

RESOLUTION NO. 4

Submitted by the Oregon AFL-CIO Executive Board

Referred to Laws and Legislation

EQUAL RIGHTS FOR ALL OREGON 2026 BALLOT MEASURE ENDORSEMENT

WHEREAS, across the United States people face relentless attacks on their personal freedoms, particularly women, queer people, and people of color, threatening same-gender marriage and the right to make private, personal decisions about reproductive and gender-related health care, including abortion, contraceptives, and health care for transgender people;

WHEREAS, the Oregon Labor Movement recognizes the contributions of women, transgender, gender-nonconforming, non-binary, lesbian, gay, pansexual, bisexual, asexual and all other queer workers, and workers of color have made within our unions and broader movement, and the current and historical marginalization of these communities affecting access to basic healthcare rights and autonomy; and

WHEREAS, the Oregon AFL-CIO passed a 2023 resolution committing to respecting and expanding transgender, LGBTQ+ and reproductive justice and freedom in Oregon, passed a 2022 resolution affirming that reproductive rights are workers rights, and passed a 2019 resolution affirming our commitment to the fair treatment of, and freedom from discrimination and harassment for transgender and gender-nonconforming workers; and

WHEREAS, these labor actions continue to establish that reproductive, transgender and queer rights are inextricably workers' rights; and Oregonian voters agree: 7 in 10 Oregonians believe abortion should be legal in all or most cases, and 4 in 5 Oregon voters want no government interference in the decision; 75% of Oregon voters believe all people should have access to the healthcare they need, regardless of gender identity; 8 in 10 Oregon voters think same-gender marriage should be legal; and

WHEREAS, Oregon has strong statutory laws that protect reproductive health care rights, including abortion and contraceptives, yet year after year extremist politicians have introduced countless bills in the Oregon legislature to attack these statutory protections; and

WHEREAS, the decision of the U.S. Supreme Court to overturn Roe v. Wade in 2022 has undermined abortion rights and access throughout the country, and some of the justices have even said that future decisions based on the same legal premise could be used to undermine same-gender marriage, access to contraception, the right to privacy broadly, and the right to make countless other personal decisions; and

WHEREAS, in many states and communities, we've also increasingly seen explicit attacks on our transgender and gender-nonconforming siblings and their ability to safely and authentically live their lives with U.S. Supreme Court justices consistently upholding state gender-affirming care bans; and

WHEREAS, Oregon gained same-sex marriage equality in 2014 through a district court decision, yet Oregon's constitution still has language defining marriage as between one man and one woman; In the event that the US Supreme Court overturns same-sex marriage, our constitutional language would again be the law of the land in Oregon; and

WHEREAS, people of color in the U.S. experience greater health disparities due to systemic barriers to accessing equitable healthcare rooted in historical and current structural racism within the healthcare system, resulting in limited access to care, poorer quality of care, and increased medical risks; and

WHEREAS, Black women are 2.6 times more likely to die from pregnancy-related complications than white women; Black women experience higher rates of severe maternal morbidity, including complications like preeclampsia, hemorrhage, and infections; Black women are less likely to receive timely prenatal care and often experience discrimination or lack of culturally competent care during their pregnancies; Because Black women in particular suffer the effects of abortion and contraception inaccessibility or bans, they also experience higher rates of unintended pregnancies and abortions compared to white women; and

WHEREAS, when and if to have a child is a significant determinant of a woman's economic future; and

WHEREAS, we know that when workers do not have control over their own decisions and bodily autonomy, it has significant impacts on our movement as a whole; we know that the same forces attacking reproductive, transgender and LGBTQ+ rights are also seeking to destroy our unions; further, we know that these efforts are motivated by a desire to control, oppress, and scapegoat women, transgender, gender-nonconforming, non-binary, lesbian, gay, bisexual, pansexual, asexual and all other queer people, and people of color; and

WHEREAS, extremist politicians' attacks on women, people of color, trans people, and people in same-gender relationships come from a long history of discrimination deeply rooted in harmful sex and gender stereotypes; and

WHEREAS, these politicians know that they can destroy all of our rights and freedoms by targeting one group after another; and

WHEREAS, the Equal Rights for All campaign is a ballot initiative for the November 2026 election that asks voters to update Oregon's constitution to make clear that everyone has equal rights to make private and personal decisions about one's life and health, regardless of one's ability to become pregnant, gender identity, or sexual orientation; and

WHEREAS, explicit rights protected in state constitutions have been the most powerful line of defense against attacks to our fundamental rights and freedoms; now therefore be it

RESOLVED, the Oregon Labor Movement recommits and affirms that every person should be able to make personal and private health care decisions with their doctors and loved ones without interference from politicians; and

RESOLVED, the Oregon Labor Movement holds the inclusive belief that all workers should have the freedom to make our own private decisions and access the healthcare we need to live and thrive without political control, discrimination, and interference; Each of us – regardless of our gender identity, sex, or who we love – should be able to live, work, and make deeply personal decisions about our lives with dignity, respect, and equality of rights and freedoms; and be it further

RESOLVED, the Oregon AFL-CIO will work with affiliates and the national AFL-CIO to educate and unite workers in our shared struggle for social and economic justice and ensure that labor is at the forefront of the nationwide fight for bodily autonomy and gender, LGBTQ+ and reproductive justice; and now be it finally

RESOLVED, the Oregon AFL-CIO will endorse and help support the Equal Rights for All 2026 ballot measure and will help support and lead any other future legislative or political efforts to ensure that Oregon's Constitution explicitly protects sexual orientation, gender identity, and the right to make our own decisions about our marriage, our reproductive health, and healthcare.