**RESOLUTION ON**

**RETIREMENT SECURITY FOR ALL**

**I N \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

WHEREAS:

After a lifetime of working hard and playing by the rules, everyone in \_\_\_\_\_\_\_\_\_\_\_ and across 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:

The national retirement savings shortfall – currently estimated at $6.6 trillion – threatens the retirement outlook for the middle class (and those seeking to enter it) and was exacerbated by the erosion of good jobs and the recent financial-systems collapse that stripped millions of their homes and assets; and

WHEREAS:

Here in \_\_\_\_\_(state)\_\_\_\_\_, \_\_\_\_\_\_\_ percent of workers have no pension plan or retirement-plan coverage of any kind and for those with 401(k)s or Individual Retirement Accounts (IRAs), a median account balance of only $\_\_\_\_\_\_\_\_\_\_\_; and

WHEREAS:

Efforts at the Federal level to cut Social Security benefits or privatize that successful retirement system threaten the *foundation* of retirement income for most Americans, including most workers and retirees in our state; 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, so are particularly unlikely to be covered by a retirement plan or have sufficient savings to retire in reasonable comfort.

THEREFORE BE IT RESOLVED:

That the \_\_\_\_\_\_\_(state)\_\_\_\_\_\_\_ Legislature\* believes that our state must stand up and take action to address this crisis now in order to build retirement security for all workers in our state and for future generations as well; and

BE IT FURTHER RESOLVED:

That the *\_\_\_\_\_\_\_\_\_\_\_\_* Legislature supports the following basic principles for a state-based system that helps works build retirement security:

* All workers must be able to retire with an income that will sustain them for life, allowing them (and their spouses/partners) to maintain their standard of living after a lifetime of work and preventing them from falling into poverty as they age.
* A comprehensive retirement solution must address the severe gender and racial disparities in income and assets.
* 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 sound retirement system must begin with Social Security and build on its success as well as sustain existing defined benefit systems -- such as public employee, multi-employer and single-employer pension plans – that currently provide retirement security to thousands of citizens in \_\_\_\_\_\_(state)\_\_\_\_\_\_\_ .
* A successful retirement system should keep costs low and must be built and run solely to meet the needs of workers and retirees, not to maximize profits for anyone.

BE IT FINALLY RESOLVED:

The *\_\_\_\_*(state) *\_\_\_\_\_* Legislature will support legislation to study a variety of alternatives for building retirement security in our state and develop a comprehensive plan of action.

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***\*Note to AFSCME advocates:*** *In any “whereas” or resolve, the name of your city, town, or county can be substituted for the state legislature so that you can seek the support of these smaller jurisdictions. Their support for a statewide initiative may help to convince state legislators that it’s time to take action on retirement security.*