



Bargaining for Climate and Environmental Justice

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What brought you to this lunch and learn



Zoom Poll: Which describes your interest in bargaining for climate justice?

- 1) Protecting our members at their workplace
- 2) Reducing our employers' carbon footprint
- 3) Safeguarding our communities from the impacts of climate change
- 4) Other (Please raise your hand or share in chat)

Goals

Explore and discuss:

- How climate change impacts AFSCME members
- How collective bargaining could address those concerns, and
- Connect with other AFSCME affiliate staff or member leaders who are addressing climate change

Impact of Climate Change on AFSCME Members

Put in the chat or raise your hand:



Which of the classifications or occupations that you represent are most impacted by climate change and how?

Climate Justice in 2026: The Great Rollback



- ✓ Executive Orders Dismantle Agency Capacity
- ✓ One Big Beautiful Bill Act (OBBBA) Claws Back Funding For Climate Justice

Extreme Weather and Worker Safety

- Summer of 2026 was the warmest in the 132-year record, according to the NOAA
- Impact of extreme temperatures on worker safety
- A study by George Washington University and Harvard T.H. Chan School of Public Health found that, nationally, **28,000 injuries can be linked to work on hot days.**

Model & Sample Language: Heat and Cold Stress

- ☐ Written prevention and response plan
- ☐ Employee participation in development and evaluation of the plan
- ☐ Training
- ☐ Acclimatization
- ☐ Hydration & Cool/Warm Beverages
- ☐ Paid Rest Breaks
- ☐ Monitoring, Temperature Thresholds and Heat/Cold Alert System
- ☐ Emergency Response
- ☐ Reporting & Recordkeeping
- ☐ Anti-Retaliation
- ☐ Personal Protective Equipment and Stipend

Model & Sample Language: Natural Disaster Leave

- For members impacted by natural disaster or inclement weather conditions
- Generous administrative leave
- No loss of pay
- Clear definition for when leave is triggered
- Clear leave policy
- Check if your state has paid sick time, and if that law applies to emergency situations, such as natural disasters

Contracts Database

Welcome to AFSCMESearch!

All users must re-register to access the new site.

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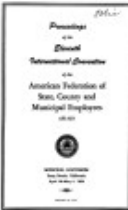
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<https://afscmeseach.contentdm.oclc.org>

Contracts Database

	Current Contracts This collection contains the most recently available signed collective bargaining agreements.		Convention Proceedings This collection contains the recorded daily proceedings of the International Union's convention with accompanying Officer's Reports.
	Contracts Archive *This collection is still being migrated. Additional contracts will be added to the collection daily* This collection contains expired collective bargaining...		Model and Sample Language This collection contains model contract language on key issues for AFSCME members.
	AFSCME Resources This collection contains various AFSCME Resources for affiliate staff.		

<https://afscmesearch.contentdm.oclc.org>

Health & Safety Discussion

- What health and safety issues are arising due to climate change?
- What climate-related health and safety language do you have in your contract?
- What topics would you like to see model and sample language on?

Bargaining for Climate Justice

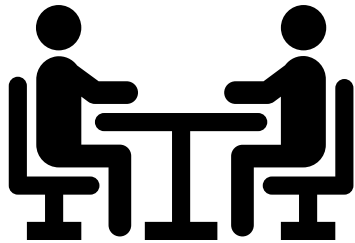
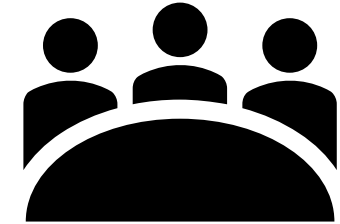


- Free school transportation
- Green spaces on campus
- Environmental impact reports
- Encourage eco-friendly commuting
- Vehicle emissions standards
- Incentivize mass transit
- Green public infrastructure
- Vacancy to community gardens
- Tax fossil fuels

Bargaining for Climate Justice: Labor-Management Committees

"A standing committee is established to sustain and improve the Board's existing district-wide environmentally focused capital improvements and GHG emissions reduction efforts."

– CTU, 2025-2027



"...shall establish a collaborative task force [...] to review initiatives [...] and make recommendations to improve [Employer] facilities and/or to expand sustainability efforts."

– UTLA, Healthy Green Schools MOU, 2025-2027

Bargaining for Climate Justice: Affiliate Discussion

You will be placed in a breakout group to discuss:

- Do you have existing contract language addressing climate change?
- What language would you like to work towards?

Next Steps / Resources

- Bargaining for the Common Good
- Labor Network for Sustainability
- AFSCME Health & Safety Team Resources
 - Training & Worksite Support
 - Bargaining Support
 - Policy Advocacy
- AFSCME staff portal
- AFSCME contracts archive
- Copy of slides will be emailed