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RETIREMENT SECURITY FOR ALL

WHEREAS: The working men and women of the United States now face a retirement income funding crisis estimated between \$7 - \$14 trillion with the average individual savings for retirement between \$12,000 and \$14,000; and

WHEREAS: The retirement income funding crisis generates from corporations eliminating defined benefit pension as part of compensation, the Reagan corporate bankruptcy law, employers choosing to pay less and cut career ladders, off shoring of jobs, manipulation of the financial markets, and the failure of corporations and their executives to grow the economy here in the United States; and

WHEREAS: Working People United and built our American social insurance system – Social Security -- to be there for us as we age, when we die and our spouses and children need income, or when we face disabilities that prevent us from working; and

WHEREAS: Protecting pensions—both in the private and public sector—will require undoing the funding and accounting rules that have stacked the deck against these plans. For single-employer plans in the private sector, the Pension Protection Act of 2006 (PPA) created unnecessary volatility and uncertainty in pension funding requirements; and

WHEREAS: Working people with only IRA or 401K plans face numerous and widely acknowledged shortcoming. Fees and expenses are too high and the current majority in Congress is fighting the implementation of the Department of Labor's strong rules for fiduciary investment advice given to 401(k) participants and IRA owners, and protecting against harmful conflicts of interest.

THEREFORE BE IT RESOLVED: Working people unite to secure the means to support a life after a life of work through Defined Benefit Pensions, strong Social Security benefits, individual savings, 401Ks and IRAs.

BE IT FURTHER RESOLVED: That the Ohio AFL-CIO supports and encourages its affiliated local unions, constituency, and allied organizations to inform their members and engage members of Congress in support of labor's vision for Social Security that includes:

- Increasing benefits across the board, and improving Social Security's annual cost-of-living adjustment to account for the higher health care costs faced by seniors;
- A flat rejection of any proposal to cut Social Security, whether through reductions in the benefit formula, retirement age increases, or any other alteration that would cut benefits to retirees, workers with disabilities or their families.
- Strengthening Social Security's financing by getting rid of the cap on taxable earnings (\$118,500 today), and considers broadening the sources of income that support benefits.

BE IT FURTHER RESOLVED: Working people stand united with the Ohio AFL-CIO that pension and 401k obligations should be given a higher priority in bankruptcy, and workers should be granted a separate claim in bankruptcy court for lost pension and 401K benefits.

BE IT FURTHER RESOLVED: Working people unite to require the PBGC's obligations be backed by the full faith and credit of the federal government; and that at the state and local level, we must hold accountable the political leaders who cynically underfund pensions and then call for benefit cuts to address the shortfalls.

BE IT FINALLY RESOLVED: Working people stand united and commit to the labor movement's work with policy makers and others to develop options for 401k plan participants that provide for shared responsibility between employers and workers for investment and interest rate risk; employer contributions for all eligible workers; pooled, professionally managed, low-fee investments; guaranteed lifetime income; portability; and a strong role for working and retired men and women in plan governance.

Submitted by: Ohio Alliance for Retired Americans