

RESOLUTION NO. 18 **Graduated Income Tax**

Whereas: The Massachusetts AFL/CIO has a long history of fighting for economic justice for working families in the Commonwealth; and

Whereas: The Massachusetts AFL/CIO has long been in the forefront of the fight for tax fairness; and

Whereas: Poor families in Massachusetts pay twice as much of their income in state taxes as a Bay State millionaire, while the middle-income pay one-and-a-half times as much; and

Whereas: The Massachusetts income tax is a flat tax, so that everyone pays at the same rate, regardless of whether they earn \$20,000 or \$2 million; and

Whereas: 35 of 42 states that tax income, along with the Federal Government, have a Graduated Income Tax; and

Whereas: A Graduated Income Tax in Massachusetts would provide tax relief to the vast majority of low-and-middle-income families; and

Whereas: The Tax Equity Alliance for Massachusetts (TEAM) has filed a ballot initiative that will change the State Constitution to require a Graduated Income Tax; and

Whereas: The Graduated Income Tax is opposed by many of the same forces that opposed Question 2 in 1988 and Question 3 in 1990;

Whereas: In order for the initiative to reach the ballot, over 70,000 signatures of registered voters across the Commonwealth must be collected between September 18 and November 20, 1991 (November 25 in Boston).

Therefore Be It Resolved: That the Massachusetts AFL/CIO hereby endorses TEAM's Graduate Income Tax Initiative; and

Therefore Be It Further Resolved: That the Massachusetts AFL/CIO urges its member to become actively involved in the effort.

(Respectfully submitted by, Executive Officer of the Massachusetts AFL/CIO)

RESOLUTION NO. 32 **Support Privacy Act**

Whereas: Employer restrictions on workers' legal, off-the-job conduct which has no effect on job performance violates employees' right to privacy, and

Whereas: Employer practices which impose restrictions on employees on the off-the-job activity and, therefore, invade employee privacy rights in such areas as lie detectors, electronic surveillance of employees, drug testing, use of tobacco products, AIDS testing, and use of alcohol, and

Whereas: Public employees have a constitutional right to privacy which they do not relinquish when they go to work for the government, and

Whereas: The AFL/CIO has urged its members to "vigorously resist harsh and unjustifiable employer programs" which "ride roughshod over the rights and dignity of workers", and

Whereas: In the past such practices have been used to exclude and discharge qualified workers from employment, and

Whereas: The Massachusetts Legislature has passed legislation that allows the state to dismiss police and fire officials for off-duty activities including use of tobacco products.

Therefore Be It Resolved: That the Massachusetts AFL/CIO opposes public and private employer instituted policies that discriminate against employees and potential employees based on off-the-job activities which have no effect on job performance, and

Be It Further Resolved: That the Massachusetts AFL/CIO calls on Congress and state legislatures to pass legislation which recognizes employees' right to privacy and prohibits employer practices that infringe on workers' privacy and dignity.

(Submitted by Massachusetts AFL/CIO Executive Officers)

RESOLUTION NO. 2
Excise Tax Resolution

Whereas: Increases in excise taxes on tobacco products are frequently considered as sources of additional revenue to fund State programs, and

Whereas: Excise taxes are by nature regressive and put an unfair burden on low and moderate-income American working families, and

Whereas: Opposition to excise taxes is entirely consistent with the AFL/CIO's support of progressive taxation based on the ability to pay,

Therefore Be It Resolved: That the Massachusetts AFL/CIO opposes any increase in excise taxes including those mandated by initiative-petitions appearing on the November 1992 ballot because of the unfair burden these taxes place on the American workers and their families, and

Be It Further Resolved: That the Massachusetts AFL/CIO supports the belief that any new taxes being considered including initiative-petitions should be progressive and based on the ability to pay.

(Submitted by the Bakery, Confectionery and Tobacco Workers' International Union, Local 348, AFL/CIO)