**RETIREMENT SECURITY FOR ALL**

WHEREAS:

 After a lifetime of working hard and playing by the rules, everyone in America should look forward to retirement free from financial worry and hardship; and

WHEREAS:

 Everyone deserves peace of mind, knowing they won’t be squeezed by saving for retirement at the same time they’re saving for their children’s education and helping their parents make ends meet, and that they will never be a burden to adult children who may be struggling to raise their own families; and

WHEREAS:

 Every generation should be able to retire with the confidence that they will be able to maintain the standard of living they worked hard to attain over decades; and

WHEREAS:

 There’s a retirement security crisis in America that threatens the middle class and everyone working their way into it that’s been exacerbated by the erosion of good jobs, attacks on workplace benefits, and the recent financial crisis, which stripped millions of their homes and assets; and

WHEREAS:

 Efforts to privatize Social Security and cut benefits threaten the *foundation* of retirement income for most Americans and require constant vigilance by workers and retirees alike; and

WHEREAS:

 Our most vulnerable neighbors, including the poor, women, people with disabilities, and communities of color, face the same inequities in retirement as they do elsewhere; and

WHEREAS:

 The risks associated with defined contribution plans -- such as 401(k)s and Individual Retirement Accounts – make them weak vehicles for *dependable*  retirement income and better suited as vehicles for *extra* savings to supplement stronger retirement systems, such as Social Security and traditional defined benefit pension plans; and

WHEREAS:

 Delegates to the 34th International Convention in Chicago, Illinois – July 14-19, 2014 – endorsed the AFSCME-led Retirement Security for All coalition and the following principles:

* All workers must have a guaranteed retirement income for life that allows them (and their spouses/partners) to maintain their standard of living after a lifetime of work and prevents all Americans from falling into poverty as they age.
* A comprehensive national solution must address the severe gender and racial disparities in wealth and retirement income.
* Retirement shouldn’t be a gamble. Workers must be able to count on a steady lifetime stream of retirement income that isn’t subject to the ups and downs of Wall Street.

* Employees, employers and government should share responsibility for retirement security.
* A sustainable retirement system must preserve, strengthen and build on Social Security and the Supplemental Security Income (SSI) program as well as existing defined benefit systems, such as public employee, multi-employer and single-employer pension plans.
* The system should keep costs low and must be built and run solely to meet the needs of workers and retirees, not to maximize profits.

THEREFORE BE IT RESOLVED:

 AFSCME \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and the State of \_\_\_\_\_\_\_\_\_ must take action to address this crisis now; and

BE IT FURTHER RESOLVED:

 AFSCME \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ shall support the principles of the Retirement Security for All coalition that unites progressives and others around a common goal: building a comprehensive and sustainable retirement system that guarantees economic security that we can all look forward to in later years and that will be there for our children and future generations; and

BE IT FINALLY RESOLVED:

 AFSCME \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ will work to enact state legislation to study alternatives for building retirement security in our state and to develop a comprehensive plan of action.