”**

View video: <https://convention.afscme.org/blog/minnesota-gov-tim-walz-addresses-afscmes-46th-international-convention>

- **Elissa McBride, AFSCME International Secretary-Treasurer** – Urges convention delegates to capitalize on **“the fierce urgency of now.”**

Secretary-Treasurer McBride called for unity and determination to advance workers-rights, protect democracy, and addressed the critical issues facing the nation. She stressed the importance of seizing this moment to make meaningful change by leveraging our collective power in the fight for justice and equity.

- **Vice President & Presidential nominee Kamala Harris** – Vice President Harris says she is about the future and not the past. She praised unions for their efforts to uplift workers and stressed the importance of focusing on the future rather than the past. Additionally, she pinpointed key issues like affordable healthcare, childcare, and paid leave, promising to fight for working families. Vice President Harris and Governor Walz are committed to signing into law two bills that are top AFSCME priorities: the pro “protecting the right to organize” act and the public service freedom to negotiate act. “Because when we fight, we win.”
View video: <https://convention.afscme.org/video/in-a-video-message-vice-president-harris-says-shes-about-the-future-not-the-past>
- **Yvonne Wheeler, President LA Labor Federation** – Ms. Wheeler spoke passionately about how working people make Los Angeles great. Stating that we would not be such a strong union city without the mean green machine. The members of AFSCME serve our communities and the City of Los Angeles with honor and professionalism.
- **AFSCME nominations & election of Officers** –President Lee Saunders and Secretary-Treasurer Elissa McBride are re-elected by acclamation for another four-year term. President Saunders thanked the delegation and expressed that he is filled with gratitude, that the members have placed their faith in him to serve for another term. McBride thanked the delegation for having confidence in her serving as Secretary-Treasurer for the next four years and for the solidarity we share with each other every day. She is committed to continue leading our union with integrity, passion, and accountability to all.



- **Workshops** - Delegates attended several of the workshops.
- **Resolutions** (Introduction, Discussion and Voting)
- **Reception** - Local 3090 delegates attended the California Delegates reception.

DAY 4 – August 14, 2024

Speakers

- **Mayor Karen Bass** – Mayor Bass is the first woman and second African American to serve as Mayor of Los Angeles. As a former AFSCME member, she pledged to always stand with our union.

- **Keynote Speaker, Liz Shuler, President of American Federation of Labor, and Congress of Industrial Organizations (AFL-CIO)** - Shuler has been breaking glass ceilings for women in the labor movement after making it her life's mission to advocate for workers and working families. She highlighted the importance of voting for leaders who prioritize public service workers and emphasized the collective strength of the labor movement. She praised AFSCME members for their dedication to their communities.
#Trailblazer

View video: <https://convention.afscme.org/video/afl-cio-president-liz-shuler-delivers-remarks-at-convention>

- **Volunteer Member Organizer Recognition**
Cheryl Evans, Recording Secretary, proudly represented District Council 36 and Local 3090 as part of the Assembly of Volunteer Member Organizers (VMOs) from across the nation. Wearing the green Volunteer Member Organizers t-shirt, she took to the stage alongside other VMOs as President Lee Saunders highlighted the significant and important role they play within the union.
- **Unified Rally and solidarity March** - Local 3090 delegates adorned their District Council 36 **PEOPLE** jerseys and joined the AFSCME convention delegates and Local 3299 members for a march and rally calling on the University of California to provide front-line employees with a fair contract. President Saunders proclaimed, "You are not alone. You've got 1.4 million members who have your back. And if we need to, we will take it to the streets. You are not afraid, and we are not afraid. And we will always stand up for what we believe in." #ORGANIZE #FIGHT #ALLTOGETHER #SOLIDARITY
View video:
https://m.facebook.com/story.php?story_fbid=pfbido28HBj9AnjxfcjutSAJPuimuUGQFRStAh6N9mv5WoqQdb27Bj9DAR7e9Kbc5Yeg2zBl&id=100064530801322&sfnsn=mo&mibextid=6aamW6
- **International Vice Presidents (IVPs) nominations**- Veronica Gunn, Recording Secretary, Local 3634 and Michael Avant, President, Local 3299 were two of three AFSCME's IVP candidates nominated for Southern California. (Pictured below)
- **Resolutions** (Introduction, Discussion and Voting)
- **Library's Guild Reception, AFSCME District Council 36, Lisa Palombi President** – Several delegates attended the reception at the historic and beautiful Los Angeles Central Library in downtown Los Angeles for an evening of networking, fellowshiping, and light refreshments.

DAY 5 – August 15, 2024

PEOPLE T-SHIRT DAY!

Speakers

- **Adam Conover, Actor** – Conover, addressed the delegation, and as an advocate and outspoken member of the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) union, he stands in solidarity with AFSCME in our fight for fair wages, inclusion, equity, and equality for all. He thanked the delegation for showing up for AFSCME and expressed that there is nothing more powerful than our collective voice as workers.
- **A Tribute to Reverend James Lawson, Civil Rights Leader, and Icon, 1928-2024** -Mr. Lawson was an American activist and University Professor. His relationship with AFSCME dates to Memphis, 1968, when he led the faith coalition into the community on behalf of striking sanitation workers and persuaded his friend Dr. Martin Luther King Jr. to join the fight. The slogan the strikers chanted was, “I Am a Man.” He trained many of the leaders of the Civil Rights Movement, among them Diane Nash, James Bevel, Bernard Lafayette, Marion Berry and John Lewis. In 1959-1960 Lawson and other trained activists launched the Nashville sit-ins to challenge segregation in the downtown stores. Then in February 1960, they launched lunch sit-ins by students at the Woolworth’s stores in Greensboro, North Carolina. This action led to desegregation of some lunch counters. It was Lawson that invited Dr. King to speak in Memphis. It was during what we’ve come to know as Dr. King’s famous “mountaintop” speech, that he was killed. In the mid 1970’s Reverend Lawson moved to Los Angeles where he served as pastor of Holman United Methodist Church until 1999. He then continued his civil rights work for many more years. Reverend Lawson passed away peacefully here in Los Angeles, on June 9, 2024, at the age of 95.
#RestInCivilRightsPeace, thank you for your service.
View video: <https://convention.afscme.org/video/moving-tribute-honors-the-memory-of-the-rev-james-lawson-a-civil-rights-giant>

View video: <https://convention.afscme.org/video/rev-lawson-tribute-program>
- **Sonya Massey** – The delegation held a moment of silence in memory of Sonya Massey. A 36-year-old African American who was shot and killed in her home by white Deputy Sean Grayson in Springfield, Illinois, on July 6, 2024. Ms. Massey had called 911 for police, reporting a possible prowler at her residence.
- **Recognized Joseph Rugola** – as the longest seated (1988) AFSCME International Vice President, from the Ohio Association of Public-School Employees (OAPSE) Local 4, Columbus, Ohio. (Pictured below)
- **Recognized Dorothy Bryant** - as AFSCME’s longest member, President of AFSCME Local 44 and Treasurer of AFSCME Council 67, in Baltimore, Maryland. An AFSCME member for 56 ½ years and counting. (Pictured below)
- **Recognized Amy Simpson, Mental Health Specialist from Oregon.** - Ms. Simpson was awarded the “never quit” service award. Ms. Simpson provides her never-quit service to countless workers suffering from addiction onward towards the road to recovery and

sobriety. She uses her personal experiences to connect with her clients, bridging the gap between addiction and domestic violence services. Her work as an art therapist and drug and alcohol counselor creates a safe environment for clients to open-up and begin their healing process.

View video: <https://convention.afscme.org/video/oregon-mental-health-specialist-is-surprised-with-the-never-quit-service-award-at-convention>

- **IVP's election** – After a runoff, Veronica Gunn and Michael Avant were declared winners and are now officially IVP's for Southern California. Congratulations to the hometown duo.
- **Resolutions** (Introduction, Discussion and Voting)
- **Judicial Panel Hearings** – ALLEGATIONS were read, and DISPOSITIONS were announced, which included the multiple Judicial Panel charges filed by Local 3090.

DAY 6 – August 16, 2024

AFSCME International Convention final day and adjournment.

- **Final Amendments and Resolutions** – (introduction, discussion, voting)
Note: full list of the amendments and resolutions are below
- **Installation of Officers**
Swearing in of AFSCME President Lee Saunders, Secretary-Treasurer Elissa McBride, and all International Vice Presidents. (Pictured below)
- **AFSCME International Convention Recap**
View video: [That's a Wrap!](#)

Attending the convention was a privileged and gratifying experience. It allowed us to meet and network with other AFSCME members from around the country. We found that nearly all delegates are energized by the positive prospects for the future, pending the results of the November election. Together, we understand the challenges ahead and we are committed to maintaining a strong front as we move closer to a union-friendly and labor-supportive Oval Office. The running theme throughout the convention was “Front line and Fearless,” because when we fight, we win.

“FRONT LINE & FEARLESS”

The AFSCME International attendees comprised of:

1 International President

1 International Secretary-Treasurer

32 International Vice Presidents

1 Retiree Council Representative

Judicial Panel Members

Councils

Locals

Retiree Chapters

All Registered Delegates

Approximately 800,584+ Total votes represented

Note: At the conclusion of this report, AFSCME International, had not published the final 2024 Convention attendee's numbers. Therefore, apart from a few, the exact numbers could not be provided, despite telephonically contacting the International for the stats.

Your Local 3090 delegates and alternates thank the members of Local 3090 for voting for us to represent YOU at the 2024, 46th Biennial AFSCME International Convention. A special thanks to District Council 36 for their support, hospitality, and for providing lunch, all of which was greatly appreciated.

AMENDMENTS ADOPTED

1. An Amendment to Conform the Time by Which the Judicial Panel Must Convene a Trial on Charges
2. An Amendment to Provide for the Electronic Credentialing of Delegates to International Conventions
3. An Amendment to Ensure AFSCME Membership Is Available to Eligible Persons Without Regard to Immigration Status, Ethnicity, Gender Identity, or Expression
4. An Amendment to the Process for Requesting Political Rebates

RESOLUTIONS ADOPTED

1. Our Right to Safety on the Job
2. Universal School Meals and Child Care Nutrition
3. Supporting Career Development Strategies in Public Service
4. Fully Fund Transit Systems
5. Addressing Health Care Profiteering
6. Defend Affirmative Action and Diversity, Equity, and Inclusion
7. Artificial Intelligence
8. Protect Judicial Workers from Violent Threats
9. End Censorship and Book Bans in Libraries
11. Support Access to Gender Affirming Care
12. Investing in the Behavioral Health Workforce
13. Preparing and Retaining All Paraeducators
15. Make Community College Free
16. In Support of Climate Change Action and Environmental Justice
21. Organizing Emergency Medical Services (EMS)
22. Investing In Emergency Medical Services (EMS)
23. End The Government Pension Offset (GPO) And Windfall Elimination Provision (WEP)
24. Reaffirming AFSCME Values Related to Gender Equality
25. Regulating The Takeover of Not-For-Profit Hospitals by Private Equity
26. Protecting Fearless Front Line Workers During Disasters
27. Continuing the Fight to Lower Prescription Drug Costs
32. In Support of Negotiated Ceasefire in Gaza and an Enduring Peace Among Palestinians and Israelis
33. Opposing Attacks on Administrative Agencies
34. Growing Our Union with AFSCME Strong
35. Federal Investments in Public Services
36. No President Should Be Above the Law
37. Fighting for Democracy with Hybrid Campaigns
38. Stop Trump's Project 2025
39. Expand Collective Bargaining and Pro-Worker Agenda
40. Reproductive Rights
41. Staff the Front Lines
42. Supreme Court Reform to Protect Democracy
43. People Power
44. Mandatory Staffing Ratios Save Lives and Lower the Cost of Health Care
45. Mental Health Professional Well-Being Programs

Details of the Resolutions: [46th International Convention - Los Angeles \(2024\) | American Federation of State, County and Municipal Employees \(AFSCME\)](#)

DAY 1 – August 11, 2024



DAY 1 – August 11, 2024 (CONTINUED)



Recording Secretary Cheryl Evans and Trustee Shavan Brown

DAY 1 – August 11, 2024 (CONTINUED)



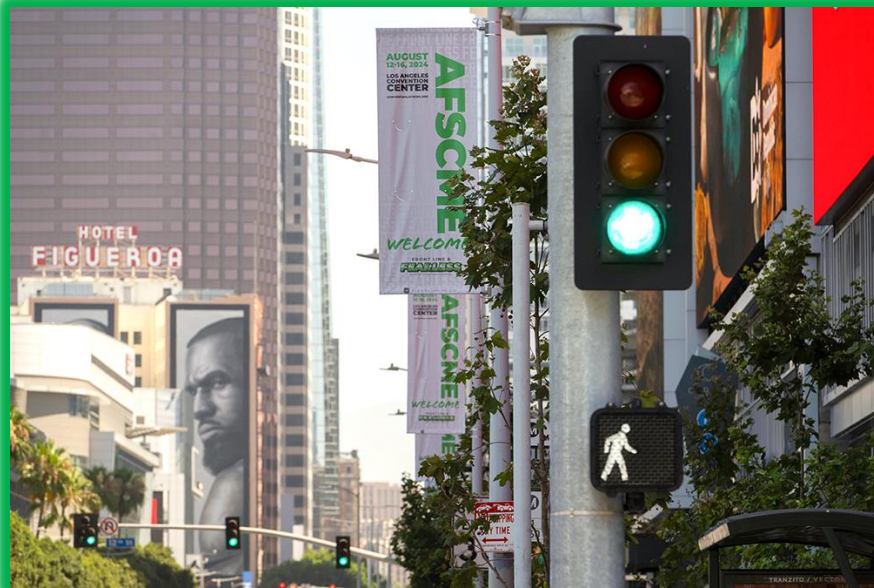
Delegates registered and received their swag bags



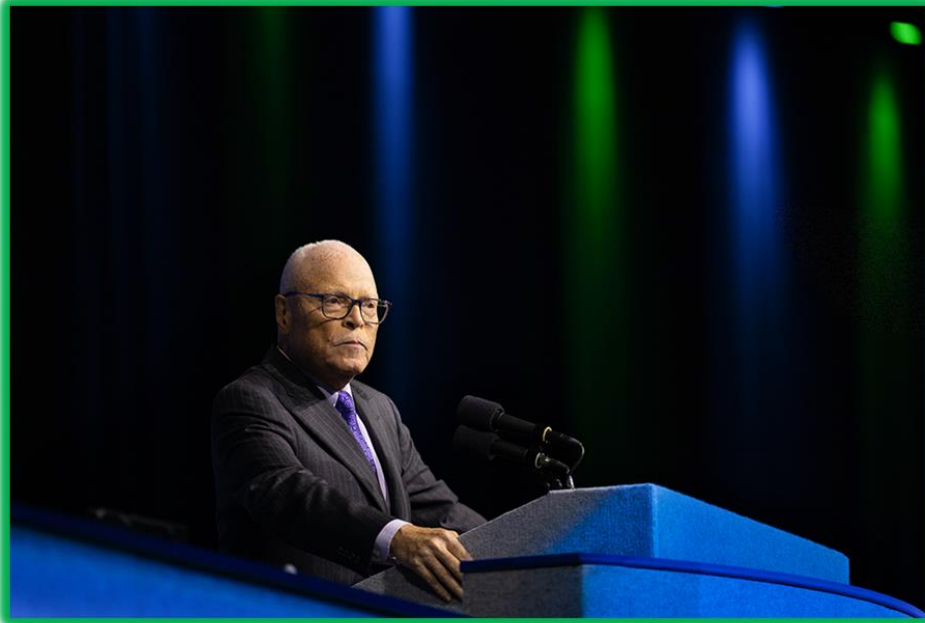
DAY 2 – August 12, 2024

FRONT LINE & **FEARLESS**

AFSCME 46th INTERNATIONAL CONVENTION



DAY 2 – August 12, 2024 (CONTINUED)



AFSCME President Lee Saunders, delivering the keynote address

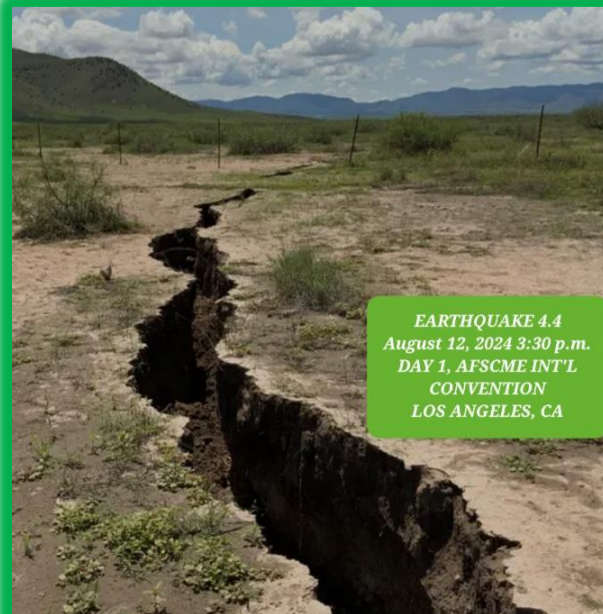


All female American Legion Auxiliary, Jackie Robinson Unit 252, presented the colors on day 1 of the 46th AFSCME Convention

DAY 2 – August 12, 2024 (CONTINUED)



Convention Hall Open Session



EARTHQUAKE 4.4
August 12, 2024 3:30 p.m.
DAY 1, AFSCME INT'L
CONVENTION
LOS ANGELES, CA

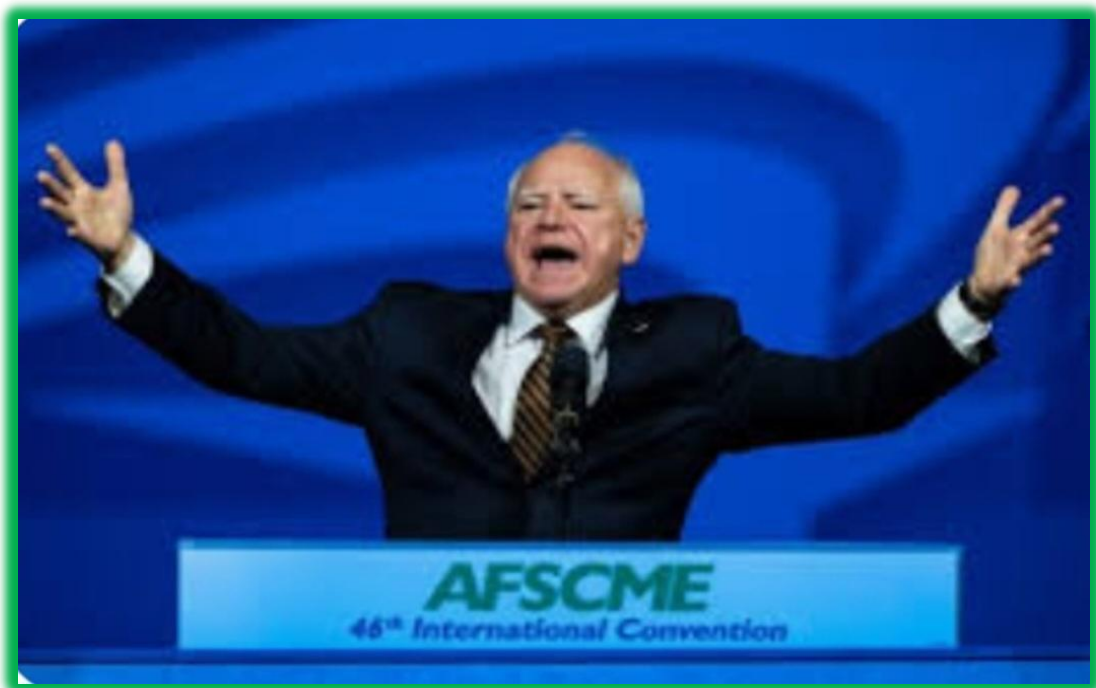
DAY 2 – August 12, 2024 (CONTINUED)

WORKSHOPS MONDAY, AUGUST 12 <small>*Spanish interpreters will be offered at these workshops.</small>	
	ROOM
Advanced Steward Training: Representing Members Facing Discipline*	408A
AFSCME Financial Standards Code: Changes in an Evolving World	411
AFSCME on the Ballot	518
Contract Campaigns: Activating Member Power for Stronger Contracts	408B
Cybersecurity and You	308
Developing an Organizing Plan in Your Workplace and Beyond	515B
Exploring and Advancing Gender Identity and Gender Justice	405
How to Get Members of Congress to Work for Us	511
Navigating Social Identities for Effective Engagement	503
New Employee Outreach: Building Power from Day One	501
Orientaciones de Nuevos Empleados: Construyendo Poder desde el Primer Día	306
PEOPLE: How Politics Impacts Your Life*	409
Rethinking Our Workplaces: Building Member Engagement in a Telework World	502B
Solving Workplace Issues with Collective Action	502A
Stories in Action	309
Resolviendo Problemas Laborales con Acción Colectiva to Build Stronger Locals	410



Workshops

DAY 3 – August 13, 2024



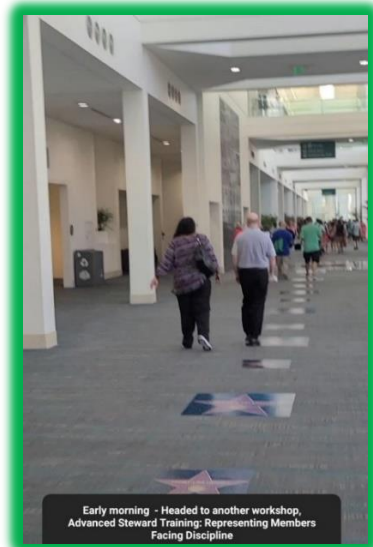
Minnesota Governor and Vice President Nominee Tim Walz

DAY 3 – August 13, 2024 (CONTINUED)



AFSCME International Secretary-Treasurer, Elissa McBride

DAY 3 – August 13, 2024 (CONTINUED)



Resolutions

DAY 4 – August 14, 2024 (CONTINUED)



Mayor Karen Bass, City of Los Angeles



Resolutions



Liz Shuler, President, AFL-CIO

DAY 4 – August 14, 2024 (CONTINUED)

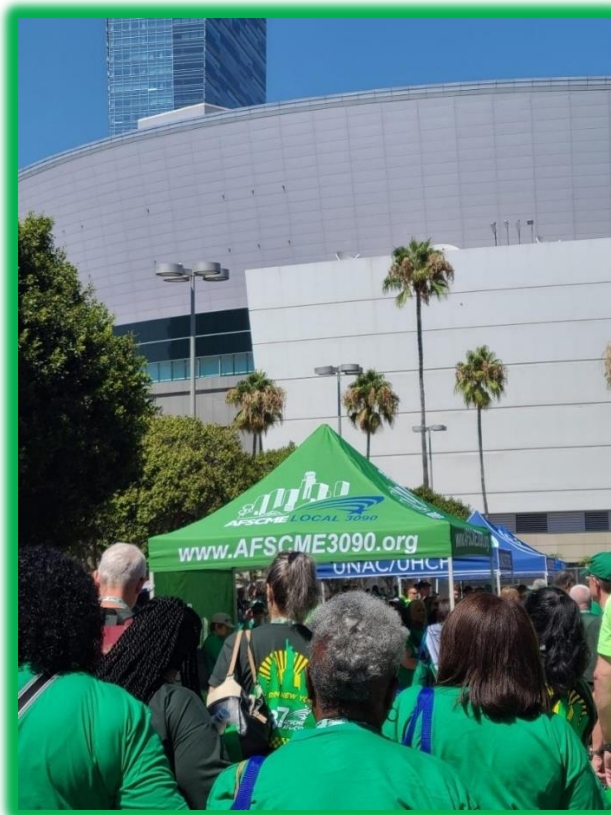


“1.4 million AFSCME members have got your back” (President Lee Saunders)



“Because when we fight, we win!” (VP Kamala Harris)

DAY 4 – August 14, 2024 (CONTINUED)



Solidarity March and Rally in support of Local 3299 University of California workers fighting for a fair contract.

DAY 4 – August 14, 2024 (CONTINUED)



Yvonne Wheeler, President – LA Labor Federation

DAY 5 – August 15, 2024

PEOPLE T-SHIRT DAY!

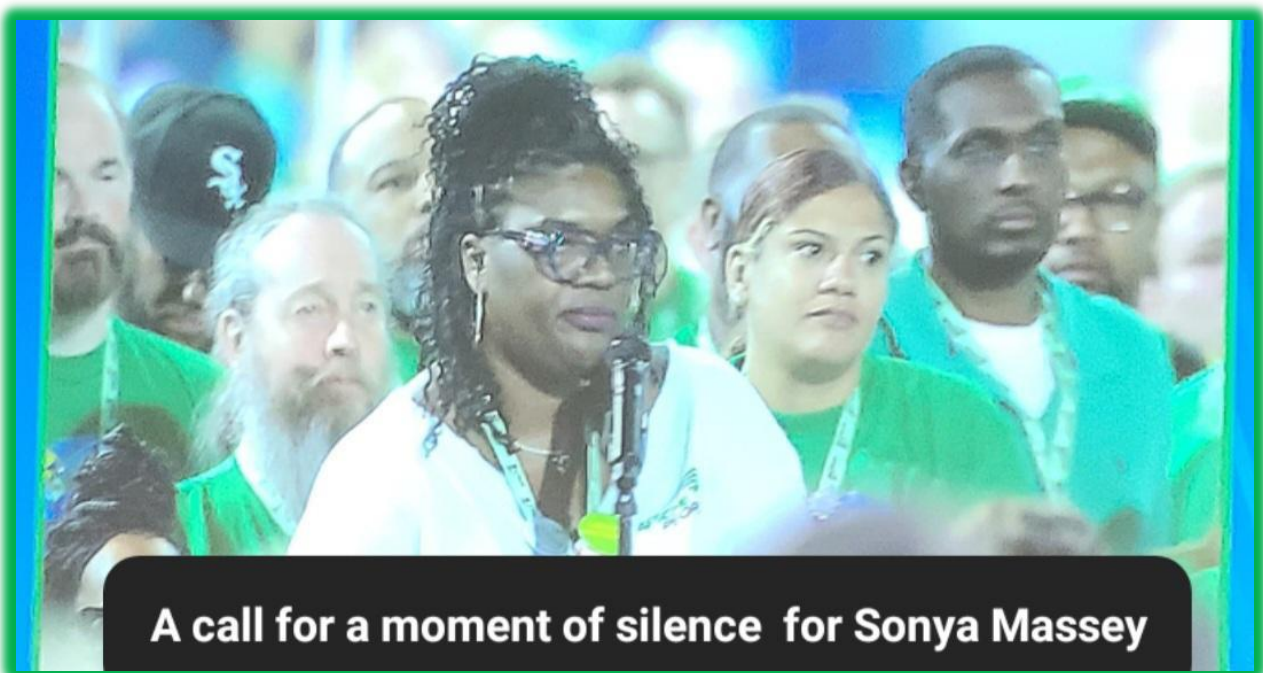


2024, 46TH AFSCME International Convention, Los Angeles, CA
PEOPLE T-SHIRT

DAY 5 – August 15, 2024 (CONTINUED)



Adam Conover, actor – union member of SAG-AFTRA



DAY 5 – August 15, 2024 (CONTINUED)



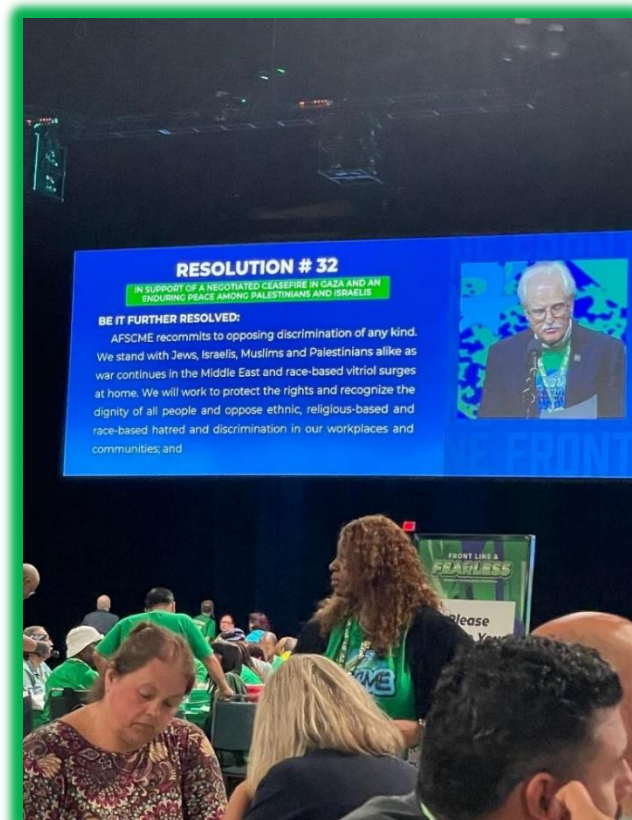
Joseph Rugola, Ohio - Longest seated International Vice President (1988)



DAY 5 – August 15, 2024 (CONTINUED)



The newly elected Southern California International Vice Presidents
Veronica Gunn and Michael Avant



Resolutions

DAY 6 – August 16, 2024



President Lee Saunders closing remarks



Swearing in of re-elected AFSCME President Lee Saunders, Secretary-Treasurer Elissa McBride, and the newly elected International Vice Presidents

AFSCME LOCAL 3090 DELEGATES

Snapshots of your Local 3090 delegates networking, listening, participating, and fully engaged during the week-long convention.













#UNIONSTRONG

#STRONGSTEWARDSHIP

#GOODTROUBLE

#ACTIVISM

#JOINTHEUNION

#FEARLESS

#UNITY

#EQUALITY

#ALLTOGETHER

#VMO

#WEARESTRONGERTOGETHERTHANAPART

#SOLIDARITY

#EQUITY

#SISTERSANDBROTHERS

#INCLUSION

#VOTE

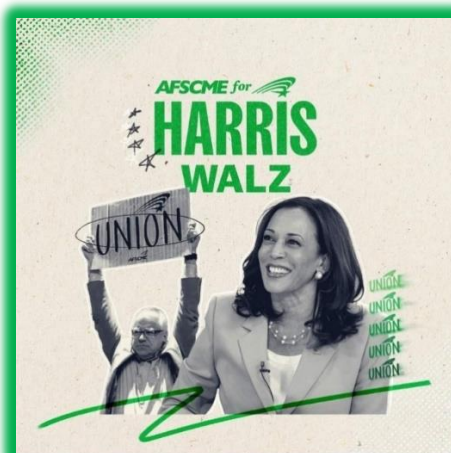
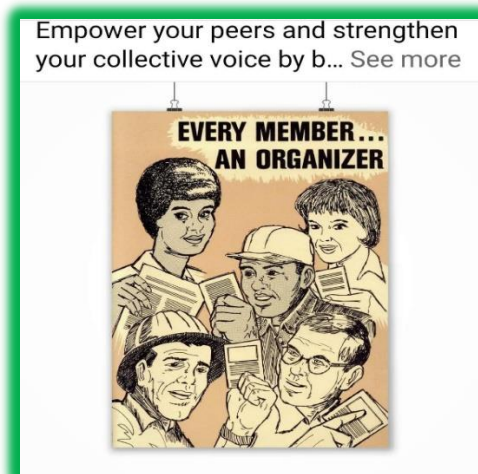
#LEADERSHIP

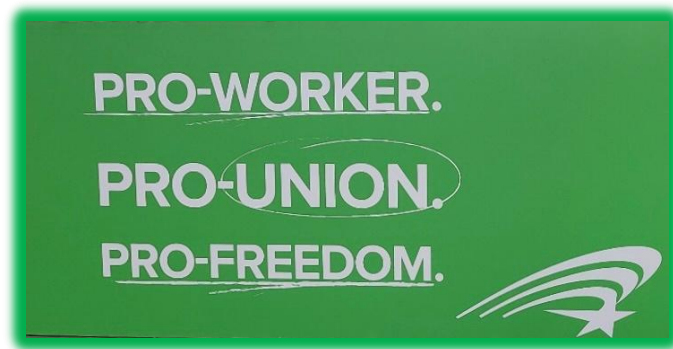
#RALLY

#FAIRNESS

#PEOPLE

#WHENWEFIGHTWEWIN





If Trump's Project 2025 plan is implemented, expect prescription drug prices, including those for insulin, to skyrocket. Learn more: <https://www.sayno2project2025.org/>

WHAT WILL TRUMP'S PROJECT 2025 DO TO...

**YOUR
PRESCRIPTIONS?**

Trump's comments about Vice President Harris' heritage were foolish and ignorant. But we can't let them distract from the issues that matter in this campaign. Americans deserve a conversation about who will fight for working families trying to build a better life.



AFSCME

Trump's Project 2025 plan is to unravel decades worth of progress—including your safety in the workplace. Learn more about the MAGA plan to give employers who put your safety at risk a free pass. <https://www.sayno2project2025.org/>

WHAT WILL TRUMP'S PROJECT 2025 DO TO...

**YOUR
SAFETY
ON THE
JOB?**