



2020 COMMITTEE REPORTS

Presented to the National Convention of
the American Federation of Teachers, AFL-CIO
Committee Reports on Constitutional
Amendments and Resolutions
Virtual | July 28–30, 2020

**We care.
We fight.
We show up.
We vote.**



Randi Weingarten
PRESIDENT

Lorretta Johnson
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

AFT Executive Council

J. Philippe Abraham	Fedrick C. Ingram
Shelvy Y. Abrams	Jerry T. Jordan
Barbara Bowen	Ted Kirsch
Vicky Rae Byrd	Frederick E. Kowal
Zeph Capo	Louis Malfaro
Alex Caputo-Pearl	Terrence Martin
Donald Carlisto	Joanne M. McCall
Larry J. Carter, Jr.	John McDonald
Kathy A. Chavez	Daniel J. Montgomery
Melissa Cropper	Michael Mulgrew
Aida Diaz Rivera	Candice Owley
Jolene T. DiBrango	Andrew Pallotta
Marietta A. English	Paul Pecorale
Eric Feaver	David J. Quolke
Francis J. Flynn	Jesse Sharkey
Jeffery M. Freitas	Denise Specht
David Gray	Wayne Spence
Anthony M. Harmon	Jessica J. Tang
David Hecker	Ann Twomey
Jan Hochadel	Adam Urbanski

Our Mission

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

TABLE OF CONTENTS

Substitutions for these committee chairs may be made if, for any reason, the appointees are unable to serve.

Rules of Conduct for the 2020 Convention

Rules Governing the 2020 Election of Officers of the AFT and Delegates to the AFL-CIO Convention

CONSTITUTIONAL AMENDMENTS COMMITTEE

Committee Chair: Don Carlisto, Saranac Lake Central Teachers Association, Local 2982

	Page No.
Constitution, Article I – Name	1
Constitution, Article II – Objects/Section 12	1
Constitution, Article III – Membership/Sections 1 and 10	1
Constitution, Article V – Officers/Section 5	2
Bylaws, Article VIII – Per Capita, Budget and Audits/Sections 1(a) and 7	2
Constitution, Article IX – Revenues/Section 1	4

EDUCATIONAL ISSUES COMMITTEE

Committee Chair: Donna Chiera, AFT New Jersey

Resolution No.	Page No.
1 Elevating Public Schools Beyond the Legacy of COVID-19	5
2 Opposition to Active Shooter Drills	10
3 Required Equity, Diversity, Inclusion Training	10
4 Support Students with Disabilities and Special Educators	12
5 Timeline and Services IDEA Waiver	13
6 Black Lives Matter at School Week—Feb. 1-5, 2021	14
7 In Support of LGBTQ Youth and Educators	16

HEALTHCARE ACCESS/QUALITY AND RNs (REGISTERED NURSES)/HEALTHCARE WORKERS COMMITTEE

Committee Co-Chairs: Lisa Ochs, Ohio Nurses Association, Local 5903;
Anne Goldman, United Federation of Teachers, Local 2

Resolution No.	Page No.
8 A Healthcare System That Works for All by 2025	19
9 Infectious Disease Emergency Preparedness is Essential for Healthcare	22
10 In Support of Single-Payer Healthcare	25
11 Free COVID-19 Testing and PPE Should Be Available for All School Employees and Students Before Reopening the Schools	27
12 Response to the Coronavirus Crisis	28

HIGHER EDUCATION COMMITTEE

Committee Chair: Lacy Barnes, State Center Federation of Teachers, Local 1533

Resolution No.		Page No.
13	Encourage Contingent Faculty Participation in Shared Governance	30
14	Expand Retirement Benefits	30
15	AFT Policy Toward Dual Credit	31
16	Broad Center at Yale	33

HUMAN RIGHTS, INTERNATIONAL RELATIONS AND WOMEN'S RIGHTS COMMITTEE

Committee Co-Chairs: Carla McCoy, Baltimore Teachers Union, Local 340;
Peter Goodman, United Federation of Teachers, Local 2;
Karla Hernandez-Mats, United Teachers of Dade, Local 1974

Resolution No.		Page No.
21	Support for Transgender, Nonbinary and Gender-nonconforming Workers	35
22	Enough	36
17	Endorsement of the CROWN Act That Bans Racial Discrimination Based on Hairstyles	38
18	Free All Immigrant Detainees, Stop the Mass Outbreak and Spread of COVID-19 in Detention Centers, Shut Down the Concentration Camps and Stop ICE Raids Now	40
19	Making 'Black Lives Matter' in our Schools	41
20	Armenian Genocide	44
23	Revisit AFL-CIO's Commitment to Racial Justice	44
24	Against the Use of Excessive Force and Brutality by Law Enforcement Officers	47

LABOR AND THE ECONOMY/RETIREMENT COMMITTEE

Committee Co-Chairs: Zeph Capo, Houston Federation of Teachers, Local 2415;
Thomas Brown, United Federation of Teachers, Local 2

Resolution No.		Page No.
25	Public Spending to Support the U.S. Economy	49
26	Young Workers Movement	50
27	Automation	51
28	Expanding Renters' Protections	52

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

Committee Chair: J. Philippe Abraham, New York State United Teachers

Resolution No.		Page No.
29	Reimagining Our Society and Rewriting the Rules to Enable Opportunity and Justice for All	54
31	Addressing Sexual Discrimination, Harassment and Violence in the Workplace	57
30	Bargaining for Disability Accommodation and Access	58
32	Promoting Protections for International Workers	58
33	Support the Voluntary 'Pledge Your Stimulus Check!' Campaign	59

POLITICAL ACTION/LEGISLATION COMMITTEE

Committee Chair: Andrew Spar, Florida Education Association

Resolution No.		Page No.
34	American Federation of Teachers' Endorsement of Joe Biden for President	61
35	In Support of Green New Deal	63
36	Endorse the Green New Deal	67
37	Military Spending	69
38	Endorse a Strong Green New Deal	70
39	Endorse a Strong Green New Deal	73
40	Endorse the Oregon and the National Green New Deals	75
41	Swords to Ploughshares	77

PUBLIC SERVICES COMMITTEE

Committee Chair: Gary Feist, North Dakota Public Employees Association, Local 4660

Resolution No.		Page No.
42	COVID-19 Return to Work Site	79
43	Fighting the Influence of Private Prisons and Private Equity Firms on Mass Incarceration and Immigrant Detention	81
44	Reform Jails Countrywide	83

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

Committee Chair: Sandra Davis, Baltimore Teachers Union, Local 340

Resolution No.		Page No.
45	Lorretta Johnson	85
46	Reopening High-Quality Child Care and Early Childhood Education for All Post-Pandemic	86
47	Support for Recognizing Inspirational School Employees Award	88

Provisions for submitting constitutional amendments to the 2020 AFT Convention are contained in Article X, Sections 1 and 3 of the AFT Constitution:

Section 1. Proposed amendments to the constitution may be submitted to the convention either by request of the executive council or the convention or executive council of any state federation or by request of a local. All amendments shall bear the signature of at least two elected officers of the federation introducing the amendment. The officers signing the amendment shall certify that the amendment was approved for submission to the convention by the executive board or membership of the local or by the executive board or convention of the state federation or by the executive council of the AFT.

Section 3. If a proposed amendment is to be submitted to a national convention, it must reach the national office by March 15 and must be sent by the national office to the locals by April 15.

Provisions for submitting resolutions to the 2020 AFT Convention are contained in Article IV, Section 4 of the bylaws to the AFT Constitution:

Section 4. Resolutions to the convention may be introduced by locals, state federations or the executive council of the American Federation of Teachers. No resolution shall be introduced later than six weeks prior to the opening of the convention except by two-thirds vote of the convention. All resolutions shall bear the signature of at least two elected officers of the federation introducing the resolution. The officers signing the resolution shall certify that the resolution was approved for submission to the convention by the executive board or membership of the local or by the executive board or convention of the state federation or by the executive council of the American Federation of Teachers. The resolution shall contain the title and shall be submitted to the president of the American Federation of Teachers. Properly signed resolutions may be mailed, e-mailed in PDF format or faxed to the president. Resolutions so submitted shall be mailed from the AFT national office to locals and state federations prior to the convention.

According to the above provisions, the following constitutional amendments were received by the national office by March 15, 2020. Because of the COVID-19 pandemic, the executive council accepted resolutions that were received by June 22, 2020, 10 days after the June 12, 2020, deadline contained in the AFT bylaws.

CONVENTION RULES

Article IV, Section 9 of the bylaws states:

Section 9. A copy of the rules should be provided for delegates and visitors upon convention registration and should be voted on at the opening session on the first day of the convention.

NOTE: Resolutions submitted to the national office for consideration by convention delegates are edited for style, typographical errors and punctuation only.

RULES OF CONDUCT FOR THE 2020 CONVENTION

PREAMBLE

AFT's concern for the health, safety and welfare of our delegates and surrounding communities because of the COVID-19 pandemic has compelled us to convert the AFT 2020 Convention to a virtual convention. The challenges of using an all-virtual platform has caused this convention to be conducted with modified rules and scheduling. The executive council adopted these rules on June 17, 2020, in order to allow the committees to operate in this virtual environment.

1. VIRTUAL SERGEANTS-AT-ARMS

- a. Delegates shall check in for committees and the convention using the code provided by the AFT.
- b. Delegates shall not be permitted the display of caucus or political signs or placards on their home screen or as background.

2. "FLOOR MICROPHONES"

- a. Delegates shall use the digital options to participate in the debate and voting.
- b. When a question before the convention is put to a vote, all delegates who are in queue awaiting their turn to speak shall be cleared.

3. RECOGNITION TO SPEAK

- a. A delegate desiring to speak to a question before the convention shall not speak until recognized by the chair.
- b. A delegate recognized by the chair must state his or her name and local number before speaking.
- c. No delegate shall be allowed to speak twice on any issue until all who are desirous of doing so, and are entitled to do so, have had a chance to speak.

4. RESOLUTIONS

- a. In light of the limitations presented by the virtual convention, the chair shall determine the number of prioritized resolutions put before the delegates.
- b. Resolutions brought to the convention on which no action has been taken by the delegates shall be referred to the executive council when the convention adjourns.

5. SPECIAL ORDERS OF BUSINESS

- a. Special Orders of Business must be emailed to presoffice@aft.org at least one business session prior to consideration and, if in order, will be made available to all convention delegates prior to the business session in which it will be considered. The special order shall only be considered if approved for consideration by two-thirds of the delegates who vote.
- b. Special Orders of Business must address issues that because of timeliness could not have been dealt with through the Resolutions procedure outlined in Article IV, Section 4 of the AFT Bylaws.

RULES OF CONDUCT FOR THE 2020 CONVENTION

6. MOTIONS AND AMENDMENTS TO MOTIONS

- a. An amendment to a motion to be duly made shall be submitted by email to presoffice@aft.org no later than 5 p.m. Eastern time on July 24, 2020. No seconds are required for the amendment to be considered. Each proposed amendment shall be considered and the movant shall be the first speaker. If more than one delegate submits a proposed amendment that is the same or very similar, then the first person to have submitted the motion shall be the movant. No one shall speak until the motion is displayed on the screen.
- b. Motion to suspend the rules shall only be in order to allow new motions to amend. No seconds necessary. The motion to suspend shall explain the purpose (e.g., a proposed amendment not timely submitted), shall allow one speaker “for” (the movant) and one speaker “against” and requires a two-thirds vote of those voting to pass. If the motion to suspend passes, then the movant shall immediately email the proposed amendment to presoffice@aft.org and while that is being submitted and posted, the chair shall move on to the next resolution or business item. After that next resolution is decided or business item is completed, the chair shall return to the previous resolution and post the motion to amend to be considered.
- c. The following motions are out of order: motions to table, motions to postpone indefinitely, motions to postpone to a certain time, motions to rescind, motions to limit debate, motions for reconsideration and motions to divide the question.
- d. Delegates may appeal the ruling of the chair (challenge the chair). No second is required for consideration. After debate, the appeal shall be sustained only if a majority of those voting vote in favor of the appeal.
- e. The chair may summarize or repeat the motion or amendment before the convention immediately prior to the vote thereon.

7. LIMITATIONS ON DEBATE

- a. A delegate shall be allowed to speak to any question for a period not to exceed three minutes. He or she shall be notified when two minutes have elapsed and again at the close of the third minute, at which time the speaker will be muted.
- b. The debate on any resolution or amendment shall be limited to 15 minutes total unless the chair, by her discretion, allows further debate, or a motion to expand debate is made and passes. The motion to expand debate requires a two-thirds vote of those voting to pass.

8. VOTING

Voting shall only be conducted by delegates selecting either the “for” or “against” digital option. As a result of the digital tabulation of votes, there shall be no division of the house and no roll-call votes.

RULES OF CONDUCT FOR THE 2020 CONVENTION

9. GUEST SPEAKERS

Guest speakers invited by the executive council or the convention shall be introduced at their convenience by the chair, provided, however, that no speaker currently speaking before the convention shall be interrupted.

10. COMMITTEE MEETINGS

- a. The chair of each committee shall, at the opening of the committee meeting, appoint a secretary to record the proceedings.
- b. Only those delegates properly assigned to the committee in question shall be permitted to attend and to participate in committee business.
- c. All the foregoing Rules of Conduct that can be made applicable to committee meetings shall apply, such as the limitations on debate, and voting procedures. Motions and amendments shall be submitted by email to presoffice@aft.org by July 8, 2020, at 5 p.m. Eastern time except for motion as to priority.
- d. It shall be the responsibility of the chair and secretary of each committee to see to it that the resolutions that the committee wants to report to the convention are submitted to presoffice@aft.org for distribution to delegates on or before July 23, 2020.
- e. For purposes of clarity and consistency, committee recommendations should be presented in a uniform manner: The committee recommends adoption, adoption as amended, defeated, precluded by other resolutions or referred to the executive council.
- f. The number of resolutions to be prioritized for consideration by the committee shall be determined by the committee chair. The motion for priority does not require a second and is not subject to amendment. The motion for priority shall be limited to the number of resolutions that the committee chair has determined.
- g. The committee chair shall report the recommendations of the committee to the convention on the basis of a majority vote of its members present and voting.

**RULES GOVERNING THE 2020 ELECTION OF OFFICERS OF THE AFT
AND DELEGATES TO THE AFL-CIO CONVENTION**

1. THE ELECTIONS COMMITTEE

- a. The Elections Committee is combined with the Credentials Committee whose members are appointed pursuant to Article V of the AFT Bylaws.
- b. The chair of the Credentials Committee also serves as the chair of the Elections Committee.
- c. The Elections Committee shall have plenary powers to run the election in conjunction with the third-party company that has been retained to conduct the balloting by mail. The committee is authorized to resolve any disputes that may arise, during or out of the election, subject only to the provisions of Article VI of the AFT Bylaws as modified by the AFT executive council for purposes of conducting a virtual convention, which specify the procedures for nomination and election. Questions or concerns regarding the conduct of the election should be directed to the chair of the Elections Committee.
- d. The Elections Committee shall receive the names of the nominees for office from the secretary-treasurer or her designee no later than the close of business of the convention on the second day of the convention (July 29, 2020) after an opportunity for declinations as provided in Article VI, Section 1 of the AFT Bylaws. A portal for submission of nomination petitions will be open beginning on July 13, 2020. The Elections Committee chair should be contacted regarding the website address for the portal at electcha@aft.org.

2. OBSERVERS

- a. Each candidate or slate shall appoint their own observer who shall be provided by the third-party company retained to conduct the election, BallotPoint Election Services, with access to view online: (1) the mailing; (2) pick-up from the Post Office; and (3) counting of the ballots.
- b. There may be one observer per independent candidate or two per slate.
- c. Observers may take notes and ask appropriate questions to the extent provided by the online video technology supplied by BallotPoint.
- d. The candidate or slate shall notify the chair of the Elections Committee of the names of the observers by the close of the convention. The chair of the Elections Committee will communicate with the observers the procedures for observing the mailing, collection and counting of the ballots.
- e. An observer must be a member of the AFT.

3. SLATES

- a. Two or more candidates for office may organize themselves into a slate for election.
- b. Candidates for office may organize themselves into a slate, and they shall designate the name of their slate. No slate can use the name of any other slate that has historically used a certain name. Otherwise, the slate shall determine its own name.
- c. Delegates have a choice of voting for a slate or voting for individuals. Upon casting a vote for a slate, any vote for an individual will not be tallied.

**RULES GOVERNING THE 2020 ELECTION OF OFFICERS OF THE AFT
AND DELEGATES TO THE AFL-CIO CONVENTION**

- d. Every candidate and every slate shall contact the chair of the Elections Committee at electcha@aft.org so that proper information can be provided for the printing of ballots no later than the close of business on the second day (July 29, 2020) of the convention. A draft copy of the ballot will be presented to every candidate running individually and every slate for review.
- e. Requests for access to the convention delegates by caucuses, slates and independent candidates to speak at the nominating session shall be made to the chair of the Elections Committee by close of business on the second day (July 29, 2020). That session will be held during the morning of the third day (July 30, 2020) from 9 a.m. to 10:30 a.m. Eastern time.
- f. Candidates and slates shall have the option of submitting digital copies of campaign literature, which shall be emailed to the chair of the Elections Committee at electcha@aft.org by close of business of the third day. All materials submitted must be camera-ready and formatted for posting. Each candidate and slate will be allowed up to three pieces of literature that may contain still pictures. The literature will be posted on a designated website that will be available to all delegates as well as sent by email to all delegate email addresses provided at registration. In addition, each candidate and slate may conduct further campaigning on their own outside of this process.

4. VOTING PROCEDURE

- a. A ballot will be sent to each registered delegate, who has checked in to the convention, via first-class U.S. mail by BallotPoint Election Services as soon as practicable following the close of business of the convention. The mailing package will state clearly on the outside that it contains a ballot to vote for AFT officers, executive council members and delegates to the AFL-CIO Convention. The package will contain a postage-prepaid mailing envelope to return the ballot. Under the direction of the chair of the Elections Committee, BallotPoint Election Services shall establish and make known to the delegates the procedure for requesting a duplicate ballot in the event a delegate does not receive his/her ballot. The last day on which requests for duplicate ballots will be processed will be seven days before the count.
- b. Under the direction of the chair of the Elections Committee, BallotPoint Election Services shall regularly check the post office box established to receive undeliverable ballots and upon receipt of such ballots, work with the chairman or his designee to seek better addresses for the delegates to send them their ballots.
- c. Every ballot shall be signed by the delegate voting that ballot. No ballot shall be counted that is not signed.
- d. The ballot instructions will explain the voting procedure. When a delegate wishes to vote for a slate, that delegate shall mark or fill in the box identifying the slate. Delegates must choose between voting by slate or individually. When the vote is by slate, the delegate is limited to voting for that slate only and may not combine slate

**RULES GOVERNING THE 2020 ELECTION OF OFFICERS OF THE AFT
AND DELEGATES TO THE AFL-CIO CONVENTION**

voting with individual candidate voting. When a delegate wishes to vote for an individual, that delegate shall mark the box by the candidate's name. The delegate who votes individually may vote for some or all of the vacant positions.

- e. Return ballots must be received at the post office box secured by BallotPoint Election Services before Aug. 31, 2020.
- f. Upon receipt of the ballots from the post office box by BallotPoint Election Services, ballots will be transported to its premises to start the process for tabulation. The Elections Committee will be provided with electronic access to each ballot where there are issues regarding the intent of the voter or compliance with the voting procedures. The designated observers may ask to observe ballots and will be provided online access to view these ballots.
- g. The tabulation of votes will begin at a time to be determined on Monday, Aug. 31, 2020, at the offices of BallotPoint Election Services.
- h. The value of each vote is determined by computer by dividing the local's votes to four decimal places and assigning this number to each delegate as required by Article VII, Section 8 of the Constitution.
- i. The convention will be extended until Aug. 31, 2020, when ballots will be counted.
- j. The results of the election will be announced on Sept. 1, 2020.

5. CAMPAIGN CONTRIBUTIONS

No candidate or supporter may solicit or accept financial support, or any other direct or indirect support of any kind from any non-member of AFT.

6. DELEGATES TO THE AFL-CIO CONVENTION

Delegates to the AFL-CIO Convention are the president, the secretary-treasurer and the executive vice president. In addition, other delegates may be elected in a number to be determined by the executive council. The election of these delegates, other than the specified officers, shall follow the procedure for election of officers as set forth in these rules.

CONSTITUTIONAL AMENDMENTS COMMITTEE

CONSTITUTIONAL AMENDMENTS COMMITTEE

Committee Chair: Don Carlisto, Saranac Lake Central Teachers Association, Local 2982

NOTE: Constitutional amendments must be adopted by two-thirds (2/3) of the votes cast. Bylaws are adopted by a majority vote. Underlined words indicate proposed new language. Lines through words indicate proposed deletions.

CONSTITUTION, ARTICLE I—NAME (PAGE 1)

Committee recommends concurrence.

1 This organization shall be known as the American Federation of
2 Teachers, with divisions known as AFT Teachers, AFT
3 Paraprofessionals and School-Related Personnel, AFT Nurses and
4 Health Professionals, AFT Higher Education, ~~and~~—AFT Public
5 Employees, and AFT Retirees.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

CONSTITUTION, ARTICLE II—OBJECTS (PAGE 2)

Committee recommends concurrence.

1 **Section 12.** To encourage state federations and locals to organize
2 retired members, to promote organizing and engagement among
3 active and retired members, and to advance the interests of retired
4 persons in our society.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

CONSTITUTION, ARTICLE III—MEMBERSHIP (PAGES 2-4)

Committee recommends concurrence.

1 **Section 1.** This organization shall consist of divisions of public
2 and private school teachers, paraprofessionals and school-related
3 personnel, higher education faculty and professionals, nurses, allied
4 health professionals and other healthcare employees, state and local
5 public employees and other workers organized in conformity with the
6 provisions of this constitution, including those members who have
7 retired and are recognized by the applicable state or local affiliate.

CONSTITUTIONAL AMENDMENTS COMMITTEE

8 Other employees may be members of any local whose constitution so
9 permits.

10 **Section 10.** ~~Effective September 1, 1990, a~~An active member
11 who retires from his/her present position shall be admitted as an AFT
12 retiree member whose sole AFT voting rights are provided in Article
13 VIII, Section 6, and with the right to participate in the benefit programs
14 otherwise available to the general membership. The AFT executive
15 council shall have the power to establish a program for voluntary
16 financial support by retired members that will assist the AFT in
17 sustaining programs for their benefit.

- Adopted Adopted as Amended Defeated
- Precluded by _____ Referred to _____

CONSTITUTION, ARTICLE V—OFFICERS (PAGE 7)

Committee recommends concurrence.

1 **Section 5.** No one shall be elected an officer of the federation
2 unless he/she is a member or retired member of an affiliated local or
3 a state federation.

- Adopted Adopted as Amended Defeated
- Precluded by _____ Referred to _____

BYLAWS, ARTICLE VIII—PER CAPITA, BUDGET AND AUDITS (PAGES 21-23)

Committee recommends concurrence with the following substitute amendment, which appears below the original amendment:

1 ~~**Section 1.** (a) Effective September 1, 2018~~2020~~, each local shall~~
2 ~~pay a per capita tax of \$19.28~~\$19.93~~ per month, of which \$1.20 shall~~
3 ~~be dedicated to a special AFT fund to engage members and to assist~~
4 ~~locals in crisis. Effective September 1, 2019~~2021~~, each local shall pay~~
5 ~~a per capita tax of \$19.58~~\$20.28~~ per month, of which \$1.20 shall be~~
6 ~~dedicated to a special AFT fund to engage members and to assist~~
7 ~~locals in crisis. The national office shall pay back to the office of each~~
8 ~~state federation for each member of the state a per capita of 20 cents~~
9 ~~per month.~~

10 ~~**Section 7.** Effective September 1, 2018~~2020~~, \$2.50~~\$2.75~~ and~~
11 ~~effective September 1, 2019~~2021~~, \$2.60~~\$2.85~~ of each member's per~~
12 ~~capita tax shall be set aside each month in a special fund that will~~

CONSTITUTIONAL AMENDMENTS COMMITTEE

13 ~~function to assist the AFT and its affiliates in participating in legislative~~
14 ~~and political activities with significant potential impact on members of~~
15 ~~the AFT and the institutions where they work. Such assistance shall~~
16 ~~be collected and utilized in accordance with the provisions of~~
17 ~~applicable state and federal law. The executive council will adopt~~
18 ~~guidelines to implement this provision, including the development of~~
19 ~~criteria and an application for assistance. Where a state affiliate has a~~
20 ~~fund that is approved by the AFT and similar to the Solidarity Fund, in~~
21 ~~that it functions to assist the affiliate in participating in legislative and~~
22 ~~political activities with significant potential impact on the members~~
23 ~~and the institutions where they work, then the AFT will pay effective~~
24 ~~September 1, 2018~~2020~~, 96 cents~~\$1.04~~ and effective September 1,~~
25 ~~2019~~2021~~, the AFT will pay 99 cents~~\$1.09~~ per member per month to~~
26 ~~be deposited in such similar state fund.~~

1 **Section 1.** (a) ~~Effective September 1, 2018, each local shall pay a~~
2 ~~per capita tax of \$19.28 per month, of which \$1.10 shall be dedicated~~
3 ~~to a special AFT fund to engage members and to assist locals in~~
4 ~~crisis. Effective September 1, 2019, each local shall pay a per capita~~
5 ~~tax of \$19.58 per month, of which \$1.20 shall be dedicated to a~~
6 ~~special AFT fund to engage members and to assist locals in crisis.~~
7 Effective September 1, 2021, each local shall pay a per capita tax of
8 \$19.98 per month, of which \$1.20 shall be dedicated to a special AFT
9 fund to engage members and to assist locals in crisis. The national
10 office shall pay back to the office of each state federation for each
11 member of the state a per capita of 20 cents per month.

12 **Section 7.** ~~Effective September 1, 2018, \$2.50 and effective~~
13 ~~September 1, 2019, \$2.60 of each member's per capita tax shall be~~
14 ~~set aside each month in a special fund that will function to assist the~~
15 ~~AFT and its affiliates in participating in legislative and political~~
16 ~~activities with significant potential impact on members of the AFT and~~
17 ~~the institutions where they work. Effective September 1, 2021, \$2.70~~
18 ~~of each member's per capita tax shall be set aside each month in a~~
19 ~~special fund that will function to assist the AFT and its affiliates in~~
20 ~~participating in legislative and political activities with significant~~
21 ~~potential impact on members of the AFT and the institutions where~~
22 ~~they work. Such assistance shall be collected and utilized in~~
23 ~~accordance with the provisions of applicable state and federal law.~~
24 ~~The executive council will adopt guidelines to implement this~~
25 ~~provision, including the development of criteria and an application for~~
26 ~~assistance. Where a state affiliate has a fund that is approved by the~~
27 ~~AFT and similar to the Solidarity Fund, in that it functions to assist the~~
28 ~~affiliate in participating in legislative and political activities with~~
29 ~~significant potential impact on the members and the institutions where~~

CONSTITUTIONAL AMENDMENTS COMMITTEE

30 they work, then the AFT will pay ~~effective September 1, 2018, 96~~
31 ~~cents and effective September 1, 2019, the AFT will pay 99 cents per~~
32 ~~member per month to be deposited in such similar state fund.~~
33 Effective September 1, 2021, the AFT will pay \$1.04 per member per
34 month to be deposited in such similar state fund.

- Adopted Adopted as Amended Defeated
- Precluded by _____ Referred to _____

CONSTITUTION, ARTICLE IX—REVENUES (PAGE 14)

Committee recommends concurrence with the following substitute amendment, which appears below the original amendment:

1 ~~**Section 1.** Effective September 1, 2019²⁰²⁰, 70⁹⁰ cents and~~
2 ~~effective September 1, 2021, \$1.15 of each member's per capita shall~~
3 ~~be set aside for a joint AFT Militancy/Defense Fund. The executive~~
4 ~~council shall establish clear guidelines and procedures that guarantee~~
5 ~~that the benefits available through the fund shall be distributed on an~~
6 ~~equitable basis. Strike benefits shall not be provided unless the strike~~
7 ~~action is in conformity with the AFT strike policy. An annual financial~~
8 ~~report of the Militancy/Defense Fund shall be made to the AFT~~
9 ~~executive council and to the convention, the purpose of which shall~~
10 ~~be in part to ensure that there is an adequate reserve to pay~~
11 ~~anticipated strike benefits.~~

1 **Section 1.** Effective September 1, 2019, 70 cents and effective
2 September 1, 2021, 95 cents of each member's per capita shall be
3 set aside for a joint AFT Militancy/Defense Fund. The executive
4 council shall establish clear guidelines and procedures that guarantee
5 that the benefits available through the fund shall be distributed on an
6 equitable basis. Strike benefits shall not be provided unless the strike
7 action is in conformity with the AFT strike policy. An annual financial
8 report of the Militancy/Defense Fund shall be made to the AFT
9 executive council and to the convention, the purpose of which shall
10 be in part to ensure that there is an adequate reserve to pay
11 anticipated strike benefits.

- Adopted Adopted as Amended Defeated
- Precluded by _____ Referred to _____

EDUCATIONAL ISSUES COMMITTEE

Committee Chair: Donna Chiera, AFT New Jersey

**1. ELEVATING PUBLIC SCHOOLS BEYOND THE
LEGACY OF COVID-19**

Committee recommends concurrence.

1 WHEREAS, the American Federation of Teachers believes in and
2 stands ready to fight for public education, as a high-quality public
3 education is an economic necessity, an anchor of democracy, a moral
4 imperative and a fundamental civil right; and
5 WHEREAS, years of disinvestment in public education have led to
6 overcrowded classrooms, schools without nurses, librarians,
7 counselors and the specialized personnel that ensure children’s well-
8 being; deteriorating school buildings with outdated materials and
9 technology; unhealthy and unsafe environments; and a too-narrow
10 array of academic, enrichment and extracurricular programs; and
11 WHEREAS, the over-reliance on standardized test scores in
12 punitive test-based accountability systems has created an education
13 system where schools are ranked and sorted rather than supported,
14 pitting the needs of our most vulnerable students against more
15 affluent communities; and
16 WHEREAS, the coronavirus is a global pandemic threatening the
17 health, safety and economic well-being of the people we represent
18 and those we serve; and
19 WHEREAS, the AFT recognizes that the burdens of systemic
20 racism and poverty are felt in communities where members live and
21 work, and we fight for equitable educational opportunities for all
22 students; and
23 WHEREAS, temporary school building closures due to COVID-19
24 highlighted and exacerbated existing inequities within the education
25 system caused by polarization, privatization, and cuts to public
26 education funding, and added to the challenges many students
27 already face in their daily lives, such as food scarcity and insufficient
28 housing, child care and health services; and
29 WHEREAS, students from low-income backgrounds, students of
30 color, students with disabilities, English language learners, and youth
31 experiencing homelessness are more likely to lack access to high-
32 speed internet¹ and 1:1 access to a device (tablet or laptop); and
33 WHEREAS, delivering virtual distance learning, where students
34 spend most of their school day online—interacting with their

¹ <https://www.ntia.doc.gov/blog/2018/digital-divide-among-school-age-children-narrows-millions-still-lack-internet-connections>

EDUCATIONAL ISSUES COMMITTEE

35 coursework, teachers and peers through technology—is only an
36 emergency option and doesn't meet the full needs of any student; and

37 WHEREAS, research shows that teachers are integral to the
38 success or failure of technology use in schools, and educators must
39 have meaningful input on the purchase of technology, virtual
40 distance-learning plans, and professional learning opportunities; and

41 WHEREAS, the AFT has long been an advocate for providing
42 teachers and students with the highest-quality instructional materials
43 and pedagogy, and adapting to new knowledge and tools to support
44 improved instruction; and

45 WHEREAS, reopening America's public school buildings in a post-
46 pandemic era affords this country the opportunity to rethink schooling
47 to achieve a more equitable, student-focused education system that
48 helps each child to succeed and achieve; and

49 WHEREAS, brain science tells us that healthy cognitive, social,
50 emotional and physical development of students must be our focus;
51 and

52 WHEREAS, we are at a critical moment when we must move
53 toward reopening school buildings and continuing American public
54 education—not as it is today or as it was in the past but as it can be—
55 as the center of democracy and the cornerstone in our community
56 where every child can succeed:

57 **RESOLVED, that the American Federation of Teachers and**
58 **our affiliates will advocate for the safe reopening of America's**
59 **public school buildings with:**

- 60 • **A renewed sense of urgency to provide schools where**
61 **families want to send their children, students are engaged,**
62 **where educators want to teach, where curriculum is rich**
63 **and inclusive, where there is joy in teaching and learning,**
64 **and where all students will be prepared for college, career**
65 **and citizenship;**
- 66 • **A vision for public education that meets the needs of**
67 **educators, school staff and students, and assists affiliates**
68 **to mobilize members and unite with their communities**
69 **around state and local spending practices that result in a**
70 **more equitable distribution of education funds;**
- 71 • **The proactive involvement of educators and school staff,**
72 **families, municipal and/or regional partners and community**
73 **organizations, and school administrators in decision-**
74 **making as school systems work with public health**
75 **authorities to plan for returning to school buildings as well**
76 **as with school-level safety committees. This includes**
77 **programming, space, operations, staff deployment,**
78 **scheduling, and aligning all the public health interventions**
79 **with all the schooling interventions that address students'**

80 healthy physical, social, emotional and academic
81 development; nurturing productive relationships; building
82 resilience; supporting diversity and inclusion; and
83 rebuilding the school community;

- 84 • A goal for the strategic establishment of 25,000 community
85 schools where students and families can access tailored
86 health services and social services in one place, and
87 marginalized communities can have access to services and
88 support; and

89 **RESOLVED**, that the AFT will support social emotional
90 learning and the well-being of students and staff by:

- 91 • Advocating for the adoption of “whole child” supports and
92 practices that facilitate students’ sense of belonging,
93 including positive school climate, productive instructional
94 strategies, social emotional development, and
95 individualized student support;
- 96 • Advocating for additional school staff who have expertise
97 in mental health to serve staff, students and families;
- 98 • Increasing our collective capacity to provide or partner on
99 training on trauma-informed practices, social emotional
100 learning and bereavement support;
- 101 • Providing member benefits that support mental health and
102 healing from trauma; and

103 **RESOLVED**, that the AFT will support meaningful teaching
104 and learning by advocating for:

- 105 • A model of distance learning that is temporary, not used to
106 replace or reduce educators or school staff, and distributes
107 educational time between in-person learning and distance
108 learning, when school attendance is limited, or
109 developmentally appropriate, full-remote instruction
110 (synchronous and asynchronous) when school attendance
111 is not possible;
- 112 • Adequate staffing necessary to provide specialized
113 instruction, related services and other supports to ensure
114 that students with disabilities are receiving the supports
115 that allow them to access instruction and support staff who
116 specialize in the physical and emotional health of students;
- 117 • Equitable school environments that reject colorblind
118 ideology and curriculum centered around whiteness and
119 replace with culturally responsive teaching and curriculum
120 that is inclusive of other racial groups’ history,
121 contributions and insights, authentic performance
122 assessment, and continuous time and support for staff to
123 become culturally proficient;
- 124 • Increased time for planning, collaborating and creating
125 student-centered learning environments, whether in person

- 126 or virtually, in which pedagogical practices ensure that the
127 students are active, not passive, participants;
- 128 • Innovative ways for schools to engage students and infuse
129 hands-on student-centered learning approaches that foster
130 student ownership of learning;
 - 131 • Strengthened relationships with and among educators,
132 students, families and communities, and partner
133 organizations to help procure resources for a variety of
134 learning environments; extend learning outside the
135 classroom; and offer connection to community issues and
136 the students' world; and
- 137 **RESOLVED**, that the AFT will work to address the technology
138 gap among students and educators by:
- 139 • Advocating for partnerships at the national, state, and local
140 levels that will allow state federations and local affiliates to
141 collaborate with internet/cable providers to improve access
142 issues in their community;
 - 143 • Advocating for the inclusion of educators to assist districts
144 and schools with developing research-based, age-
145 appropriate student learning schedules, as it pertains to
146 screen time and use of technology;
 - 147 • Advocating for greater investment and more effective use
148 of technology in high-poverty school districts and rural
149 areas for students and educators;
 - 150 • Advocating for schools, districts and states to have regular
151 methods for identifying students and educators without
152 access to the internet and the hardware that is critical to
153 distance learning, and provide free or low-cost options for
154 internet access and equipment;
 - 155 • Advocating for districts and schools to determine solutions
156 for equitable access to learning opportunities, with teacher
157 input, for those who are unable to connect to online
158 learning;
 - 159 • Advocating that district policies include: (1) requirements
160 for professional development for teachers on the
161 integration of technology, and (2) an equitable and
162 transparent process for purchasing and distributing
163 technology;
 - 164 • Advocating for states to adopt new or strengthen existing
165 data privacy laws to ensure safeguards are in place for
166 sensitive student and teacher data;
 - 167 • Encouraging state federations and local affiliates to
168 develop or endorse criteria for high-quality online student
169 learning experiences;
 - 170 • Advocating for educators, not for-profit companies, to lead
171 the policy, design, development and training of

172 technological educational innovations adopted by schools
173 in distance learning; and

174 **RESOLVED**, that the AFT will support improved teacher
175 development, evaluation and systems of support by:

- 176 • Encouraging state federations and local affiliates to
177 develop or endorse criteria for high-quality professional
178 development that supports instruction and new safety
179 measures in the new environment (virtual learning);
- 180 • Advocating for school districts to put formal evaluations on
181 hold for the 2020-21 school year and beyond until the
182 districts develop new expectations for the possibility of
183 instruction that alternates between in-person learning and
184 distance learning;
- 185 • Advocating that systems designed to evaluate teachers for
186 accountability and job action decisions should be retooled
187 and repurposed and include collaboration with all
188 stakeholders to provide the best information
189 administrators, coaches and teachers need to help guide
190 instructional improvement in this new educational
191 environment; and
- 192 • Advocating for the training of all staff on how to identify
193 students struggling with trauma in addition to their own
194 trauma, and how to access mental health professionals free
195 of cost to educators and students; and

196 **RESOLVED**, that the AFT will advocate for districts and states
197 to develop systems of assessments that support teaching and
198 learning by:

- 199 • Seeking waivers on state summative assessments and the
200 high-stakes consequences attached to them as the
201 upcoming year is a bridge period following prolonged
202 coronavirus closures and re-established instruction in
203 schools;
- 204 • Conducting comprehensive reviews of all assessment
205 programs to limit the loss of learning time to excessive
206 testing;
- 207 • Prioritizing assessments that support and help target
208 teaching and learning, including reliable, nonintrusive and
209 teacher-friendly diagnostics—both in-person and virtual;
210 and
- 211 • Supporting teacher use of authentic assessments wherein
212 students are asked to perform real-world tasks that
213 demonstrate meaningful application of what they have
214 learned.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

2. OPPOSITION TO ACTIVE SHOOTER DRILLS

Committee recommends concurrence.

- 1 WHEREAS, we live in a country where children and their families,
2 educators, administrators, law enforcement, medical professionals
3 and other Americans live in fear of the next school shooting; and
4 WHEREAS, this fear has caused districts to implement a variety of
5 safety measures, one of which is the active shooter drill; and
6 WHEREAS, these active shooter drills employ simulations that
7 may include, but are not limited to, enactments of any kind, the firing
8 of blank ammunition, use of fake blood, and simulated death—actions
9 unconscionable to place on the shoulders of our children and school
10 employees; and
11 WHEREAS, whether announced or unannounced, these
12 simulated shootings can be traumatizing, and anecdotal data shows
13 they can have long-lasting effects on those who endure them; and
14 WHEREAS, there is no evidence to support the idea that active
15 shooter drills will save lives; and
16 WHEREAS, none of these simulations are necessary to training
17 students in safety and evacuation; and
18 WHEREAS, school should be a safe haven that nurtures its
19 students and staff; these drills display the opposite:
- 20 **RESOLVED, that the American Federation of Teachers will**
21 **oppose the practice of any form of active shooter drill that**
22 **utilizes the firing of blank ammunition, use of fake blood, the**
23 **simulation of death or any other potentially traumatizing actions.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

3. REQUIRED EQUITY, DIVERSITY, INCLUSION TRAINING

Committee recommends concurrence.

- 1 WHEREAS, discrimination contributes to the underrepresentation
2 of historically marginalized groups; and
3 WHEREAS, conscious and unconscious bias can affect the
4 learning and teaching environment—both online and offline—in a
5 detrimental way and create a hostile working and learning
6 environment; and
7 WHEREAS, students may discontinue attendance at a class,
8 discontinue their education at a particular district, or discontinue their

EDUCATIONAL ISSUES COMMITTEE

9 education at any higher education institution, as a result of being
10 victim to conscious or unconscious bias; and

11 WHEREAS, academia serves as an entry point for nearly all
12 professions, and, in which—according to the U.S. Department of
13 Education—the majority of postsecondary degrees are awarded to
14 white students, bias in academia has an impact on the
15 demographics/diversity in fields that require higher education
16 degrees; and

17 WHEREAS, the majority of California’s academic leadership roles
18 are filled by white individuals, and the majority (60 percent) of full
19 professors of U.S. postsecondary institutions in California are
20 Caucasian males, while 28 percent are female, 7 percent are Asian, 3
21 percent are Black and 3 percent are Hispanic, according to the U.S
22 Department of Education; and

23 WHEREAS, the state of California takes a firm stance against
24 discrimination in its constitution, which states, “The State shall not
25 discriminate against, or grant preferential treatment to, any individual
26 or group on the basis of race, sex, color, ethnicity, or national origin in
27 the operation of public employment, public education, or public
28 contracting” (Article 1 Declaration of Rights, Sec. 31); and

29 WHEREAS, the California Federation of Teachers holds a strong
30 position against discrimination in its Policies and Positions Handbook
31 when it states, “all children, regardless of race, creed, color, national
32 origin, disability, sex, sexual orientation, gender identity or
33 expression, and social, political, or economic status, must be afforded
34 the right to a high-quality education”; and

35 WHEREAS, the CFT supports “equitable efforts to eliminate the
36 ethnicity gap in student performance and achievement, supports the
37 elimination of ... gender barriers to education opportunity,” and
38 “supports the vigorous enforcement of all current state and federal
39 anti-discrimination laws ... as well as their development and
40 expansion to protect [employees of higher education] from intentional
41 and unconscious bias”:

42 **RESOLVED, that the American Federation of Teachers and**
43 **the California Federation of Teachers will work with the**
44 **California Legislature to develop legislation that would require**
45 **all higher education employees to participate in and complete**
46 **equity, diversity and inclusion (EDI) training; and**

47 **RESOLVED, that the AFT and the CFT will work toward**
48 **requiring that such training be compensated.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

4. SUPPORT STUDENTS WITH DISABILITIES AND SPECIAL EDUCATORS

Committee recommends concurrence.

- 1 WHEREAS, nationwide, local educational agencies are required
2 by federal law, through the Individuals with Disabilities Education Act
3 (IDEA), to provide appropriate and comprehensive educational
4 programs for students with disabilities; and
5 WHEREAS, federal funding for support services for these
6 students continuously falls short of the ever increasing cost of special
7 education services; and
8 WHEREAS, Congress has set a goal of 40 percent for the federal
9 share costs of special education services, but, in reality, is much less,
10 such as in California, where the funding is closer to 10 percent each
11 year; and
12 WHEREAS, states' and local school districts' impacted budgets
13 are forced to pick up the much larger differential for special education
14 costs, forcing special educators to do more with less each year; and
15 WHEREAS, Congress has failed to show any change in budgetary
16 practices for funding IDEA; and
17 WHEREAS, the student equity, access and academic
18 achievement gap is most pronounced for students with disabilities;
19 and
20 WHEREAS, districts have been forced to increase the number of
21 students with disabilities to be served in general educational
22 programs ignoring the continuum of learning for said students, with
23 disregard to any additional funding for professional development of all
24 educators and increased staffing of paraprofessionals; and
25 WHEREAS, skillful teaching in inclusive classrooms improves
26 outcomes for all students, including students with disabilities; and
27 WHEREAS, many educators are not fully prepared via appropriate
28 credentials in order to adapt curriculum to meet the changing needs
29 of students with disabilities; and
30 WHEREAS, shortages in special educators make providing
31 services more costly, less effective and difficult to schedule; and
32 WHEREAS, one of the most frequent issues that is raised by the
33 California Federation of Teachers' rank-and-file membership is
34 centered around providing a continuum of services for students with
35 disabilities; and
36 WHEREAS, as the rank-and-file members are the practitioners
37 and the leaders of our profession, so too should our union become a
38 leader in both shedding light on the shortcomings of our system and
39 providing professional development for the membership:

40 **RESOLVED, that the American Federation of Teachers will**
41 **research the noncompliance of IDEA and the impact made**
42 **regarding noncompliance on students with disabilities; and**

43 **RESOLVED, that the AFT will consider holding regional**
44 **special education summits, potentially using the California**
45 **Federation of Teachers’ Special Education Summit structure;**
46 **and**

47 **RESOLVED, that the AFT will establish a national summit**
48 **and/or a TEACH (Together Educating America’s Children)**
49 **session dedicated to special education best practices, possibly**
50 **via AFT’s region divisional structure; and**

51 **RESOLVED, that the AFT will establish links on its website to**
52 **collect, vet and archive documents regarding special education**
53 **best practices; and**

54 **RESOLVED, that the AFT will appoint at least three special**
55 **education practitioner members to the PreK-12 Teachers**
56 **Program and Policy Council.**

- Adopted
- Adopted as Amended
- Defeated
- Precluded by _____
- Referred to _____

5. TIMELINE AND SERVICES IDEA WAIVER

Committee recommends concurrence.

1 WHEREAS, COVID-19 is a global pandemic that is impacting the
2 world to a degree we have not seen in a lifetime. We are experiencing
3 extremely unusual and unexpected circumstances that negatively
4 affect all aspects of teaching and learning, work and life; and

5 WHEREAS, the economic impact of COVID-19 has surpassed the
6 economic recession of 2008 and may become as significant as the
7 Great Depression; and

8 WHEREAS, the current unemployment rate has already
9 surpassed 30 million applicants and is steadily increasing; and

10 WHEREAS, additional funding is needed to prevent cuts to staff,
11 furloughs, increased class sizes and caseloads, all adversely
12 impacting services to children; and

13 WHEREAS, the long-term lack of federal funding for special
14 education is a perpetual barrier to meeting the Individuals with
15 Disabilities Education Act (IDEA) mandate; and

16 WHEREAS, significant numbers of students lack online access
17 and experience equity issues and/or have extenuating circumstances
18 due to the COVID-19 pandemic, preventing them from participating in
19 distance learning opportunities; and

EDUCATIONAL ISSUES COMMITTEE

20 WHEREAS, districts, educators and service providers are putting
21 forth their best faith efforts across the country, for example, utilizing
22 certificated teachers without a student caseload to continue to
23 participate in and support IEP (individualized education program)
24 meetings, and implement services and instruction to the degree and
25 amount possible during distance learning; and

26 WHEREAS, the federal government has allowed waivers for
27 assessment timelines but not for individual educational plan meeting
28 timelines; and

29 WHEREAS, annual, triennial, and initial IEP meetings all require
30 in-person testing measures of students' goals, which are currently
31 impossible to do accurately; and

32 WHEREAS, access and equity issues may limit the ability of
33 parents, families, teachers and staff to participate in online IEP
34 meetings:

35 **RESOLVED, that the American Federation of Teachers will**
36 **encourage school districts be held harmless for postponed or**
37 **overdue IEP timelines, loss of instruction and services occurring**
38 **as a result of COVID-19 school closures and be given 90 days to**
39 **complete the IEPs upon return to a regularly scheduled school**
40 **day; and**

41 **RESOLVED, that the AFT will encourage that services**
42 **provided upon return to a regular school environment and**
43 **schedule continue to be offered to the same degree that**
44 **remediation is offered to all students. Schools should not be**
45 **held responsible for providing compensatory services related to**
46 **school closures; and**

47 **RESOLVED, that the AFT push for the funding needed to**
48 **prevent cuts to staff, furloughs, increased class sizes and**
49 **caseloads, all adversely impacting services to children; and**

50 **RESOLVED, that a responsible waiver of 90 days for fulfilling**
51 **IDEA requirements be granted on all IEPs.**

- Adopted
- Adopted as Amended
- Defeated
- Precluded by _____
- Referred to _____

**6. BLACK LIVES MATTER AT SCHOOL WEEK—
FEB. 1-5, 2021**

Committee recommends concurrence.

1 WHEREAS, the closing of public schools in cities across the U.S.,
2 as well as turnarounds, and other school actions, have negatively and
3 disproportionately impacted Black and brown communities; and

EDUCATIONAL ISSUES COMMITTEE

4 WHEREAS, according to *The Atlantic* (Sept. 9, 2019), “The black
5 population of both New York and Los Angeles [as well as Chicago]
6 peaked in the early 2000s and has since been in steady, and perhaps
7 accelerating, decline,” as housing and living costs increase; and
8 WHEREAS, many of the American Federation of Teachers’ largest
9 locals serve students of color predominantly: Chicago, 88.5 percent,
10 New York, 84.9 percent, Los Angeles, 88.5 percent, Philadelphia, 86
11 percent, and Detroit, 97.3 percent; and
12 WHEREAS, since 2001 (when Black teachers made up 40
13 percent of Chicago Public Schools teachers), the number of Black
14 teachers in Chicago has dropped by 5,500, and nationally, the
15 percentage of Black teachers has dropped from 8.1 percent in 1971
16 to 6.7 percent today, even though the percentage of the Black
17 population as a whole has risen to 13 percent; and
18 WHEREAS, states, including Arkansas, California, Colorado,
19 Florida, Illinois, Michigan, Mississippi, New Jersey, New York, Rhode
20 Island, South Carolina, Tennessee, and Washington have passed
21 laws requiring Black history to be taught in public schools; and
22 WHEREAS, AFT Local 1, Chicago Teachers Union, supported the
23 development and implementation of the “Reparations Won”
24 curriculum, which was a part of the nationally historic and precedent-
25 setting reparations package, whose requirements included that the
26 history and fight for justice of the John Burge police torture survivors
27 be taught to all eighth- and 10th-grade students in Chicago Public
28 Schools; and
29 WHEREAS, the implementation of ethnic studies and culturally
30 sustaining curricula is of critical importance to supporting the learning
31 needs of all students, but particularly Black and brown students who
32 make up the vast majority of many major school systems; and
33 WHEREAS, according to Statista, in 2019, 1,004 people were
34 shot and killed by police, and “the rate of fatal police shootings among
35 Black Americans was much higher than that for any other ethnicity,
36 standing at 30 fatal shootings per million” (compared to 12 per million
37 for whites); and
38 WHEREAS, according to Cleveland State University social work
39 professor Christopher Mallett, school policing is “still very
40 disproportionately harming students of color, students with learning
41 disabilities, and the students who identify as LGBTQ”; and
42 WHEREAS, discipline, criminalization and over-policing of Black
43 and brown students have proven to be ineffective in the improvement
44 of outcomes, damaging on their health and well-being, and restorative
45 practices are proven to be a powerful tool in the reduction of
46 disproportionate discipline and improved school climate; and
47 WHEREAS, AFT locals, including the Chicago Teachers Union
48 and United Teachers Los Angeles, have fought for and won
49 increased staffing of social workers and nurses and the protection of

50 counselor time to do counseling work, and will continue to fight until
51 school districts hire, staff, and retain clinicians and counselors in
52 schools at levels recommended by their respective national
53 professional organizations in order to support and address students’
54 social, emotional and other needs:

55 **RESOLVED, that the American Federation of Teachers will**
56 **endorse participation in Black Lives Matter at School Week to**
57 **begin during Black History Month the week of Feb. 1-5, 2021, and**
58 **in subsequent years; and**

59 **RESOLVED, that the AFT will host events during or around**
60 **this week and engage in advocacy on an ongoing basis aligned**
61 **to the national demands for hiring more Black teachers and**
62 **ending the pushout of Black teachers in our schools, proper**
63 **implementation of restorative practices in schools and ending**
64 **zero tolerance discipline, teaching students Black history and**
65 **other ethnic studies curricula, and funding more counselors in**
66 **schools as opposed to police officers; and**

67 **RESOLVED, that the AFT will encourage its members to wear**
68 **Black Lives Matter at School shirts to school that week and**
69 **teach lessons about related topics.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

7. IN SUPPORT OF LGBTQ YOUTH AND EDUCATORS

Committee recommends concurrence.

1 WHEREAS, on June 15, 2020, in a landmark decision for lesbian,
2 gay, bisexual, transgender and queer/questioning (LGBTQ) persons,
3 the U.S. Supreme Court ruled that employment discrimination based
4 on a person’s sexual orientation or gender identity violates Title VII of
5 the Civil Rights Act of 1964 and thus is illegal; and

6 WHEREAS, in October 2019, the American Federation of
7 Teachers; the National Education Association; the National School
8 Boards Association; and AASA, the School Superintendents
9 Association, filed a joint amicus brief in support of the gay and
10 transgender employees; and

11 WHEREAS, President Donald Trump’s Department of Justice
12 supported employment discrimination against LGBTQ people when it
13 filed an amicus brief in support of the three employers who fired the
14 three employees because of their sexual orientation or gender
15 identity; and

EDUCATIONAL ISSUES COMMITTEE

16 WHEREAS, AFT President Randi Weingarten released a
17 statement that asks, “In the face of an administration that has
18 relentlessly sowed hate, fear and division, America finds itself at a
19 crossroads. Will we succumb to bigotry and cruelty, or will we choose
20 to value diversity, tolerance, human dignity and equal rights?”; and

21 WHEREAS, the court’s ruling that Title VII protections include a
22 person’s sexual orientation and gender identity strengthens existing
23 federal protections for LGBTQ people and ends legalized
24 employment discrimination; and

25 WHEREAS, the failure of 28 U.S. states to enact statewide anti-
26 discrimination employment laws that cover “sexual orientation” and
27 “gender identity” is now moot; the bullying, harassment and violence
28 against LGBTQ people is not; and

29 WHEREAS, eight U.S. states continue to have laws that restrict
30 how teachers can talk about LGBTQ issues in the classroom,
31 including prohibiting portraying homosexuality as a “positive
32 alternative lifestyle” and forcing teachers to teach “homosexuality is
33 not a lifestyle acceptable to the general public”; and

34 WHEREAS, LGBTQ youth are four times more likely to attempt
35 suicide¹ than their heterosexual peers; are more likely to be kicked
36 out of their homes; and LGBTQ youth report² high levels of
37 harassment (verbal—70 percent, shoving—29 percent and assaults—
38 12 percent), feel unsafe—60 percent; avoiding school functions—75
39 percent; avoiding gender-segregated spaces such as locker rooms—
40 43 percent, and bathrooms—40 percent; and hearing homophobic or
41 transphobic remarks (“faggot,” “dyke,” “tranny,” “he/she”—88-95
42 percent); and

43 WHEREAS, research shows that (1) employing LGBTQ
44 educators, (2) the existence of Gender-Sexuality Alliances (GSAs,
45 aka Gay-Straight Alliances) in schools, and (3) anti-discrimination
46 policies and laws significantly reduce the negative experiences of
47 LGBTQ youth; and

48 WHEREAS, schools that have GSAs, including the pioneering
49 GSA at Brashear High School in Pittsburgh, completely change the
50 climate of schools making them safe spaces for LGBTQ students:

51 **RESOLVED, that the American Federation of Teachers will**
52 **provide support and resources to the leadership of AFT locals to**
53 **engage local school district officials in the urgent need to**
54 **recruit, retain and respect LGBTQ educators; and**

¹ Kann, Laura, Tim McManus, et al., “Youth Risk Behavior Surveillance—United States, 2017.” *MMWR Surveillance Summaries*, vol. 68, no. 8, June 15, 2018, pp. 24–25.

² Kosciw, J.G., Greytak, E.A., Zongrone, A.D., Clark, C.M., & Truong, N.L. (2018). “The 2017 National School Climate Survey: The Experiences of Lesbian, Gay, Bisexual, Transgender, and Queer Youth in Our Nation’s Schools.” New York: GLSEN.

EDUCATIONAL ISSUES COMMITTEE

55 **RESOLVED, that the AFT will work with its locals to provide**
56 **support and resources to work with school district human**
57 **resources departments on appropriate plans to recruit, retain**
58 **and respect LGBTQ educators; and**

59 **RESOLVED, that the AFT will encourage school districts to**
60 **support expansion and increased visibility of the schools' GSAs;**
61 **and**

62 **RESOLVED, that the AFT is committed to ensuring that the**
63 **nation's LGBTQ youth are valued; have a place in our**
64 **classrooms; and deserve the opportunity of a diverse, full and**
65 **safe education.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

**HEALTHCARE ACCESS/QUALITY AND RNs/HEALTHCARE WORKERS
COMMITTEE**

Committee Co-Chairs: Lisa Ochs, Ohio Nurses Association, Local 5903;
Anne Goldman, United Federation of Teachers, Local 2

**8. A HEALTHCARE SYSTEM THAT WORKS FOR ALL
BY 2025**

Committee recommends concurrence.

1 WHEREAS, the current healthcare system lacks accountability for
2 patient outcomes and the ability to prioritize the health of people in
3 normal times, as evidenced by the United States falling behind our
4 industrialized nation peers in areas like life expectancy and avoidable
5 hospitalizations in patients with chronic disease, and as tragically
6 evidenced by the growing number of casualties and the inability to
7 manage in a pandemic; and

8 WHEREAS, COVID-19 has laid bare the structural racism in our
9 healthcare system and resultant inequitable health outcomes in the
10 United States, revealing and deepening disproportionately inferior
11 healthcare access and health outcomes for Black and brown people,
12 who are disproportionately represented in essential service jobs,
13 experience higher rates of poverty and low wages, and have higher
14 uninsured rates than white people; and

15 WHEREAS, undeniable disparities in access and health outcomes
16 persist within our healthcare system for other vulnerable populations,
17 including but not limited to Native American communities, LGBTQ
18 people and those with disabilities; and

19 WHEREAS, hospitals are important centers of rural communities,
20 often being the largest employer and the only source of care in often
21 geographically isolated communities that experience high rates of
22 factors that impact health, like poverty, income and access to healthy
23 food; and

24 WHEREAS, food supply, poverty, housing, transportation and
25 other social determinants of health not only drive inequities in health
26 status, but also perpetuate disparities in economic status, and the
27 lack of investment in these and other social determinants is a primary
28 contributor to inferior health outcomes overall in the United States
29 compared with other developed nations; and

30 WHEREAS, more than 100 million people remain uninsured or
31 underinsured, numbers that will continue to grow because of the high
32 unemployment rate during the current economic crisis in the United
33 States. And many with employer-sponsored coverage experience
34 such high out-of-pocket costs, due to factors like high premiums,
35 deductibles and deceptive billing practices, that they forgo needed
36 care and are effectively uninsured; and

HEALTHCARE ACCESS/QUALITY AND
RNs (REGISTERED NURSES)/HEALTHCARE WORKERS COMMITTEE

37 WHEREAS, the United States remains the only industrialized
38 country without a universal healthcare system, despite spending the
39 most on healthcare among developed nations. Americans pay more
40 than twice as much as other developed countries on total healthcare
41 spending and prescription drugs; and

42 WHEREAS, the delivery system is comprised of highly profitable
43 tax-exempt corporations led by executives making on average \$3.5
44 million per year, by highly profitable publicly traded companies, and
45 by private equity firms that together comprise an industry that
46 accounts for 18 percent of the gross domestic product and is a major
47 driver of the national debt; this is an industry structure that has
48 resulted in a power dynamic that puts patients, healthcare workers
49 and taxpayers at a disadvantage in advocating for a system
50 prioritizing investment in factors that influence health, economic
51 standing and the ability to flourish in American society; and

52 WHEREAS, the current economic crisis leaves many institutions
53 and care models vulnerable to acquisition by large publicly traded
54 companies or private equity funds. As the focus of these financial
55 interests shifts, new practices and care models will change how care
56 is delivered and will be prioritized on the basis of maximizing revenue;
57 and

58 WHEREAS, the pandemic has hastened the imminent evolution of
59 care delivery toward broader use of technology, artificial intelligence,
60 and moving the locus of care, all of which drive critical workforce
61 changes that will affect those who work in healthcare and could
62 undermine standards, working conditions and voice of healthcare
63 workers in the delivery of care; and

64 WHEREAS, we can no longer avoid confrontation with the costs of
65 healthcare, the substandard patient care outcomes, or the inequities
66 perpetuated by the healthcare system. The current transition of our
67 healthcare system will be on a trajectory of ruin for patients if we do
68 not advance a system centered on the health and well-being of all
69 people, with healthcare as a basic human right, guaranteeing every
70 person can access the care they need when they need it; and

71 WHEREAS, the post-pandemic status of our healthcare delivery
72 system presents an opportunity to transition a model of healthcare
73 driven by high-value, universal access; sustainable cost;
74 accountability for outcomes; and choice; and actions taken coming
75 out of the pandemic are critical to break the pattern of continued
76 support of the existing system that is fiscally unsustainable and
77 leaves tens of millions of Americans behind:

78 **RESOLVED, that the American Federation of Teachers will**
79 **work to achieve universal coverage by the year 2025, whether**
80 **through single payer or private insurance with a public option,**
81 **so that all patients have coverage for timely access to the care**
82 **they need, treating healthcare as a public good, and will**
83 **consider a different payment system model that promotes value**
84 **and coordination in care delivery; and**

85 **RESOLVED, that the AFT’s interim efforts will comprise a**
86 **glide path toward 2025 that addresses the structure of our**
87 **healthcare delivery system by working toward:**

- 88 • **banning or limiting the growth of for-profit hospitals;**
- 89 • **banning or limiting the growth of private equity, and**
90 **regulating the access and services provided by for-profit**
91 **and nonprofit hospitals alike;**
- 92 • **restricting the further consolidation and privatization of**
93 **hospitals and healthcare systems;**
- 94 • **enforcing the community benefit standard for nonprofits so**
95 **that it means something, or review the charitable status of**
96 **nonprofit hospitals so that they are paying taxes to support**
97 **public infrastructure;**
- 98 • **a model of coverage that uses existing public financing**
99 **mechanisms, like Medicaid, to build a foundational model**
100 **that addresses cost, access, choice and outcomes; and**

101 **RESOLVED, that the AFT will work vigorously to ensure**
102 **massive investment in our public health infrastructure in a way**
103 **that permits robust programming aimed at prevention,**
104 **maintenance and disease surveillance to collect critical data**
105 **about community-specific health needs that inform appropriate**
106 **programming, as well as resources to develop and provide**
107 **timely and relevant programming responsive to community**
108 **health needs; and**

109 **RESOLVED, that the AFT will advocate for programming,**
110 **funding, research and public investments that address health**
111 **disparities, social determinants and unacceptable healthcare**
112 **outcomes among Black Americans, other communities of color,**
113 **LGBTQ people and other vulnerable populations. Specifically,**
114 **we oppose any health policy initiatives that have any racist**
115 **impact;**

116 **RESOLVED, that the AFT will advocate for programming,**
117 **funding and policy solutions to address the crisis-level**
118 **challenges faced by patients in rural communities involving**
119 **threats of hospital closures and addressing social determinants**
120 **of health; and**

121 **RESOLVED, that the AFT will play a role in shaping the future**
122 **of the healthcare workforce. We must ensure that workforce**
123 **changes do not happen to our members but happen**

124 **collaboratively with them, thus allowing care to be delivered in**
125 **new and creative ways that maintain the standards that we have**
126 **bargained to establish and that improve patient outcomes.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

9. INFECTIOUS DISEASE EMERGENCY PREPAREDNESS IS ESSENTIAL FOR HEALTHCARE

Committee recommends concurrence.

1 WHEREAS, infectious disease specialists have warned
2 governments for years of an impending, serious infectious disease
3 outbreak, and the emergence of the SARS, MERS, H1N1 influenza,
4 Zika and Ebola over the last 17 years reinforced the need to prioritize
5 emergency preparedness for newly emerging infectious disease
6 outbreaks; and

7 WHEREAS, past and present administrations failed to address the
8 lack of domestic production of personal protective equipment,
9 particularly N95 respirators, ensuring the global supply chain
10 problems we currently face; and

11 WHEREAS, the Trump administration systematically dismantled
12 the federal government's ability to effectively respond to any
13 infectious disease outbreak, disbanding global health security
14 taskforces in the National Security Council and the Department of
15 Homeland Security that would have ensured interagency coordination
16 and timely leadership; cutting the Centers for Disease Control and
17 Prevention's international epidemic prevention programs by 80
18 percent in 2018, allowing scores of positions within the CDC to
19 remain unfilled; and eliminating programs to study zoonotic disease
20 outbreaks, ensuring a disorganized, inadequate federal response;
21 and

22 WHEREAS, the United States lacks a functioning state and local
23 public health infrastructure with the capacity to respond to any large-
24 scale infectious disease outbreak or other public health emergency.
25 State and local public health departments have historically been
26 severely underfunded and are highly reliant on the CDC for support
27 and direction; and

28 WHEREAS, the Trump administration wasted valuable time when
29 the SARS-CoV-2 emerged, downplaying the threat, muzzling CDC
30 and National Institutes of Health leaders, and promoting false cures
31 and incompetent managers instead of following the advice of experts
32 and directing federal resources where needed; and

33 WHEREAS, the supply of N95 respirators and other personal
34 protective equipment in the Strategic National Stockpile had not been

HEALTHCARE ACCESS/QUALITY AND
RNs (REGISTERED NURSES)/HEALTHCARE WORKERS COMMITTEE

35 replenished since 2009, resulting in an inadequate supply of
36 unexpired respirators. At the outset of the pandemic, the stockpile
37 contained 12 million N95s, but 3.5 billion were needed. States and
38 hospitals are not required to maintain and restock their own
39 stockpiles; and

40 WHEREAS, President Trump has refused to deploy the Defense
41 Production Act to require American manufacturers to produce badly
42 needed respirators. Trump delayed centralizing a federal
43 procurement and distribution process for respirators and other
44 personal protective equipment, forcing states and employers to enter
45 a bidding war and artificially inflating the cost of PPE. When Trump
46 finally directed the Federal Emergency Management Agency to
47 coordinate procurement and distribution of PPE, the result was FEMA
48 commandeering PPE legally purchased by states and hospitals; and

49 WHEREAS, the CDC initially provided infection-control guidance
50 to healthcare employers, recommending N95 or stronger respirators
51 for healthcare workers caring for patients with suspected or confirmed
52 COVID-19, but downgraded this guidance in March in response to
53 lobbying by hospitals and some local health departments over
54 concerns about the supply and supply chains of N95 respirators,
55 saying that SARS-CoV-2 is spread primarily through droplet
56 transmission, ignoring a growing body of evidence that SARS-CoV-2
57 is an airborne-transmissible virus, and giving cover to employers
58 wanting to avoid providing respiratory protection to healthcare
59 workers; and

60 WHEREAS, multiple federal agencies under the Trump
61 administration have failed to uphold their mission to protect the public
62 from harm, including the CDC providing weak guidance to healthcare
63 employers and failing to systematically gather data on healthcare-
64 worker infections and death from COVID-19, the Occupational Safety
65 and Health Administration failing to require employers adhere to CDC
66 guidance or OSHA standards in order to protect healthcare workers
67 from a recognized serious and deadly hazard; and the federal
68 government prioritizing decontamination of N95 respirators over
69 production and stockpiling of respirators that were designed to be
70 reused; and

71 WHEREAS, as a result, an estimated 69,761 healthcare workers
72 are known to have been infected and at least 368 have died. We
73 know this to be a gross undercounting. Many states are not reporting
74 this information, and the federal government is not requiring it:

75 **RESOLVED, that the American Federation of Teachers will**
76 **work to push the federal government, states and employers to**
77 **develop regulations and systems to prevent this massive failure**
78 **to protect healthcare workers and the public at large from an**

HEALTHCARE ACCESS/QUALITY AND
RNs (REGISTERED NURSES)/HEALTHCARE WORKERS COMMITTEE

79 **infectious disease or other public health emergency from ever**
80 **happening again; and**

81 **RESOLVED, that the AFT will advocate for OSHA to**
82 **promulgate a temporary infectious disease standard immediately**
83 **and a permanent infectious disease standard within 24 months**
84 **of enactment, and in the interim, for OSHA to enforce existing**
85 **standards to protect healthcare workers from occupational**
86 **exposure to COVID-19; and**

87 **RESOLVED, that the AFT will advocate for the Centers for**
88 **Medicare & Medicaid Services and states to strengthen and**
89 **enforce requirements for hospital and healthcare services**
90 **emergency preparedness planning, including metrics for**
91 **determining adequate PPE stockpiles; rules for maintenance of**
92 **stockpiles; incentives to implement elastomeric or powered air**
93 **purifying respirators as part of a stockpile; and capacity to**
94 **develop temporary airborne infection isolation rooms, ventilated**
95 **headboards, improved general ventilation dilution and other**
96 **engineering controls; and**

97 **RESOLVED, that the AFT will advocate for the Food and Drug**
98 **Administration to rescind emergency use authorizations for N95**
99 **decontamination when respirator supplies and supply chains are**
100 **restored; and**

101 **RESOLVED, that the AFT will advocate for strong investment**
102 **in public health on the federal and state levels to develop a**
103 **rigorous system that supports prevention of illness as a public**
104 **good, re-establishing defunded global infectious disease**
105 **prevention, and tracking and establishing new and stronger**
106 **state and local public health funding; and**

107 **RESOLVED, that the AFT will support increased funding for**
108 **OSHA enforcement and whistleblower protection, and increased**
109 **funding for the National Institute for Occupational Safety and**
110 **Health for research on respiratory protection, PPE and**
111 **engineering controls like ventilated headboards, establishing**
112 **incentives for improved technologies; and**

113 **RESOLVED, that because no healthcare worker should have**
114 **to experience the gross failure to uphold their right to a safe and**
115 **healthy workplace, and one healthcare worker death from**
116 **COVID-19 is too many, the AFT will work through collective**
117 **bargaining to ensure healthcare employers are prepared to**
118 **protect healthcare workers from occupational exposure to**
119 **COVID-19 and any other infectious disease outbreak.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

10. IN SUPPORT OF SINGLE-PAYER HEALTHCARE

Precluded by recommendation of concurrence with Resolution 8.

1 WHEREAS, the coronavirus pandemic and ensuing crisis have
2 exposed many of our country's failings and shortcomings of both
3 politics and policy, and none more so than our fractured, for-profit,
4 devil-take-the-hindmost healthcare system; and

5 WHEREAS, any questions about whether the well-being and
6 health of some affect the well-being of all have been answered by
7 this virus; and

8 WHEREAS, given the demand for a national response to the
9 current health crisis, any questions about whether we as a nation
10 can afford to take action or whether the federal government is the
11 proper actor when confronting a national crisis are moot; and

12 WHEREAS, the creation of a single-payer healthcare system in
13 America is, and always has been, a matter of political will; and

14 WHEREAS, mustering the political will to create a single-payer
15 healthcare system must begin by reinforcing the broad progressive
16 coalition dedicated to achieving this goal; and

17 WHEREAS, the American labor movement, whose strongest
18 tradition has been to fight for the whole working class, not just our
19 members, should be conspicuously leading this effort; and

20 WHEREAS, healthcare should never be considered a privilege
21 based on what a person can afford but should be treated as a
22 public good and not a commodity that some individuals are able to
23 afford and others not; and

24 WHEREAS, on average, the United States spends more than
25 twice as much as other industrialized nations on healthcare, both
26 per person and as a percentage of its gross domestic product, and
27 the rate of healthcare inflation significantly outpaces other
28 industrial nations; and

29 WHEREAS, despite this high spending, U.S. healthcare
30 outcomes consistently rank at the bottom of all industrial nations,
31 and the United States Institute of Medicine, even before the
32 coronavirus pandemic, had declared an epidemic of substandard
33 healthcare throughout the nation; and

34 WHEREAS, it is absurd to tie healthcare to employment, and
35 despite having the highest healthcare costs in the world, there were
36 nearly 30 million Americans with no coverage at all prior to the
37 coronavirus pandemic, and now tens of millions more are at risk of
38 losing coverage due to loss of employment; and

39 WHEREAS, private insurance markets are simply too ineffective,
40 inequitable, excessively bureaucratic, wasteful and profit-driven to
41 be an effective means to ensure access to healthcare; and

HEALTHCARE ACCESS/QUALITY AND
RNs (REGISTERED NURSES)/HEALTHCARE WORKERS COMMITTEE

42 WHEREAS, many with health insurance can no longer afford to
43 use it due to high deductibles, out-of-pocket expenses, copays, and
44 the unaffordability of pharmaceuticals; and

45 WHEREAS, many employers have effectively abandoned a
46 genuine concern for the health of their workers or their families,
47 sacrificing the physical and mental health of their workforce and
48 their families on the altar of cost savings and corporate profits; and

49 WHEREAS, employers, at a loss to control healthcare costs
50 themselves, are forcing their employees and our union's members
51 to accept an ever increasing share of healthcare costs. This
52 misguided "consumer-driven" approach has done and can do
53 nothing to reduce overall healthcare cost escalation; and

54 WHEREAS, the cost of health insurance has continued to rise
55 more than the Consumer Price Index and has resulted in less
56 money for wages and a continual decline in employer-offered
57 coverage, dramatic increases in premiums, copayments and
58 deductibles, overall reductions in benefits, and inappropriate
59 utilization of review procedures that deny working families access
60 to needed care; and

61 WHEREAS, 60 percent of all bankruptcies in the U.S. now relate
62 to medical costs, though 75 percent of bankrupt families had health
63 coverage at the time of sustaining the injury or illness; and

64 WHEREAS, even before the coronavirus pandemic, Improved
65 Medicare for All had moved to center stage as the only viable
66 comprehensive alternative to the current corporate profit-driven
67 healthcare system in America, and despite negative framing by
68 pollsters and pundits, the majority of Americans now support a
69 single-payer healthcare system; and

70 WHEREAS, too many of our local unions are not able to secure
71 comprehensive healthcare coverage for members and their
72 families, leaving many AFT members and their families with
73 limited, expensive or no access to health insurance; and

74 WHEREAS, those bargaining units with good healthcare
75 coverage are constantly being compared to workers with less
76 expensive healthcare in a perpetual, reckless and self-defeating
77 race to the bottom; and

78 WHEREAS, the current structure prioritizes payment over
79 patients, healthy profits over healthy people, and is destructive to
80 labor relations, the American labor movement and the American
81 economy; and

82 WHEREAS, the current system of healthcare financing is
83 regressive and especially onerous on the working poor, whose
84 vulnerabilities have been laid bare by the coronavirus pandemic;
85 and

86 WHEREAS, a national system of publicly guaranteed
87 healthcare, such as described in H.R. 1384, the Medicare for All

88 Act of 2019, which has been co-sponsored by a majority of
89 Democrats in the U.S House of Representatives and its
90 companion S. 1129 (2019) would provide both healthcare security
91 and economic security to all American workers:

92 **RESOLVED**, that the American Federation of Teachers, a
93 union of educators, healthcare providers and public
94 employees, ~~acknowledges that affirms strongly and~~
95 ~~unequivocally access to high-quality healthcare is a basic~~
96 ~~human right and affirms strongly and unequivocally~~ its
97 support for ~~universal coverage—regardless of whether it is~~
98 ~~single-payer or private insurance with a public option a single-~~
99 ~~payer health coverage system modeled after the federal~~
100 ~~Medicare system~~; and

101 **RESOLVED**, that the AFT will mobilize its members and local
102 affiliates, in conjunction with labor and community allies, to
103 make such legislation a priority in all federal electoral efforts and
104 will work tirelessly for its passage.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

11. FREE COVID-19 TESTING AND PPE SHOULD BE AVAILABLE FOR ALL SCHOOL EMPLOYEES AND STUDENTS BEFORE REOPENING THE SCHOOLS

Committee recommends concurrence.

1 WHEREAS, universal testing for COVID-19 is fundamental to
2 learning the real number of people infected by the disease, and
3 therefore how to escalate the struggle to defeat it. Most importantly,
4 universally available testing ensures that those who are infected,
5 especially those who are asymptomatic, can be identified, isolate, and
6 have their contacts traced and tested. Every major public health
7 organization, beginning with the World Health Organization
8 emphasizes the vital importance of mass testing. The American
9 Federation of Teachers also released a “Plan to Safely Reopen
10 Schools,” which includes the need for increased COVID-19 testing;
11 and

12 WHEREAS, despite acknowledging the need to massively
13 increase COVID-19 testing by politicians at every level, test
14 availability remains pitifully low. California is ranked among the
15 bottom half of the country in per capita testing for COVID-19
16 (California ranks 26th), according to data compiled by the COVID
17 Tracking Project and the most recent U.S. Census Bureau numbers
18 (Dylan Scott for Vox, May 11, 2020). In countless cities and states,

HEALTHCARE ACCESS/QUALITY AND
RNs (REGISTERED NURSES)/HEALTHCARE WORKERS COMMITTEE

19 getting tested for COVID-19 remains a major challenge, even for
20 frontline workers; and

21 WHEREAS, COVID-19 has a particularly long incubation period
22 before signs and symptoms of the illness manifest (ranging from five-
23 24 days). Without the availability of universal testing for people who
24 are asymptomatic, countless people can inadvertently spread the
25 illness to others. Added to the already serious and tragically fatal
26 effects of COVID-19 that have been documented, scientists and
27 physicians acknowledge that there is still a great deal they do not
28 know about the virus, adding to the danger of the pandemic; and

29 WHEREAS, schools are obvious places where massive
30 community spread of illness takes place. Premature reopening of
31 schools will lead to another wave of the pandemic. This is an
32 unacceptable risk to the lives and safety of our members, students
33 and families; and

34 WHEREAS, as educators in our community's public schools, when
35 we fight for the health and safety of our members, we are also fighting
36 for the health and safety of our students and their families. We have
37 shown time and again the power that we have when we unite and
38 fight. We have that power right now to fight for the necessary health
39 policies to be implemented from our local, state and national
40 governments:

41 **RESOLVED, that the American Federation of Teachers will**
42 **call for freely available COVID-19 testing for all school**
43 **employees and students, and for school districts to provide**
44 **universal access to proper personal protective equipment (PPE).**
45 **We oppose reopening our schools without these safety**
46 **measures in place; and**

47 **RESOLVED, that the AFT will call on governors to make free**
48 **COVID-19 testing universally available to all school employees**
49 **and students before giving the green light to open each state's**
50 **public schools.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

12. RESPONSE TO THE CORONAVIRUS CRISIS

Committee recommends concurrence.

1 WHEREAS, the coronavirus has taken a huge human toll, with, as
2 of June 22, 2020, more than 2,298,696 cases in the United States,
3 and 120,225 deaths; and

4 WHEREAS, the coronavirus crisis has revealed a number of
5 shortcomings in our society that were already present, such as

HEALTHCARE ACCESS/QUALITY AND
RNs (REGISTERED NURSES)/HEALTHCARE WORKERS COMMITTEE

6 unorganized workplaces, lack of universal high-quality healthcare,
7 lack of affordable housing, and concentrated poverty; and

8 WHEREAS, the coronavirus crisis has underscored problems in
9 our schools that were already present, such as unsanitary conditions
10 in our buildings and chronic understaffing, including among special
11 education personnel and nurses; and

12 WHEREAS, the coronavirus has hit many communities in the
13 United States hard, but especially low-income communities of color,
14 which are most at risk from the virus; and

15 WHEREAS, the economic impact of the coronavirus crisis is likely
16 to hurt the budgets of social services, schools and our pension
17 system; and

18 WHEREAS, everyone deserves the right to not only recover from
19 the COVID-19 crisis but to thrive once the coronavirus subsides:

20 **RESOLVED, that as a response to this crisis the American**
21 **Federation of Teachers will advocate for policies that will protect**
22 **our members and our students, such as safe working**
23 **conditions; the right to housing; the right to water and power;**
24 **high-quality universal healthcare through a single-payer option;**
25 **and protections for documented and undocumented immigrants,**
26 **seniors, people with disabilities and people who are**
27 **incarcerated; and**

28 **RESOLVED, that the AFT will continue to advocate for the**
29 **high-quality schools that our children deserve—operated in a**
30 **safe way for students and their families *and* for our members;**
31 **and**

32 **RESOLVED, that the AFT will demand that those wealthiest**
33 **people who are most able to afford it share the burden in the**
34 **form of fair taxation so that we can all take part in a just**
35 **recovery.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

HIGHER EDUCATION COMMITTEE

Committee Chair: Lacy Barnes, State Center Federation of Teachers, Local 1533

13. ENCOURAGE CONTINGENT FACULTY PARTICIPATION IN SHARED GOVERNANCE

Committee recommends concurrence.

1 WHEREAS, community colleges and universities regularly hire
 2 contingent faculty; and
 3 WHEREAS, contingent faculty are required to hold the same
 4 academic qualifications and credentials as their full-time colleagues;
 5 and
 6 WHEREAS, qualified contingent faculty are rehired for years; and
 7 WHEREAS, contingent faculty already working in the institution
 8 have significant familiarity with the academic standards, curriculum,
 9 personnel and culture of the institution, thereby aiding in student
 10 success initiatives and other institutional goals; and
 11 WHEREAS, the concept of shared governance is continually
 12 challenged by administrations; and
 13 WHEREAS, there are not enough full-time faculty to serve on
 14 shared governance committees; and
 15 WHEREAS, due to the increased workload of faculty due to
 16 increased mandated requirements and accreditation standards; and
 17 WHEREAS, since decisions made in shared governance also
 18 affect contingent faculty, contingent faculty should be considered,
 19 with respect to equity and inclusivity, an equal participant in the
 20 decision-making:

21 **RESOLVED, that the American Federation of Teachers will**
 22 **support legislation for contingent faculty to be included and**
 23 **enfranchised without regard to their part-time status and**
 24 **compensated in shared governance work.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

14. EXPAND RETIREMENT BENEFITS

Committee recommends concurrence.

1 WHEREAS, the current eligibility for public workers to qualify for
 2 the Public Employees Retirement System (PERS) specifically
 3 excludes Oregon public university graduate employees and
 4 employees below 0.50 Full-Time Equivalent (FTE); and

5 WHEREAS, the eligibility for PERS also excludes postdoctoral
6 scholars; and

7 WHEREAS, the state of Oregon has expanded access to the
8 Optional Retirement Plan (ORP) for postdoctoral scholars who
9 work in Oregon public universities; and

10 WHEREAS, the requirement for postdoctoral scholars is to
11 contribute between 2 and 4 percent to qualify for ORP; and

12 WHEREAS, a postdoctoral scholar's contribution to ORP will be
13 matched by their respective public employer:

14 **RESOLVED, that the American Federation of Teachers will**
15 **advocate for expansion in public retirement eligibility for**
16 **graduate employees and employees below 0.50 FTE at the**
17 **national level.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

15. AFT POLICY TOWARD DUAL CREDIT

Committee recommends non-concurrence.

1 WHEREAS, dual credit provides a valuable path for students to
2 jump-start a college career and receive college credit in advance
3 of attending a university or community college; and

4 WHEREAS, competency based education programs offered in
5 secondary schools rely heavily on dual credit as a means of
6 student academic advancement; and

7 WHEREAS, it is essential that the quality of these classes
8 should be maintained by ensuring that the curriculum, instruction,
9 academic, library resource, and technological support meet higher
10 education institutions' standards and provide students with an
11 adequate opportunity for success in a higher education context;
12 and

13 WHEREAS, states should provide the resources necessary to
14 allow all students to pursue a college education; and

15 WHEREAS, states should ensure that the price of a college
16 education is affordable for all families and does not force families
17 to compromise the social and instructional experience of students;
18 and

19 WHEREAS, systemic and persistent underfunding of higher
20 education has led to diluting the academic integrity of college
21 classes in a dual-credit environment; and

22 WHEREAS, the current dual-credit system incentivizes
23 inequitable teaching assignments for both high school and higher
24 education institutions' full-time and part-time faculty; and

HIGHER EDUCATION COMMITTEE

25 WHEREAS, collaboration between high school dual-credit
26 instructors, faculty from higher education institutions, and
27 education administrators benefits students who participate in
28 these classes; and

29 WHEREAS, establishing these dual-credit opportunities should
30 be spearheaded by faculty from higher education and high school;
31 and

32 WHEREAS, regardless of who teaches or where dual credit is
33 taught, academic freedom should be consistent with standards
34 used in institutions of higher education; and

35 WHEREAS, admission into dual-credit classes should include
36 the student meeting academic requirements of the local higher
37 education institution; and

38 WHEREAS, high school students should be paired with
39 counselors and librarians from the partnering higher education
40 institution to ensure that the dual-credit curriculum is appropriate,
41 and students are in a position to meet educational goals; and

42 WHEREAS, all students should have the opportunity to utilize
43 dual credit regardless of location, socioeconomic status, race,
44 gender or sexual orientation:

45 **RESOLVED, that the American Federation of Teachers will**
46 **support policies that require dual-credit instructors,**
47 **regardless of setting, hold at least the minimum qualifications**
48 **required by the local higher education institution to teach the**
49 **course; and**

50 **RESOLVED, that the AFT will encourage local districts and**
51 **higher education institutions to set standards for high school**
52 **students enrolling in dual-credit courses to have the**
53 **minimum required academic qualifications of the local higher**
54 **education institution, including meeting minimum**
55 **requirements for grade point average, algebra and basic**
56 **English placement processes; and**

57 **RESOLVED, that the AFT will encourage locals to work**
58 **with school district administrations and the local higher**
59 **education institution to ensure that course length and**
60 **academic integrity are aligned for students taking the course**
61 **regardless of whether the course is taught at high school or**
62 **at the higher education institution; and**

63 **RESOLVED, that the AFT and its locals will support**
64 **policies that afford faculty members and students academic**
65 **freedoms in both the higher education and high school**
66 **settings; and**

67 **RESOLVED, that the AFT will provide bargaining**
68 **resources to support locals to establish formal collaborative**
69 **structures between the higher education institution and local**

70 school district, led by the high school and higher education
71 faculty instructors who are teaching dual-credit courses; and

72 **RESOLVED**, that the AFT will support policies that
73 recognize the need for students to have a collegiate
74 experience, by supporting and advocating for policies that
75 place an emphasis on students' academic and social
76 development that can only result by taking part in course
77 work that is provided at or by an institution of higher
78 education; and

79 **RESOLVED**, that the AFT will advocate for dual credit
80 being a supplement to secondary education and transition
81 into fully collegiate higher education; dual credit should not
82 be a replacement for regular high school courses and/or
83 higher education; and

84 **RESOLVED**, that the AFT will encourage locals to
85 establish systems that ensure high school students are
86 paired with higher education counselors as part of the dual-
87 credit course experience; and

88 **RESOLVED**, that the AFT will continue to advocate for
89 dual-credit opportunities to be made available to all students,
90 regardless of socioeconomic status, while also advocating
91 for fully funded and resourced preK-12 schools and institutes
92 of higher education.

- Adopted
- Adopted as Amended
- Defeated
- Precluded by _____
- Referred to _____

16. BROAD CENTER AT YALE

Committee recommends concurrence.

1 WHEREAS, the American Federation of Teachers is against
2 privatization of public education; and

3 WHEREAS, the college admissions scandal broke open the pay-
4 to-play scheme that is prevalent in higher education; and

5 WHEREAS, Eli Broad has been an advocate and funder of anti-
6 union and anti-public education activities, articles, legislation and
7 organizations. He established the Broad Center to train
8 superintendents, administrators and others to implement measures
9 that further privatize public education:

HIGHER EDUCATION COMMITTEE

10 **RESOLVED, that the American Federation of Teachers will**
11 **write a letter and publicly demand that Yale University return the**
12 **\$100 million gift from Eli Broad;¹ and**

13 **RESOLVED, that the AFT will publicly demand that Yale**
14 **University end its relationship with the Broad Center.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

¹ <https://www.latimes.com/california/story/2019-12-05/broad-center-and-100-million-goes-to-yale>

**HUMAN RIGHTS, INTERNATIONAL RELATIONS AND WOMEN'S
RIGHTS COMMITTEE**

Committee Co-Chairs: Carla McCoy, Baltimore Teachers Union, Local 340;
Peter Goodman, United Federation of Teachers, Local 2;
Karla Hernandez-Mats, United Teachers of Dade, Local 1974

**21. SUPPORT FOR TRANSGENDER, NONBINARY AND
GENDER-NONCONFORMING WORKERS**

Committee recommends concurrence.

1 WHEREAS, the American Federation of Teachers has a
2 continuing commitment to supporting transgender workers; and

3 WHEREAS, at the 2018 AFT-Oregon convention a resolution
4 was passed committing AFT-Oregon to defend transgender
5 workers' access to healthcare; and

6 WHEREAS, nonbinary and gender-nonconforming workers are
7 included under this umbrella, but often face particular constraints
8 in the workplace that require specific responses from AFT-Oregon
9 and locals; and

10 WHEREAS, current national politics continue to target
11 transgender, nonbinary and gender-nonconforming people; and

12 WHEREAS, our transgender, nonbinary and gender-
13 nonconforming members need continued support:

14 **RESOLVED, that the American Federation of Teachers will**
15 **collaborate with transgender, nonbinary and gender-**
16 **nonconforming communities to compile a list of best**
17 **practices implemented by locals in defense of transgender,**
18 **nonbinary and gender-nonconforming workers; and**

19 **RESOLVED, that the AFT will compile a list of existing**
20 **protections for transgender, nonbinary and gender-**
21 **nonconforming people, including protections in the**
22 **workplace, housing and everyday life; and**

23 **RESOLVED, that the AFT will make these best practices**
24 **available to locals to help guide and direct agitation for the**
25 **rights of transgender, nonbinary and gender-nonconforming**
26 **workers.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

22. ENOUGH

Committee recommends concurrence.

1 WHEREAS, millions of unknown people were enslaved, tortured
2 and killed in the Americas during the slave trade; and
3 WHEREAS, Rev. George Lee, Mack Charles Parker, Herbert Lee,
4 Cpl. Roman Ducksworth Jr., Louis Allen, James Earl Chaney, Andrew
5 Goodman, Michael Henry Schwerner, Jimmie Lee Jackson, Rev.
6 James Reeb, Jonathan Myrick Daniels, Benjamin Brown, Samuel
7 Ephesians Hammond Jr., Delano Herman Middleton, Henry Ezekial
8 Smith, Andrew Lee Anderson, Frank Andrews, Larry Bolden, James
9 Brazier, Thomas Brewer, Hillard Brooks, Eli Brumfield, Silas Caston,
10 Clarence Cloninger, Willie Countryman, Woodrow Wilson Daniels,
11 A.A. Hall, Collie Hampton, Ernest Hunter, Luther Jackson, Ernest
12 Jells, Richard Lillard, George Love, Robert L. McNair, Nehemiah
13 Montgomery, James Earl Motley, Larry Payne, C.H. Pickett, Jimmy
14 Powell, Johnny Queen, Johnny Robinson, Marshal Scott Jr., Jessie
15 James Shelby, Eddie James Stewart, Isaiah Taylor, John Wesley
16 Wilder; and
17 WHEREAS, Tamir Rice, Michael Brown, Eric Garner, Laquan
18 McDonald, Freddie Gray, Philando Castile, Alton Sterling, Sean
19 Reed, Breonna Taylor, Tony McDade, Danroy Henry, Jr., Aiyana
20 Stanley-Jones, Travis McNeil, Rekia Boyd, Shantel Davis, Alesia
21 Thomas, Kayla Moore, Miriam Carey, Yvette Smith, Pearlie Golden,
22 Sheneque Proctor, Tanisha Anderson, Natasha McKenna, Sandra
23 Bland, Keith Childress, Bettie Jones, Kevin Matthews, Michael Noel,
24 Miguel Espina, Nathaniel Pickett, Tiara Thomas, Richard Perkins,
25 Michael Lee Marshall, Lamontez Jones, Paterson Brown, Junior
26 Prosper, Keith McLeod, Wayne Wheeler, India Kager, Felix Kumi,
27 Michael Sabbie, Jonathan Sanders, Spencer McCain, Kris Jackson,
28 Jermaine Benjamin, Kevin Higgenbotham, Samuel Harrell, Walter
29 Scott, Eric Harris, Dominick Wise, Askari Roberts, Anthony Hill,
30 Naeschlus Vinzant, Thomas Allen, Jr., Lavall Hall, Matthew Ajibade,
31 La'vante Biggs, Tyree Crawford, Sylville Smith, Korryn Gaines, David
32 Joseph, Dyzhawn Perkins, Christopher Davis, Jessica Nelson-
33 Williams, Michael Eugene Wilson Jr., Terrence Crutcher, Charleena
34 Chaven Lyles, JR Williams, Nana Adomako, Cad Robertson, Raynard
35 Burton, Alteria Woods, Marc Brandon Davis, Aaron Bailey, Dewboy
36 Lister, Keita O'Neil, Juan Pedro Pierre, Stephon Clark, Alonzo Smith,
37 Arther McAfee Jr., Ronnell Foster, Mario Dantoni Bass, Shermichael
38 Ezeff, Cameron Hall, Juan Markee Jones, Marcus-David L. Peters,
39 Antwan Rose, Rashaun Washington, Cynthia Fields, Danny
40 Washington, Pamela Turner, Marcus McVae, Isaiah Lewis, Ryan
41 Twyman, Antwun Shumpert, Josef Richardson, Atatiana Jefferson,

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

42 Michael Dean, Ahmaud Arbery, Maurice Gordon, David McAtee,
43 William Howard Green, Donnie Sanders, Dreasjon Reed; and

44 WHEREAS, George Floyd; and

45 WHEREAS, all the other victims of police brutality and violence
46 unnamed but not forgotten; and

47 WHEREAS, more than 1,000 people are killed each year by police
48 with nearly 60 percent of the victims not possessing a gun or
49 involving issues of mental health (<https://mappingpoliceviolence.org/>);
50 and

51 WHEREAS, police brutality against Black and brown persons in
52 the U.S. is a manifestation of continual, persistent and pervasive
53 white supremacy; and

54 WHEREAS, this white supremacy is systemic and institutionalized
55 and influences the lives of everyone living in the U.S., albeit in very
56 different ways; and

57 WHEREAS, the eradication of this white supremacy is a
58 necessary precondition toward creating a culture of equity and
59 equality and, therefore, must be a primary goal of education:

60 **RESOLVED, that the American Federation of Teachers and its**
61 **affiliates will work to end police brutality by actively supporting**
62 **legislation on the federal, state and local levels that:**

- 63 1. **Imposes strict police accountability;**
- 64 2. **Ends policing of minor, "broken windows," offenses;**
- 65 3. **Bans use of chokeholds;**
- 66 4. **Limits the use of force by requiring a de-escalation policy**
67 **and mandatory reporting;**
- 68 5. **Eliminates racial profiling;**
- 69 6. **Demilitarizes law enforcement;**
- 70 7. **Requires all police officers to wear functioning and**
71 **operating body cameras at all times;**
- 72 8. **Tracks and reports data;**
- 73 9. **Ensures proper screening, education and training of all**
74 **officers;**
- 75 10. **Establishes a team of mental health professionals to send**
76 **as first responders to calls involving mental health crises;**
- 77 11. **Removes police officers from schools;**
- 78 12. **Invests in expanding first responders to include alternative**
79 **intervention in all types of circumstances to include public**
80 **health officials, social workers, mental health professionals**
81 **and related expertise;**
- 82 13. **Requires compliance with federal civil rights laws;**
- 83 14. **Requires independent community oversight boards and**
84 **human rights commissions;**
- 85 15. **Incorporates other meaningful reforms; and**

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

- 86 **RESOLVED, that the AFT and its affiliates will demonstrate**
87 **their ongoing resolve to support racial, social and economic**
88 **justice by:**
- 89 **1. Actively mentoring members of color and members of other**
90 **traditionally underrepresented groups for leadership**
91 **positions in the organizations;**
 - 92 **2. Writing strong anti-racism and anti-oppression language**
93 **into governance documents;**
 - 94 **3. Providing anti-racist and anti-oppression training for all**
95 **employees of the unions;**
 - 96 **4. Making anti-racist and anti-oppression training for all**
97 **members a principal goal of the unions;**
 - 98 **5. Calling for all our sibling unions, particularly law**
99 **enforcement unions, to do the same; and**
- 100 **RESOLVED, that the AFT will call upon the AFL-CIO to join us**
101 **in these efforts to change legislation and to support racial, social**
102 **and economic justice.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

**17. ENDORSEMENT OF THE CROWN ACT THAT BANS
RACIAL DISCRIMINATION BASED ON HAIRSTYLES**

Committee recommends concurrence.

- 1 WHEREAS, as passed in 2019, the mission of the California
2 Federation of Teachers states that we will represent our members'
3 interests and the interests of the communities they serve through
4 collective bargaining, legislative advocacy, political action and
5 organizing; and
- 6 WHEREAS, dress codes that target and limit self-expression, such
7 as hair and clothing, are all forms of micro-aggression aimed primarily
8 at communities of color, specifically the Black community; and
- 9 WHEREAS, structural discrimination, systemic racism and implicit
10 bias in this country have resulted in public policy, laws, legal rulings,
11 organizational policies and regulations that discriminate against and
12 cause tangible harm and target underserved communities, especially
13 communities of color, in favor of white norms; and
- 14 WHEREAS, in 2013, Vanessa Van Dyke, a 12-year-old African
15 American student at Faith Christian Academy in Orlando, Fla.,
16 complained to school administrators that several of her classmates
17 were bullying her for having an Afro. In response to her complaint,
18 school administrators urged her to cut or chemically straighten her
19 hair, and when she refused to do so, she was threatened with

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

20 expulsion and told her natural hair violated the school's dress code;
21 and

22 WHEREAS, in 2013, 7-year-old African American student Tiana
23 Parker at Deborah Brown Community School in Tulsa, Okla., was
24 sent home from school for having dreadlocks; and

25 WHEREAS, in 2017, twin sisters Maya and Deanna Cook who
26 were sophomores at Mystic Valley Regional Charter School in
27 Malden, Mass., were banned from attending the prom and from
28 competing for their school's sports teams for refusing to remove the
29 braids in their hair; and

30 WHEREAS, in 2018, 6-year-old African American student Clinton
31 Stanley Jr. at A Book's Christian Academy in Apopka, Fla., was
32 forced to disenroll from the school, after school officials told his father,
33 Clinton Stanley Sr., he'd need to cut his son's hair before he'd be
34 allowed to attend classes; and

35 WHEREAS, in 2018, a 14-year-old Black honors student in the
36 Fresno (Calif.) Unified School District was placed in a room isolated
37 from classmates due to his hairstyle; and

38 WHEREAS, in 2019, high school wrestler Andrew Johnson was
39 forced to either cut his dreadlocks or forfeit the match; and

40 WHEREAS, in 2019, student DeAndre Arnold from Barbers Hill
41 High School, in Mont Belvieu, Texas, was faced with in-school
42 suspension, a policy that bars him from the classroom, for failing to
43 cut his long dreadlocks. Officials also told Arnold and his parents that
44 he may be forbidden to attend graduation in three months unless he
45 cuts his hair; and

46 WHEREAS, California state Sen. Holly Mitchell introduced Senate
47 Bill 188 that would ban discrimination based on hairstyles in the Fair
48 Employment and Housing Act and California State Education Code.
49 S.B. 188 bans racial discrimination by employers and public schools
50 based on hair texture and protective hairstyles, which includes but is
51 not limited to hairstyles such as braids, locks, Afros and twists. S.B.
52 188 has been referred to as the CROWN (Creating a Respectful and
53 Open World for Natural hair) Act; and

54 WHEREAS, on July 3, 2019, Gov. Gavin Newsom signed the
55 CROWN Act into law in California becoming the first state to protect
56 citizens from discrimination based on hairstyle by employers and
57 public schools; and

58 WHEREAS, the new law, which took effect Jan.1, 2020, and
59 prohibits the enforcement of grooming policies that disproportionately
60 affect people of color, particularly Black people; and

61 WHEREAS, this includes bans on certain styles, such as Afros,
62 braids, twists, cornrows and dreadlocks—or locks for short:

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

63 **RESOLVED, that the American Federation of Teachers**
64 **strongly supports the CROWN Act at the state and national**
65 **levels; and**

66 **RESOLVED, that the AFT calls on school districts not to**
67 **discriminate against students based on self-expression based**
68 **on their appearance, which includes hair, hair coverings,**
69 **clothing, etc.; and**

70 **RESOLVED, that the AFT will work with community partners**
71 **to support state AFT affiliates to pass the CROWN Act in their**
72 **states, and to introduce and pass the CROWN Act in Congress.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

**18. FREE ALL IMMIGRANT DETAINEES, STOP THE
MASS OUTBREAK AND SPREAD OF COVID-19 IN
DETENTION CENTERS, SHUT DOWN THE
CONCENTRATION CAMPS AND STOP ICE RAIDS NOW**

Committee recommends non-concurrence.

1 WHEREAS, the COVID-19 pandemic necessitates, with the
2 greatest urgency, the immediate release of U.S. Immigration and
3 Customs Enforcement (ICE) detainees from detention facilities. With
4 high concentrations of populations in crowded spaces, detention
5 centers and jails are sites at major risk to rapidly spread disease and
6 pandemics; and

7 WHEREAS, the tragic and preventable deaths in ICE detention
8 centers that have already occurred at our southern border resulted
9 from unhealthily close quarters, the lack of medical care, food, water
10 and squalid conditions with no soap, where people were even forced
11 to drink out of toilets; and

12 WHEREAS, these conditions predate the coronavirus outbreak
13 and guarantee the exponential spread of the disease among a
14 population already in poor health and extremely vulnerable.
15 Detainees are not provided with basic soap and water, let alone
16 masks or hand sanitizer. To continue to hold immigrants in such
17 dangerous conditions during a global pandemic is tantamount to
18 genocide; and

19 WHEREAS, federal prisons and many state prisons have banned
20 visitations, including most attorney visits, citing the obvious potential
21 for the spread of the virus among prisoners and staff in close
22 quarters. Rather than denying detainees their rights to visitation and
23 proper legal representation, they must be released from these

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

24 dangerous and deadly conditions where they are certain to be
25 exposed to the virus through guards, other prison staff, through food
26 coming in, through new inmates and through those who have already
27 been exposed as of this moment; and

28 WHEREAS, in the meantime, ICE agents over the past weeks
29 have continued to make arrests in some of the regions hardest hit by
30 the virus, including California and New York. These actions,
31 combined with the continued imprisonment of tens of thousands of
32 immigrants and asylum seekers in dangerously unhealthy conditions,
33 make clear how this administration's main policy is racism, not public
34 health; and

35 WHEREAS, Donald Trump's denial of science, spreading of lies
36 and xenophobia, active blocking of mass testing, etc., have made the
37 U.S. the most ill-prepared of any industrialized country to deal with
38 this crisis. We certainly have many more positive cases than we
39 know. This makes the release of detainees a matter of life and death:

40 **RESOLVED, that in the context of the particularly acute**
41 **danger of catastrophic COVID-19 spread in detention facilities,**
42 **the American Federation of Teachers will call on governors to**
43 **use their power to immediately release ICE detainees from**
44 **detention facilities. We also call for the release of all immigrant**
45 **detainees from ICE detentions across the country; and**

46 **RESOLVED, that the AFT will call for an immediate end to all**
47 **ICE raids.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

~~19. BLACK LIVES MATTER AT SCHOOL~~

**Committee recommends concurrence with the following substitute
resolution, which appears below the original resolution:**

1 ~~WHEREAS, there is systemic racism in our schools; and~~
2 ~~WHEREAS, there is a school-to-prison pipeline that~~
3 ~~disproportionately impacts Black students; and~~
4 ~~WHEREAS, adopted school curriculum is Euro-centered; and~~
5 ~~WHEREAS, research shows that students who have teachers~~
6 ~~that look like them have better academic results; and~~
7 ~~WHEREAS, police violence is very well-substantiated against~~
8 ~~Black people; and~~
9 ~~WHEREAS, the national movement following the murder of~~
10 ~~George Floyd has surfaced even more incidents of police~~
11 ~~violence, and the groundswell of support nationally behind curbing~~
12 ~~the police; and~~

HUMAN RIGHTS, INTERNATIONAL RELATIONS,
AND WOMEN'S RIGHTS COMMITTEE

13 ~~WHEREAS, police departments nationwide have a very well-~~
14 ~~substantiated history of violence against Black people, with~~
15 ~~consistently increased budgets, some of which now top 54 percent~~
16 ~~of a city's discretionary fund; and~~

17 ~~WHEREAS, policing in schools has been shown to have a~~
18 ~~detrimental impact on students of color;~~

19 ~~RESOLVED, that the American Federation of Teachers will~~
20 ~~support cutting the police department budgets and removing~~
21 ~~school police from schools; and~~

22 ~~RESOLVED, that the AFT supports Black Lives Matter at~~
23 ~~School and its four demands:~~

24 ~~1. End zero tolerance;~~

25 ~~2. Mandate Black history and ethnic studies;~~

26 ~~3. Hire more Black teachers;~~

27 ~~4. Fund counselors, not cops; and~~

28 ~~RESOLVED, that the AFT will push out resources to~~
29 ~~members to use in their schools and communities; and~~

30 ~~RESOLVED, that the AFT will lobby Congress for a Black~~
31 ~~Lives Matter at School resolution.~~

19. MAKING “BLACK LIVES MATTER” IN OUR
SCHOOLS

1 WHEREAS, the United States has come to a historic moment
2 of reckoning with the systemic racism that has long plagued it,
3 dating back to the enslavement of Africans forcibly brought to our
4 shores in 1619, as a result of the murders of George Floyd,
5 Breonna Taylor, Rayshard Brooks and so many others, and the
6 powerful protest movement that has taken shape in their wake;
7 and

8 WHEREAS, as educators, it is our particular responsibility to
9 make schools into welcoming and nurturing environments for our
10 students by eliminating from them all forms of racism that harm
11 the well-being and damage the educational development of Black
12 students; and

13 WHEREAS, to this end, it is essential to reform the school
14 disciplinary codes, regulations and practices that negatively and
15 disproportionately impact Black students, contributing to a school-
16 to-prison pipeline in which youth are criminalized; and

17 WHEREAS, to this end, it is essential to develop inclusive
18 curriculum and employ culturally responsive pedagogy that
19 reflects the full diversity of our students, especially the historical
20 experience and heritage cultures of Black students; and

HUMAN RIGHTS, INTERNATIONAL RELATIONS,
AND WOMEN'S RIGHTS COMMITTEE

21 WHEREAS, to this end, it is essential to transform the
22 American teaching force to better reflect the racial and ethnic
23 diversity of our students, so that Black students have the same
24 opportunities to be taught by teachers who can serve as
25 inspirational role models as white students have; and

26 WHEREAS, the murders of George Floyd, Breonna Taylor and
27 Rayshard Brooks have focused national attention on pervasive
28 police violence against Black people, and on the militarization of
29 policing which too often makes police into an occupying force in
30 the communities they should protect and serve; and

31 WHEREAS, while education, healthcare and other vital social
32 services have borne the brunt of government policies of austerity
33 and inadequate funding for the last half century, police and law
34 enforcement budgets were often held harmless and even
35 increased: Policing now consumes far too much of discretionary
36 funds of state and local governments; and

37 WHEREAS, to the extent that school discipline and safety has
38 been under the control and direction of police, it has detrimentally
39 impacted students of color:

40 RESOLVED, that the American Federation of Teachers affirms
41 its historic commitment to ending systemic racism in American
42 society, and to removing all manifestations of that racism from
43 America's schools; and

44 RESOLVED, that to achieve these goals, the AFT will work with
45 organizations committed to ending systemic racism in American
46 society, such as Black Lives Matter, Color of Change, and the
47 NAACP, and with organizations committed to ending racism in
48 schools, such as the Alliance to Reclaim Our Schools; Black Lives
49 Matter at School; Facing History, Facing Ourselves; and Teaching
50 Tolerance; and

51 RESOLVED, that the AFT calls for an end to "zero tolerance"
52 and other disciplinary policies that contribute to the school-to-
53 prison pipeline and the criminalization of Black youth; and

54 RESOLVED that the AFT supports the separation of the
55 necessary function of school safety from policing and police
56 forces: school security personnel should be trained as peace
57 officers and integrated within the school community, with a focus
58 on nonviolent resolution of conflicts with a minimal use of force;
59 and

60 RESOLVED, that the AFT affirms its support for the
61 development of inclusive curriculum and culturally responsive
62 pedagogy that reflects the diversity of our students, especially the
63 historical experience and heritage cultures of Black students; and

64 RESOLVED, that the AFT affirms its support for the
65 diversification of the teaching force and for initiatives designed to

HUMAN RIGHTS, INTERNATIONAL RELATIONS,
AND WOMEN'S RIGHTS COMMITTEE

66 recruit, prepare and retain Black teachers and other teachers of
67 color, such as career ladders, teacher education programs in
68 HBCU institutions and public colleges and teacher residency
69 programs; and
70 RESOLVED, that the AFT affirms its support for community
71 schools that provide a full array of guidance, health and social
72 services to promote the well-being of students; and
73 RESOLVED, that the AFT supports a reordering of the budgets
74 of state and local governments to provide essential resources to
75 education, healthcare and other social services.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

20. ARMENIAN GENOCIDE

Committee recommends concurrence.

1 WHEREAS, 1.5 million people were massacred by the Turkish
2 government beginning in 1915; and
3 WHEREAS, the U.S. Congress formally passed resolutions
4 recognizing the Armenian Genocide in 2019; and
5 WHEREAS, Turkey has continually denied the genocide:
6 **RESOLVED, that the American Federation of Teachers will**
7 **formally recognize the Armenian Genocide; and**
8 **RESOLVED, that the AFT will call on the president of the**
9 **United States to formally recognize the Armenian Genocide;**
10 **and**
11 **RESOLVED, that the AFT will publish an article educating**
12 **our members on the Armenian Genocide, including**
13 **classroom resources.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

23. REVISIT AFL-CIO'S COMMITMENT TO RACIAL JUSTICE

Committee recommends non-concurrence.

1 WHEREAS, the American Federation of Teachers is affiliated with
2 the AFL-CIO, which also includes the International Union of Police
3 Associations as an affiliated member; and

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

4 WHEREAS, as per Article X, Section 8 of the AFL-CIO
5 constitution, it is a basic principle of the AFL-CIO that "it must be and
6 remain free from any and all corrupt influences and from the
7 undermining efforts of authoritarianism, totalitarianism, terrorism and
8 other forces that suppress individual liberties and freedom of
9 association and oppose the basic principles of our democracy and of
10 free and democratic trade unionism"; and

11 WHEREAS, in response to the police murders of Eric Garner,
12 John Crawford III, Michael Brown, Ezell Ford, Dante Parker, Michelle
13 Cusseaux, Laquan McDonald, Tanisha Anderson, Akai Gurley, Tamir
14 Rice, Romain Brisbon, Jerame Reid, George Mann, Matthew Ajibade,
15 Frank Smart, Natasha McKenna, Tony Robinson, Anthony Hill, Mya
16 Hall, Phillip White, Eric Harris, Walter Scott, William Chapman II,
17 Alexia Christian, Brendon Glenn, Victor Manuel Larosa, Jonathan
18 Sanders, Freddie Gray, Joseph Mann, Salvado Ellswood, Sandra
19 Bland, Albert Joseph Davis, Darrius Stewart, Billy Ray Davis, Samuel
20 DuBose, Michael Sabbie, Brian Keith Day, Christian Taylor, Troy
21 Robinson, Asshams Pharoah Manley, Felix Kumi, Keith Harrison
22 McLeod, Junior Prosper, Lamontez Jones, Paterson Brown, Dominic
23 Hutchinson, Anthony Ashford, Alonzo Smith, Tyree Crawford, India
24 Kager, La'Vante Biggs, Michael Lee Marshall, Jamar Clark, Richard
25 Perkins, Nathaniel Harris Pickett, Bennie Lee Tignor, Miguel Espinal,
26 Michael Noel, Kevin Matthews, Bettie Jones, Quintonio LeGrier, Keith
27 Childress Jr., Janet Wilson, Randy Nelson, Antronie Scott, Wendell
28 Celestine, David Joseph, Calin Roquemore, Dyzhawn Perkins,
29 Christopher Davis, Marco Loud, Peter Gaines, Torrey Robinson,
30 Darius Robinson, Kevin Hicks, Mary Truxillo, Demarcus Semer, Willie
31 Tillman, Terrill Thomas, Sylville Smith, Alton Sterling, Philando
32 Castile, Terence Crutcher, Paul O'Neal, Alteria Woods, Jordan
33 Edwards, Aaron Bailey, Ronell Foster, Stephon Clark, Antwon Rose
34 II, Botham Jean, Pamela Turner, Dominique Clayton, Atatiana
35 Jefferson, Christopher Whitfield, Christopher McCorvey, Eric Reason,
36 Michael Lorenzo Dean, Breonna Taylor, Tony McDade, David
37 McAtee and George Floyd,¹ and the violent repression of protests by
38 police around the United States, the General Board of the AFL-CIO
39 (of which AFT President Randi Weingarten is a member) states, "we
40 believe police officers, and everyone who works for a living, have the
41 right to collective bargaining."² Further, President Weingarten has
42 stated that "no union contracts should shield employee misconduct"

¹ <https://www.npr.org/2020/05/29/865261916/a-decade-of-watching-black-people-die>; <https://news.wgcu.org/2020-06-08/city-delays-naming-officer-who-shot-and-killed-tony-mcdade-gives-pba-time-to-file-additional-challe>;
<https://www.npr.org/2020/06/03/868933655/the-louisville-community-who-loved-david-mcatee-has-questions-about-his-death>

² <https://aflcio.org/press/releases/afl-cio-general-board-recommends-police-reform-calls-defense-secretary-chairman>

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

43 but does not call out the grievous injustices and murders perpetrated
44 by police under countless union contracts;³ and

45 WHEREAS, the purpose of labor unions is to protect and advance
46 the interests of workers and workers' safety. Police unions too often
47 use their power to protect individuals and institutions that contribute to
48 the murder and oppression of the most marginalized people in our
49 society and ultimately uphold white supremacy. Oppression of the
50 working class does not constitute a profession, therefore police do not
51 deserve the protections of collective bargaining rights; and

52 WHEREAS, we are in a national moment with the potential to
53 abolish over-militarized police and reimagine community-governed
54 solutions that work for all people. Collective bargaining agreements
55 between police associations and city governments can invalidate or
56 delay such progress; and

57 WHEREAS, there are countless examples of misconduct that
58 appear to be protected by corrupt union officials and collective
59 bargaining agreements. For example, police officer Derek Chauvin,
60 who murdered George Floyd through the excessive and unnecessary
61 use of force, has at least 17 use-of-force complaints on file⁴ and has
62 been shielded under the guise of the "right to collective bargaining";
63 and

64 WHEREAS, AFT leadership seems to have yet again turned their
65 backs on rank-and-file calls for disaffiliation or even open discussion
66 of affiliation with police unions among our ranks, choosing once again
67 to eschew democratic processes and deliberation within locals and
68 affiliates and advocate for incremental progress toward "reform"
69 without performing the deep work necessary to transform our labor
70 movement to root out white supremacy; and

71 WHEREAS, it is clear that police unions in their defense and
72 support of their membership have repeatedly violated the basic
73 principles that the AFL-CIO espouses:

74 **RESOLVED, that the American Federation of Teachers will**
75 **heed the growing calls from rank-and-file members and call for**
76 **all police unions to be expelled from the AFL-CIO; and**

77 **RESOLVED, that AFT President Randi Weingarten and**
78 **Secretary-Treasurer Lorretta Johnson shall use their positions**
79 **as members of the executive council of the AFL-CIO to pursue**
80 **an investigation into authoritarian corruption of IUPA, per Article**
81 **X, Section 8 of the AFL-CIO constitution. Those who serve the**
82 **powers holding their boots on the necks of the working class**

³ <https://thisisreno.com/2020/06/as-protests-grow-big-labor-sides-with-police-unions/>

⁴ <https://www.nytimes.com/2020/05/30/us/derek-chauvin-george-floyd.html>

83 **must not be allowed to claim solidarity with the larger union**
84 **movement through union association.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

24. AGAINST THE USE OF EXCESSIVE FORCE AND BRUTALITY BY LAW ENFORCEMENT OFFICERS

Committee recommends concurrence as amended below:

1 WHEREAS, researchers have widely documented minority
2 children of color, explicitly Black children have less funding, fewer
3 educational resources, fewer certified teachers, fewer
4 opportunities, yet receive harsher discipline; and

5 WHEREAS, the use of excessive force by law enforcement,
6 explicitly in matters involving Black people, has created an
7 environment of heightened sensitivity, anxiety, distrust, and
8 suspicion between law enforcement officials and the communities
9 they are sworn to protect and serve; and

10 WHEREAS, police brutality and the use of unnecessary,
11 excessive and military force are ongoing human rights and civil
12 liberties violations in the United States and have led to community
13 destabilization, a decrease in public safety, exacerbation of
14 structural inequalities and the current worldwide unrest and
15 protests covering the United States, Ireland, England, France,
16 Canada, Italy, Germany and Syria.

17 WHEREAS, over 117 years ago, in 1903, W.E.B. Du Bois
18 wrote that the "problem of the 20th century is the problem of the
19 color line. As we near the third decade of the 21st century, the
20 color line continues to divide America and define how law
21 enforcement is practiced in our country in ways that are
22 psychologically damaging and, far too often, deadly for people of
23 color"; and

24 WHEREAS, the recent unjust and inhumane killings of Ahmaud
25 Arbery in Glynn County, Ga.; Breonna Taylor in Louisville, Ky.;
26 and George Floyd in Minneapolis, are forever seared in our minds
27 as symbols of injustice and painful reminders that Black lives
28 seem to not matter in the land of "the free and the home of the
29 brave"; and

30 WHEREAS, many cities in the United States—including
31 Detroit—and across the world have held a series of protest
32 demonstrations demanding that officers and white supremacist
33 vigilantes involved in these killings be brought to justice. At many
34 of these demonstrations, police have tear-gassed, beaten and
35 arrested protesters:

HUMAN RIGHTS, INTERNATIONAL RELATIONS
AND WOMEN'S RIGHTS COMMITTEE

36 **RESOLVED, that the American Federation of Teachers**
37 **calls for the police officers who murdered George Floyd,**
38 **Breonna Taylor, and all other victims of racist police violence**
39 **to be arrested, charged, convicted and jailed for their crimes;**
40 **and**

41 **RESOLVED, that the AFT will call for any charges against**
42 **protesters who participated in demonstrations against police**
43 **brutality to be dropped or withdrawn; and**

44 **RESOLVED, that the AFT will support the ongoing**
45 **marches, rallies, and demonstrations against police brutality**
46 **and will encourage members to attend. The AFT further**
47 **encourages all participants in these demonstrations to**
48 **reduce the spread of COVID-19 by always wearing a mask in**
49 **public and especially at these demonstrations; and**

50 **RESOLVED, that the AFT will call for the following action**
51 **plan to restore respect, trust and civility in the men and**
52 **women serving in law enforcement working in our schools**
53 **and communities:**

- 54 • **Requiring—Recommend that schools and communities**
55 **investigate the practicality of having security, resource**
56 **and/or police officers working in schools wear body**
57 **cameras;**
- 58 • **Requiring regular and continuous cultural sensitivity,**
59 **emotional intelligence, mental illness, and de-escalation**
60 **and unconscious bias training for all security, resource**
61 **and/or law enforcement officers;**
- 62 • **Requiring psychological evaluation of police officers**
63 **before hiring and ongoing thereafter;**
- 64 • **Review the use of force policy and a review of its**
65 **alignment to best practices;**
- 66 • **Requiring the collection of statistics on excessive use of**
67 **force complaints for review by a citizen review board;**
- 68 • **Evaluations and ratings made public for all resource**
69 **and/or police officers; and**

70 **RESOLVED, that the AFT will promote the use and**
71 **adherence to this plan henceforward; and**

72 **RESOLVED, that the AFT will post this resolution on the**
73 **union website and email it to members.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

LABOR AND THE ECONOMY/RETIREMENT COMMITTEE

Committee Co-Chairs: Zeph Capo, Houston Federation of Teachers, Local 2415; Thomas Brown, United Federation of Teachers, Local 2

25. PUBLIC SPENDING TO SUPPORT THE U.S. ECONOMY

Committee recommends concurrence.

1 WHEREAS, when the economy struggles, public spending on
2 structure and services can make a difference between a robust
3 recovery and prolonged stagnation; and

4 WHEREAS, investment in public infrastructure fuels economic
5 growth by allowing things and ideas to move around (post office,
6 airport, highway, grid system), providing basic necessities (public
7 water system, dams, power grid) and preparing people to be
8 productive (schools, community colleges); and

9 WHEREAS, we can no longer afford to defer investment in our
10 nation's infrastructure; according to the American Society of Civil
11 Engineers 2017 Infrastructure Report Card, there is a \$2 trillion
12 10-year investment gap in our national societal infrastructure,
13 including ports, highways, rail, schools, water systems and other
14 important structures that support our society. In order to meet our
15 future collective needs, we must increase infrastructure
16 investments at all levels of government, especially during the
17 current economic downturn; and

18 WHEREAS, federal infrastructure investment has fallen by
19 half—from 1 percent to 0.5 percent of gross domestic product over
20 the last 35 years—more of this essential task is left to state and
21 local governments; and

22 WHEREAS, state and local governments represent 13 percent
23 of total employment in the United States meaning investment in
24 the public sector is also an investment in our collective
25 employment and the common good of our society:

26 **RESOLVED, that the American Federation of Teachers will**
27 **support increased infrastructure investments at all levels of**
28 **government and will fight austerity measures that will**
29 **continue to cripple our society; and**

30 **RESOLVED, that the AFT will continue to work with**
31 **community partners to ensure a strong public sector that**
32 **works for the common good of all.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

26. YOUNG WORKERS MOVEMENT

Committee recommends concurrence.

1 WHEREAS, the American Federation of Teachers membership
2 has increased since the *Janus* Supreme Court decision. A wave of
3 educator strikes across the country has demonstrated our strength,
4 led to big wins, and brought students and families with us into the
5 streets; and

6 WHEREAS, public opinion of unions is at a 15-year high, with
7 young workers having especially high support for organized labor;
8 and

9 WHEREAS, the future of the labor movement depends on
10 involving young members in order to combat the corporate onslaught
11 on unions that has resulted in dwindling membership and legal rights.
12 Higher rates of membership participation and activism from young
13 members will increase our locals' ability to win substantial victories at
14 our work sites for our schools, communities, families and students;
15 and

16 WHEREAS, young adults come out of their education experience
17 keenly aware and critical of the challenges facing the system and
18 eager to be part of the solution. Education privatizers have realized
19 this and co-opted social justice language to funnel young adults away
20 from the labor movement and into problematic education reform
21 pipelines. We have an opportunity to recruit and engage young
22 educators through their commitment to social justice and their desire
23 to be part of a movement to realize the potential of public education;
24 and

25 WHEREAS, a younger generation of activists and trade unionists
26 recognizes that the problems experienced by members and the
27 families they serve—including struggles for racial, sexual and
28 economic justice—continue both in and out of the workplace. As
29 young people rise up to lead fights for justice around the world, so too
30 are they rising up within the labor movement to use our unions as a
31 tool to improve our workplaces and society; and

32 WHEREAS, many of our professions, including teaching, have a
33 high rate of burnout and turnover among young workers. Encouraging
34 membership participation from young workers is a crucial part of
35 membership retention; and

36 WHEREAS, young workers are disproportionately affected by the
37 economic crises of our time, including catastrophic climate change,
38 crushing student loan debt, rising healthcare costs, austerity, and
39 increasing retirement insecurity; and

40 WHEREAS, a generation of skilled union members, activists and
41 leaders is retiring, creating a need for younger members who are
42 ready with the leadership experience, organizing know-how, and

43 institutional knowledge to keep our workplaces and unions strong.
44 Formal mechanisms within the union are required to provide this
45 training and experience; and

46 WHEREAS, other unions have ratios for the allocation of
47 delegates to conventions with the goal of achieving demographic
48 representation that mirrors the demographics of local membership:

49 **RESOLVED, that the American Federation of Teachers will**
50 **create pipelines to leadership such as an Emerging Leaders**
51 **Academy and an advisory board of younger members with an**
52 **annual meeting to discuss needs; and**

53 **RESOLVED, that the AFT will dedicate the necessary**
54 **resources to recruiting, training, and retaining new leaders**
55 **through regional and national conferences specifically dedicated**
56 **to gathering young members; and**

57 **RESOLVED, that the AFT will encourage each local to bring at**
58 **least one young person or early service member to the biennial**
59 **national convention and will commit to having the demographics**
60 **of our national convention reflect the demographics of our**
61 **membership; and**

62 **RESOLVED, that the AFT will continue to organize locals that**
63 **have many young members, such as charter schools; and**

64 **RESOLVED, that the AFT will continue organizing for a union**
65 **presence on college campuses by dedicating the necessary**
66 **resources to expand our associate membership program for pre-**
67 **service teachers to join the union.**

- Adopted
- Adopted as Amended
- Defeated
- Precluded by _____
- Referred to _____

27. AUTOMATION

Committee recommends concurrence.

1 WHEREAS, the American Federation of Teachers believes in
2 union labor:

3 **RESOLVED, that the American Federation of Teachers stands**
4 **with our broader union family across the country against**
5 **automation that decreases job opportunities; and**

6 **RESOLVED, that the AFT is opposed to self checkouts at**
7 **retail stores that decrease job opportunities; and**

8 **RESOLVED, that it is incumbent upon those industries to**
9 **retrain employees for sustainable jobs; and**

10 **RESOLVED, that the AFT will convey our solidarity to the**
11 **unions that are losing job opportunities because of these**
12 **business practices.**

- Adopted Adopted as Amended Defeated
- Precluded by _____ Referred to _____

28. EXPANDING RENTERS' PROTECTIONS

Committee recommends non-concurrence.

1 WHEREAS, through a week-to-week tenancy lease, landlords
2 may terminate a rental agreement given a 10-day notice; and

3 WHEREAS, through a week-to-week tenancy lease, landlords
4 may increase rent given a seven-day notice; and

5 WHEREAS, through a week-to-week tenancy lease, landlords
6 may increase rent without a cap; and

7 WHEREAS, all landlords are capped at a 7 percent rent
8 increase plus the increase in the consumer price index only after a
9 12-month tenancy period; and

10 WHEREAS, if a rental property is fewer than 15 years old or
11 the landlord provides reduced rent as part of a federal, state or
12 local program, there is no limit to the increase in rent prices; and

13 WHEREAS, for ORS 90.396 and ORS 90.405 in which there
14 are restrictions and/or evictions based on pet ownership, sex work
15 and substance abuse:

16 **RESOLVED, that the American Federation of Teachers will**
17 **work with AFT-Oregon to lobby to lift the ban on all forms of rent**
18 **control; and**

19 **RESOLVED, that the AFT will work with AFT-Oregon to lobby**
20 **for strict rent control that is less than the previous 7 percent**
21 **increase in addition to the consumer price index increase every**
22 **12-month period, which includes properties built within 15 years;**
23 **and**

24 **RESOLVED, that the AFT will work with AFT-Oregon to**
25 **develop a working group to address the previous cooperative**
26 **housing resolution and how to firmly implement designated**
27 **funding to AFT-Oregon locals; and**

28 **RESOLVED, that the AFT will work with AFT-Oregon to create**
29 **a report that details where the cooperatives are being**
30 **established, and the budget for each establishment; and**

31 **RESOLVED, that the AFT will work with AFT-Oregon to**
32 **establish policy to protect sex workers and those struggling with**
33 **substance abuse from eviction within 24 hours; and**

34 **RESOLVED, that the AFT will work with AFT-Oregon to**
35 **establish policy to enforce pet owner protection as seen in H.B.**
36 **2683; and**

37 **RESOLVED, that the AFT will work with AFT-Oregon to**
38 **endorse any legislation that prohibits additional rent charges for**
39 **pet owners; and**

40 **RESOLVED, that the AFT will work with AFT-Oregon to endorse**
41 **any legislation that prohibits the requirement of medical**
42 **documents for pet owners to rent.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

Committee Chair: J. Philippe Abraham, New York State United Teachers

29. REIMAGINING OUR SOCIETY AND REWRITING THE RULES TO ENABLE OPPORTUNITY AND JUSTICE FOR ALL

Committee recommends concurrence.

1 WHEREAS, we face enormous challenges in the United States—a
2 health pandemic, an economic recession and millions of people
3 without work, systemic racism, and a president who has made these
4 crises worse by his actions and conduct, including his willingness to
5 reject the norms of our democracy and the rule of law; and

6 WHEREAS, it falls on us in this moment to reimagine our society
7 and rewrite the rules so everyone in America has access to
8 opportunity and justice, not just the rich and powerful, just as other
9 generations have done, most recently in the New Deal, and the civil
10 rights and Great Society era. We must meet this moment with that
11 same vision and clarity, and emerge from this crisis healthier,
12 stronger, better and more just than before; and

13 WHEREAS, the COVID-19 pandemic has exacerbated the
14 economic and health disparities and pain long felt by Americans,
15 particularly communities of color, and has brought a new
16 unprecedented urgency to address the imbalance in our economy
17 and society and the decay of our democracy; and

18 WHEREAS, Black Americans continue to struggle for full
19 protection under the law and to be recognized as full human beings
20 deserving of basic human rights:

21 **RESOLVED, that the American Federation of Teachers firmly**
22 **believes the foundation of a vibrant and well-functioning**
23 **democracy and society is a people secured by the freedom to**
24 **live, safely and securely, and the opportunity to attain a better**
25 **life. Freedom and opportunity are enabled through good jobs**
26 **with a living wage and a union, a great public education,**
27 **adequate healthcare and justice for all. The AFT will do**
28 **everything in our power to meet this moment and restore hope**
29 **that another future is possible through the work of our members,**
30 **through collective action, and at the ballot box; and**

31 **RESOLVED, that the AFT’s efforts to reimagine a more just**
32 **and vibrant society and democracy are guided by the following**
33 **essential principles:**

- 34 • **All Americans should have access to a well-paying job and**
35 **the ability to support their families free from poverty, and**
36 **real retirement security;**

- 37 • **All workers must have the right to collectively bargain and**
38 **have strong unions whether they work in the public sector,**
39 **gig economy, academia, perform personal services, work**
40 **on farms or in any other portion of our economy;**
- 41 • **Access to high-quality healthcare is a basic human right,**
42 **not a privilege for those who can afford it. Universal**
43 **coverage—regardless of whether it is single-payer or**
44 **private insurance with a public option— must guarantee**
45 **that every person has access to the care they need when**
46 **they need it without crippling out-of-pocket costs. Our**
47 **healthcare system must deliver high-quality care from**
48 **cradle to grave, based on the needs of every community**
49 **and not the profits of corporations;**
- 50 • **All Americans should have the right to affordable, safe and**
51 **adequate housing;**
- 52 • **A 21st-century infrastructure investment to maintain not**
53 **just our roads and bridges but to ensure safe water, public**
54 **health needs, clean energy, and broadband as an essential**
55 **public utility;**
- 56 • **A fair tax system that ensures the rich and big corporations**
57 **pay their fair share to provide for the common good and**
58 **fund schools and essential community services;**
- 59 • **All Americans should have access to a basic safety net,**
60 **including universal child care; easier access to**
61 **unemployment insurance; paid leave; equal pay for equal**
62 **work; increased Social Security benefits; and a real**
63 **investment in supports for families, such as the**
64 **Supplemental Nutrition Assistance Program; a real**
65 **overtime standard; and prevention of wage theft;**
- 66 • **Our federal government should never again be unprepared**
67 **to confront health and safety threats to the American**
68 **people. Our nation must have a public health infrastructure**
69 **capable of keeping Americans safe and responding to**
70 **global health pandemics and other threats;**
- 71 • **Safely reopening public schools and colleges in a way that**
72 **does not simply seek to go back to life as it was before the**
73 **pandemic but to fully fulfill public education’s promise as**
74 **the center of democracy and cornerstone in our community**
75 **where every child can succeed and where there is joy in**
76 **learning;**
- 77 • **Helping all children thrive requires a focus on whole child**
78 **supports and services. This includes children’s social**
79 **emotional and academic development; rich and inclusive**
80 **curriculum; and powerful instruction in safe and healthy**
81 **neighborhood schools; professional learning and**
82 **collaboration time for teachers as well as appropriate pay;**
83 **ensuring educators have the freedom to teach; assessment**
84 **that informs instruction rather than standardized testing**

85 that narrows it; and real voice and engagement of parents
86 and the community. We support the strategic establishment
87 of 25,000 community schools across the country, and fully
88 funding Title I and the Individuals with Disabilities
89 Education Act to support our students, educators and
90 schools;

- 91 • The cancellation of all student debt;
- 92 • High-quality, free public higher education for every student
93 that is equitable, accessible and safe; faculty and support
94 staff should be well-supported, paid a living wage, have
95 academic freedom and a right to form a union;
- 96 • A Green New Deal that simultaneously addresses the
97 harms of climate change and economic inequality as urgent
98 and severe and that must be addressed together. We must
99 ensure that communities are respected, no worker is left
100 behind, that real protections are guaranteed for workers
101 and communities that face impacts due to health and
102 environmental damage caused by the fossil fuel industry,
103 and that full rights to unionization and collective bargaining
104 are afforded to any and all jobs created in the new
105 sustainable energy economy;
- 106 • Ending systemic racism in America, particularly in the
107 criminal justice system, and fighting for anti-racist policies
108 for our schools, healthcare system, the environment,
109 policing and our democracy. This includes the
110 demilitarization of police; making school safety separate
111 from policing and police forces; and the necessary cultural
112 competency and implicit bias training for ourselves, our
113 schools and our workplaces; and
- 114 • The restoration of our essential democratic rights made
115 possible through securing the right to vote for all
116 Americans through automatic voter registration, vote by
117 mail and a revived Voting Rights Act; an independent and
118 nonpartisan process for drawing district lines for Congress
119 and state legislatures; re-establishing an independent
120 judiciary; and reforming the rules of the Congress to end
121 gridlock and allow government to function.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

31. ADDRESSING SEXUAL DISCRIMINATION, HARASSMENT AND VIOLENCE IN THE WORKPLACE

Committee recommends concurrence.

1 WHEREAS, the American Federation of Teachers has an
2 ongoing commitment to combat sexual discrimination, harassment
3 and violence; and

4 WHEREAS, the AFT refuses to tolerate any form of sexual
5 harassment, discrimination or violence; and

6 WHEREAS, members of this union and other workers continue
7 to experience sexual discrimination, harassment and violence in
8 their workplaces; and

9 WHEREAS, workers have the right to safe and respectful
10 working conditions, including choosing to disclose an experience of
11 sexual discrimination, harassment or violence without fear of
12 retribution; and

13 WHEREAS, locals of this union are already working to provide
14 protections for workers experiencing sexual harassment,
15 discrimination, and violence; and

16 WHEREAS, the AFT is in a unique position to gather the
17 practices, policies and bargaining language from these locals and
18 provide it to everyone:

19 **RESOLVED, that the AFT will recognize and address the**
20 **frequency and severity of these occurrences in consultation**
21 **with locals, while acknowledging that statistics**
22 **underrepresent incidents of sexual discrimination,**
23 **harassment and violence; and**

24 **RESOLVED, that the AFT will treat all incidents and**
25 **allegations seriously and promptly with trauma-informed**
26 **responses; and**

27 **RESOLVED, that the AFT reaffirms its refusal to tolerate**
28 **sexual discrimination, harassment and violence by**
29 **collaborating with locals to compile a list of evidence-based**
30 **best practices to be distributed to all locals; and**

31 **RESOLVED, that the AFT will adopt and implement these**
32 **practices; and**

33 **RESOLVED, that the AFT will promote bargaining**
34 **platforms that uphold the rights of the complainants, victims,**
35 **and survivors and validate their experiences as potential**
36 **hindrances to their ability to work.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

30. BARGAINING FOR DISABILITY ACCOMMODATION AND ACCESS

Committee recommends concurrence.

1 WHEREAS, individuals with physical or psychological
2 disabilities or those with chronic health issues or those with
3 qualifying health issues face unique challenges in accessing and
4 working in the professional environment; and

5 WHEREAS, individuals' requests for basic accessibility and
6 accommodations are both necessary and protected by the
7 Americans with Disabilities Act; and

8 WHEREAS, the need for accommodations come at the
9 recommendation of medical and psychological care professionals;
10 and

11 WHEREAS, implementations and accommodations do not
12 always meet the standards of the Americans with Disabilities Act
13 or adequately address the needs of those individuals; and

14 WHEREAS, our workplaces should strive for universal access
15 and reasonable accommodations:

16 **RESOLVED, that the American Federation of Teachers will**
17 **support locals in their advocacy and bargaining for**
18 **accessibility and accommodation rights, protections, and the**
19 **development of inclusive policy; and**

20 **RESOLVED, that the AFT will support locals in taking**
21 **steps (such as focus groups and online surveys) to identify**
22 **needs for, usage of, and gaps in accessibility and**
23 **accommodations to advise bargaining on these issues; and**

24 **RESOLVED, that the AFT will endeavor to combat the**
25 **marginalization of the disabled community by supporting the**
26 **visibility and voices of the disabled community; and**

27 **RESOLVED, that the AFT will include disability access and**
28 **accommodation support as a stable necessity for member**
29 **unions across the country.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

32. PROMOTING PROTECTIONS FOR INTERNATIONAL WORKERS

Committee recommends concurrence.

1 WHEREAS, international workers make up a significant
2 percentage of the workforce in many states; and

3 WHEREAS, the material conditions and lived experiences of
4 international workers are substantially different from domestic
5 workers, including visa and work restrictions, fear of reprisal, and
6 discrimination; and

7 WHEREAS, international workers require and deserve
8 protection and support from their organizations and the state
9 regardless of documentation status:

10 **RESOLVED, that the American Federation of Teachers will**
11 **acknowledge, promote and build awareness of the multiple**
12 **struggles international workers face in their work**
13 **environments; and**

14 **RESOLVED, that the AFT will promote bargaining**
15 **platforms and make available resources, including providing**
16 **optional training that addresses international workers'**
17 **concerns and challenges separately, and will protect them.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

33. SUPPORT THE VOLUNTARY 'PLEDGE YOUR STIMULUS CHECK!' CAMPAIGN

Committee recommends concurrence.

1 WHEREAS, educators in California know the struggle our
2 undocumented families face in one of the richest states, in the richest
3 country in the world; and

4 WHEREAS, our union, along with the American Federation of
5 Teachers, has advocated for legal and worker rights and protections
6 for undocumented people, including supporting the demand to shut
7 down inhumane detention centers, an end to the Immigration and
8 Customs Enforcement raids, and comprehensive immigration reform;
9 and

10 WHEREAS, we as educators, as union members, and as social
11 justice advocates, will not sit idly by and watch the authorities ignore
12 the precious lives of our undocumented families; and

13 WHEREAS, many locals in our union have been working in close
14 collaboration within coalitions to build strong community/labor
15 partnerships and demand that workers and families be a priority
16 during this crisis; and

17 WHEREAS, the Coronavirus Aid, Relief, and Economic Security
18 Act (CARES) allocated a stimulus packet of \$2 trillion to address the
19 current public health emergency that supports local communities, and
20 the economy; and

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

21 WHEREAS, the United States' inhumane immigration policies
22 exclude many immigrants from access to benefits from the CARES
23 Act; and

24 WHEREAS, the CARES Act will provide a one-time \$1,200 check
25 for individuals making up to \$75,000 per year, and \$2,400 for couples
26 earning less than \$150,000. Payments are scaled down for
27 individuals earning between \$75,000 and \$99,000, and couples
28 earning between \$150,000 and \$198,000, and are phased out
29 altogether for those above the income thresholds. It also provides an
30 additional \$500 per child; and

31 WHEREAS, members of United Educators of San Francisco
32 launched a "Pledge Your Stimulus Check!" Campaign to request that
33 members and the broader public pledge all or part of their stimulus
34 check while making a suggestion to give a voluntary donation to
35 benefit undocumented families:

36 **RESOLVED, that the American Federation of Teachers will**
37 **support the "Pledge Your Stimulus Check!" Campaign**
38 **requesting members to make a voluntary donation of all or any**
39 **portion of their stimulus check; and**

40 **RESOLVED, that the AFT will promote the campaign in its**
41 **work with affiliates as well as with community partners.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

POLITICAL ACTION/LEGISLATION COMMITTEE

Committee Chair: Andrew Spar, Florida Education Association

**34. AMERICAN FEDERATION OF TEACHERS’
ENDORSEMENT OF JOE BIDEN FOR PRESIDENT**

Committee recommends concurrence.

1 WHEREAS, America faces three immense crises—a health
2 pandemic, an economic recession deepening the gap between the
3 rich and the rest of the American people, and systemic racism—all
4 made worse by President Trump’s actions; and
5 WHEREAS, these crises have exacerbated the economic, social,
6 racial and gender inequities that have long existed, with 40 percent of
7 Americans unable to cover a \$400 emergency before this crisis; Black
8 Americans, other communities of color, LGBTQ, and other vulnerable
9 populations fighting for justice under the law; families being crushed
10 under \$1 trillion in student loan debt; Americans’ freedom to form
11 unions greatly undermined by corporate interests; countless people
12 being one illness away from bankruptcy; and our schools and public
13 services woefully underfunded; and
14 WHEREAS, these crises have laid bare the need for a
15 compassionate, competent federal government with the experience
16 and willingness to act swiftly to keep Americans safe, make sure
17 workers and communities have the support they need, and keep our
18 economy going; and
19 WHEREAS, Donald Trump has spent his presidency focused on
20 himself and his cronies, trafficking in hate and division, undermining
21 our democracy and thwarting the rule of law, even going so far as to
22 declare “When the looting starts, the shooting starts,” and using tear
23 gas on citizens who were exercising their right to peacefully protest
24 racial injustice and the mindless killing of George Floyd, all to create a
25 photo opportunity for his re-election campaign; and
26 WHEREAS, Donald Trump has repeatedly rewarded the rich and
27 well-off at the expense of the rest of America’s families and our
28 democracy throughout his presidency—through a \$1.5 trillion tax cut
29 in which 83 percent of the benefits went to the top 1 percent, an all-
30 out assault on healthcare, gutting environmental and worker safety
31 standards to benefit big industry, attacking unions, championing
32 Betsy DeVos’ agenda to defund and destroy public education in favor
33 of private schools, siding with for-profits and profiteers over students
34 in debt, and undermining free and fair elections; and
35 WHEREAS, a better future is possible, but only if we first defeat
36 President Trump and elect a president who not only will restore
37 decency and humanity to the office but who also will reimagine

POLITICAL ACTION/LEGISLATION COMMITTEE

38 government and rewrite the rules of our economy and society to
39 enable opportunity and justice for all; and

40 WHEREAS, this election is about what kind of country we want to
41 be—not simply to restore the basic norms of decency and
42 democracy, but to ensure everyone in America has the freedom and
43 opportunity to live without fear and to pursue a better life; and

44 WHEREAS, Joe Biden is the experienced and empathic leader our
45 country needs right now. His character was forged getting up and
46 going to work every day and trying to make life better for his family,
47 facing the ups and downs so many families face; it was tested by
48 unspeakable loss and grief in life; and it was nurtured through public
49 service, a love of people and the belief in the dignity of every human;
50 and

51 WHEREAS, Joe Biden has spent his career championing the
52 values of strong public schools and higher education; understanding
53 that healthcare and college are rights, not privileges; and that a
54 strong labor and civil rights movement are essential if we are to have
55 true justice, opportunity and the freedom to live; and

56 WHEREAS, Joe Biden understands fundamental systemic change
57 must occur for “equal justice under law” to become a reality to
58 overcome the racial injustice in our country; and

59 WHEREAS, Joe Biden understands that this is the time to
60 reimagine what government can do and has collaborated with Sen.
61 Bernie Sanders and established the Unity Task Force, worked with
62 Sen. Elizabeth Warren, Sen. Kamala Harris, Stacey Abrams and
63 others to create unity and develop an agenda to help reimagine and
64 rebuild a government and society that work for everyone, an agenda
65 that includes, but is not limited to:

- 66 • Investing in public education; supporting educators and paying
67 them adequately; expanding community schools to meet both the
68 social and health needs as well as instructional needs of children;
69 and prioritizing deep learning focused on the skills and
70 knowledge kids need to succeed, not an overreliance on testing;
- 71 • Building on the Affordable Care Act to ensure every American
72 has access to affordable healthcare and cutting healthcare costs;
- 73 • Investing in higher education, providing student loan relief, and
74 making four-year public colleges and universities tuition-free for
75 all students whose family incomes are below \$125,000;
- 76 • Cementing the right of all workers to unionize and collectively
77 bargain;
- 78 • Restoring the Voting Rights Act and protecting the voting rights of
79 every American;
- 80 • Strengthening America’s commitment to racial justice and rooting
81 out systemic racism from our laws, our policies and our
82 institutions;
- 83 • Rebuilding our economy to enable opportunity and prosperity for
84 all, not just the rich and big corporations; and

POLITICAL ACTION/LEGISLATION COMMITTEE

85 WHEREAS, the American Federation of Teachers, our affiliates
86 and our 1.7 million members have a long, proud and distinguished
87 history of being leaders and active participants in strengthening the
88 democratic process and promoting civic engagement; and

89 WHEREAS, the AFT conducted our most inclusive and extensive
90 presidential endorsement process in our history over many months
91 that involved over 300,000 of our members, and the AFT executive
92 council endorsed Joe Biden for the Democratic nomination for
93 president; and

94 WHEREAS, Joe Biden shares our values, has the support of our
95 membership and is the leader we need in this historic moment in
96 time:

97 **RESOLVED, that the American Federation of Teachers**
98 **enthusiastically endorses Joe Biden for president of the United**
99 **States for the November 2020 general election; and**

100 **RESOLVED, that the AFT, our state and local affiliates, will**
101 **recruit and engage members to help ensure they and their**
102 **families are registered to vote, are informed of the positions and**
103 **record of Joe Biden and President Donald Trump, and get out to**
104 **vote; and**

105 **RESOLVED, that the AFT, our state and local affiliates, and**
106 **our members will commit to supporting Joe Biden’s presidential**
107 **election campaign, and will provide the necessary resources to**
108 **help elect Joe Biden as the next president of the United States.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

35. IN SUPPORT OF GREEN NEW DEAL

Committee recommends concurrence.

1 WHEREAS, the United Nations’ Intergovernmental Panel on
2 Climate Change has stated that current concentrations and ongoing
3 emissions of greenhouse gases will continue to cause increases in
4 global temperatures, warming of the world’s oceans and increases in
5 the average sea level rise for many centuries; that irreversible
6 changes in major ecosystems and the planetary climate system may
7 already have been reached or passed; that ecosystems as diverse as
8 the Amazon rainforest and other natural wildlife and forest reserves
9 across the world have or are approaching thresholds of dramatic
10 change; and that these events will transcend generations; and

11 WHEREAS, the burning of fossil fuels such as coal, oil and natural
12 gas for the purposes of electricity generation and transportation is the
13 primary source of climate-changing greenhouse gas emissions; and

POLITICAL ACTION/LEGISLATION COMMITTEE

14 WHEREAS, the World Health Organization reports that rising
15 temperatures and rising seas, as well as diminished air and water
16 quality, lead to significant health risks such as heat-related risks,
17 cardiovascular and respiratory illnesses, vector-borne infection,
18 illness related to contaminated water, loss of shelter and
19 compromised food supplies; and

20 WHEREAS, there is growing opposition to the negative health and
21 environmental effects of fossil fuel extraction and consumption; coal-
22 specific fossil fuel-dependent regions across the United States have
23 been economically devastated by the shift from coal consumption;
24 and the remaining coal jobs across the country are expected to
25 steadily decline over the coming years; and

26 WHEREAS, working families, frontline communities, communities
27 of color, low-income communities and other vulnerable populations
28 suffer disproportionately from environmental degradation and climate
29 change events such as extreme hurricanes, wildfire, drought and
30 flooding, extreme heat and the spread of infectious disease; and

31 WHEREAS, studies show that 13 million Americans could be
32 forced out of their communities and jobs due to climate change by the
33 next century; and,

34 WHEREAS, hundreds of institutional investors in the United
35 States and abroad have taken steps to divest their dollars from fossil
36 fuel companies; and energy companies may actually pose a long-
37 term risk to pension fund portfolios because there is a risk that
38 governments could regulate oil and coal companies so extensively
39 that their equities are devalued; and

40 WHEREAS, the International Labor Organization has reported that
41 large economies moving toward greener and more environmentally
42 sustainable transitions could generate up to 60 million new jobs
43 worldwide over the next two decades; and

44 WHEREAS, the American Society of Civil Engineers has reported
45 that if the American infrastructure investment gap is not addressed
46 throughout the nation's infrastructure sectors by 2025, the economy is
47 expected to lose almost \$4 trillion in gross domestic product, and that
48 these gaps in infrastructure funding combined with climate change
49 pose a potentially serious impact on worldwide water resources,
50 energy production and use, agriculture, forestry, coastal development
51 and resources, flood control and public infrastructure; and

52 WHEREAS, working collaboratively with industry partners, career
53 and technical education teachers can prepare students for a green
54 economy by developing CTE programs with sustainability and
55 environmental content, and by providing opportunities for students to
56 gain hands-on, project-based experience directly tied to emerging
57 professions and family-sustaining jobs; and

58 WHEREAS, the Department of Defense is the largest single
59 emitter of greenhouse gases on the planet, and the AFT has

POLITICAL ACTION/LEGISLATION COMMITTEE

60 repeatedly endorsed the principle of reducing military spending
61 (except for veterans' benefits) and using the money saved to create
62 millions of jobs in a peaceful green economy, including transitioning
63 many weapons production jobs to peacetime production jobs; and

64 WHEREAS, private investment for transitioning from fossil fuels
65 has been completely insufficient, and multinational corporate interests
66 strongly oppose public efforts for a just transition, especially public
67 financing and labor protections; and

68 WHEREAS, working collaboratively with parents, communities and
69 public institutions across the United States, teachers and professors
70 can prepare diverse students to be informed leaders for a just green
71 society by developing curricula and programming that create inclusive
72 democratic spaces for learning and collaboration promoting
73 sustainability, resilience and climate justice; and

74 WHEREAS, the American Federation of Teachers represents
75 workers from all sectors of the economy and across all demographics
76 who have a significant stake in the development of a green economy
77 that can both slow the crisis of climate change and build an economy
78 and strengthened public sector based on the foundation of a strong
79 labor movement with family-supporting wages, benefits and shared
80 prosperity for all; and

81 WHEREAS, the labor movement must be at the center of shaping
82 climate policies to include a just transition for workers and
83 communities, including tax-base support for impacted communities,
84 wage replacement and parity for affected workers, retirement
85 protections, partnerships between industry and communities on
86 emerging green industries and jobs, continued access to healthcare,
87 zero-cost education and training, a job guarantee, expanded
88 collective bargaining rights, and prioritizing the needs of historically
89 marginalized communities that have disproportionately suffered from
90 environmental injustice, racism and systemic exclusion from well-
91 paying jobs; and

92 WHEREAS, emerging studies have begun identifying potential
93 sources of job growth in regions that are experiencing a decline in
94 fossil fuel demand, which can be found through sustainable regional
95 solutions in partnership with economists and industry experts,
96 projected over long periods across generations of workers:

97 **RESOLVED, that the American Federation of Teachers will**
98 **fully participate in shaping the definition of "A Just Transition to**
99 **a Peaceful and Sustainable Economy," as outlined in our 2017**
100 **resolution by that name, and in accord with the latest climate**
101 **science regarding the need for very rapid reductions in**
102 **greenhouse gas emissions; and**

103 **RESOLVED, that the AFT will support policies that enable**
104 **local and regional communities to develop, produce and own**

105 renewable energy, as well as federal, state and local policies for
106 improving and transitioning public transportation and for
107 promoting greater fuel efficiency and energy conservation; and

108 **RESOLVED**, that the AFT will work with local school districts
109 and other organizations, as appropriate, to educate students
110 about climate change, economic inequality and potential
111 solutions to these problems, such as a Green New Deal; and

112 **RESOLVED**, that the AFT supports a Green New Deal funded
113 by:

114 a. progressive taxes on the rich, such as a wealth tax; top
115 marginal tax rates for the wealthy of 70-80 percent, as was
116 the case during the original New Deal; and a Billionaire Net
117 Worth Tax; and

118 b. reductions in Department of Defense spending by at least
119 10 percent (except for veterans' benefits); and

120 **RESOLVED**, that the AFT supports a Green New Deal,
121 prioritizing projects, union career opportunities and investments
122 in working-class communities, low-income communities, and
123 communities of color, which, historically, have been
124 disproportionately impacted by pollution, high unemployment,
125 poverty and environmental injustice; and

126 **RESOLVED**, that the AFT will ensure that no worker is left
127 behind; that protections are guaranteed for workers and
128 communities directly impacted by the gross negligence of the
129 fossil fuel industry; and that robust investments are made in
130 union career opportunities for working-class communities, low-
131 income communities, and communities of color, which,
132 historically, have been impacted by environmental injustice; and

133 **RESOLVED**, that this labor body will undertake an effort to
134 educate and advocate with our community allies and elected
135 representatives to support a Green New Deal that
136 simultaneously addresses the harms of climate change and
137 economic inequality as urgent and severe, and that addresses
138 them together in a bold, ambitious and urgent national
139 mobilization of the public and private sectors for a peaceful and
140 sustainable energy economy.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

36. ENDORSE THE GREEN NEW DEAL

Committee recommends referral to executive council.

1 WHEREAS, the U.N. Intergovernmental Panel on Climate Change
2 has determined humanity has less than 11 years to act to avert the
3 worst effects of a climate catastrophe; and
4 WHEREAS, the 2016 AFT Convention referred to the AFT
5 executive council a resolution on a Just Transition to a Peaceful and
6 Sustainable Economy, which the AFT executive council adopted on
7 Feb. 3, 2017; and
8 WHEREAS, the above resolution noted, among other points, that
9 “(1.) The overwhelming scientific consensus is that climate warming
10 trends over the past century are due to human activities, and most of
11 the world’s leading scientific organizations have issued public
12 statements endorsing this position; and (2.) We are already
13 experiencing the warming of the planet at a dangerously rapid rate,
14 primarily as a result of our reliance on carbon-based fossil fuels,
15 deforestation and other human activities that have caused a dramatic
16 increase in the global level of carbon dioxide and other greenhouse
17 gases; and (3.) Unless we curb the emissions that cause climate
18 change, average temperatures in the United States could be at least
19 3 to 9 degrees Fahrenheit higher by 2100, with consequences
20 including sea-level rise of at least 3 to 6 feet, more frequent extreme
21 hurricanes, more powerful tornadoes, prolonged drought, larger and
22 more frequent wildfires, much more severe winter storms in some
23 areas, reduction to agricultural productivity with resulting food
24 shortages and famine, spread of disease, and a spasm of plant and
25 animal extinctions that threatens to eliminate up to half of all living
26 species on earth; and (4.) Scientists say that there may still be time to
27 prevent the most catastrophic levels of global warming—if we
28 eliminate the burning of fossil fuels worldwide within the next few
29 years; and that eliminating the burning of fossil fuels is perfectly
30 feasible with existing technology; and (5.) The known and proven
31 reserves of oil, gas and coal, if extracted and burned, would emit
32 enough carbon to guarantee catastrophic, irreversible global warming
33 within a few decades; and emergency measures must be taken to
34 prevent catastrophic increases in global warming that will trigger
35 irreversible changes to our biosphere; and (6.) Addressing the climate
36 crisis means immediate emergency measures, including, minimally,
37 leaving all fossil fuels in the ground and retooling our infrastructure to
38 run on renewable sources of energy; and (7.) There is no good
39 reason why the richest nation in the world cannot fund protection for
40 its workers as we move toward minimal reliance on fossil fuels; and
41 (8.) Millions of good jobs can be created by moving toward greater

POLITICAL ACTION/LEGISLATION COMMITTEE

42 energy efficiency, reliance on renewal energy, and the rebuilding of
43 our civilian infrastructure;” and

44 WHEREAS, the above AFT resolution concluded that “(9.) The
45 AFT is committed to a transition from fossil fuels to renewable energy;
46 and (10.) It is the policy of the AFT that as much as possible most
47 fossil fuels should be left in the ground; and (11.) The AFT will
48 support legislation that enables a just transition for workers and
49 communities directly affected by the transition to a renewable energy
50 economy, and such legislation should include appropriate protections
51 for workers in the fossil fuel industries and military industries;” and

52 WHEREAS, the AFT executive council on Oct. 3, 2018, approved
53 the resolution on a Just Transition to 100 Percent Renewable Energy,
54 which stated: “RESOLVED, that the American Federation of Teachers
55 will reaffirm our commitment to a just transition to a peaceful and
56 sustainable economy outlined in our 2017 resolution excerpted
57 above;” and

58 WHEREAS, the Pentagon is the largest single emitter of
59 greenhouse gases on the planet, and the AFT has repeatedly
60 endorsed the principle of reducing military spending (except for
61 veterans’ benefits) and using the money saved to create millions of
62 jobs in a peaceful green economy; and

63 WHEREAS, if climate action is to address inequality, the labor
64 movement must be at the center of shaping climate policies to include
65 just transition for workers, expand collective bargaining rights, and
66 create green union careers, particularly in frontline communities; and

67 WHEREAS, AFT member leaders, rank-and-file union activists
68 and youth activists in the Sunrise Movement, and over 100 members
69 of Congress have put the Green New Deal at the center of national
70 discussion on how to address the climate crisis and our historic level
71 of economic inequality; and

72 WHEREAS, the Labor Network for Sustainability supports a Green
73 New Deal that has strong labor and community provisions; and

74 WHEREAS, House Resolution 109 and Senate Resolution 59—
75 Recognizing the Duty of the Federal Government to Create a Green
76 New Deal—contain the strong language to meet the climate crisis
77 while protecting workers affected by the transition, including ensuring
78 that the Green New Deal mobilization creates high-quality union jobs
79 that pay prevailing wages, hires local workers, offers training and
80 advancement opportunities, and guarantees wage and benefit parity
81 for workers affected by the transition; and

82 WHEREAS, the stated goals of the Green New Deal include
83 guaranteeing family-sustaining jobs with family and medical leave,
84 paid vacations and retirement security to all people of the U.S.,
85 protecting and expanding the right to unionize and collectively
86 bargain; and

87 WHEREAS, the Green New Deal prioritizes decarbonization
88 projects; union career opportunities; and investments in working-
89 class, low-income and communities of color historically and
90 disproportionality impacted by pollution, high unemployment, poverty
91 and environmental injustice:

92 **RESOLVED, that the American Federation of Teachers will**
93 **endorse House Resolution 109 and Senate Resolution 59—**
94 **Recognizing the Duty of the Federal Government to Create a**
95 **Green New Deal—and urges all members of Congress to co-**
96 **sponsor the resolutions, and urges all affiliated bodies and labor**
97 **councils to do the same; and**

98 **RESOLVED, that the AFT will request that funding of the**
99 **Green New Deal be made by progressive taxes such as the**
100 **wealth tax, an increase in the top marginal tax rates for the**
101 **wealthy to 70-80 percent as advocated by Rep. Alexandria**
102 **Ocasio-Cortez, and a reduction in military spending excepting**
103 **veterans' benefits.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

37. MILITARY SPENDING

Committee recommends concurrence.

1 WHEREAS, 2020 marks the 75th anniversary of the U.S.
2 atomic bombings of Hiroshima and Nagasaki and the 10th United
3 Nations Review Conference for the Treaty on the Non-Proliferation
4 of Nuclear Weapons (NPT); and

5 WHEREAS, the United States has still not ratified the Treaty on
6 the Non-Proliferation of Nuclear Weapons; and

7 WHEREAS, U.S. federal expenditures on nuclear weapons
8 and associated costs in fiscal year 2018 were \$21.8 billion, which,
9 redirected into other spending, could have paid for 54,000
10 elementary school teachers for the year, 500,000 Head Start slots,
11 120,000 four-year university scholarships, 175,000 four-year Pell
12 Grant awards, and 80,000 infrastructure jobs for the year;¹ and

13 WHEREAS, U.S. military allocations in 2019 (\$717 billion) were
14 20 percent larger than the combined spending of the next nine
15 countries (seven of which are U.S. allies);² and

16 WHEREAS, our national security would be better protected if
17 there were universal healthcare for our people, high-quality

¹ <https://www.nationalpriorities.org/interactive-data/trade-offs/?state=00&program=15>

² <https://www.army-technology.com/features/biggest-military-budgets-world/>

18 education and training, affordable housing, environmental justice,
19 and adequate nutrition for all, and full global nuclear disarmament,
20 rather than continuing these bloated military programs; and

21 WHEREAS, the U.S. Conference of Mayors has called for cuts
22 in the federal military budget and the redirection of funds to urgent
23 human needs, and called upon their city councils or equivalent
24 local governments to hold hearings and join in this call:

25 **RESOLVED, that the American Federation of Teachers will**
26 **call on the United States to ratify the Treaty on the Non-**
27 **Proliferation of Nuclear Weapons and contribute**
28 **constructively to the eradication of all nuclear weapons from**
29 **the planet; and**

30 **RESOLVED, that the AFT reiterates its past demand for**
31 **significant cuts in the military budget, coupled with a**
32 **program of just transition to productive civilian economic**
33 **activity for workers and communities now dependent upon**
34 **military production; and**

35 **RESOLVED, that the AFT urges its members to question**
36 **all candidates in the current election cycle to press them to**
37 **endorse and work in support of these policies, and where**
38 **appropriate to hold hearings in their local communities to**
39 **assess the local impact of excessive federal military**
40 **spending in support of moving the money; and**

41 **RESOLVED, that the AFT will convey this resolution to**
42 **local, state and federal officials as appropriate.**

- Adopted
- Adopted as Amended
- Defeated
- Precluded by _____
- Referred to _____

38. ENDORSE A STRONG GREEN NEW DEAL

Committee recommends referral to executive council.

1 WHEREAS, the ongoing and ever-worsening climate catastrophe
2 mandates an urgent response commensurate with its proven severity,
3 geographical reach and rapid onset; and

4 WHEREAS, the 2016 American Federation of Teachers
5 convention referred to a resolution to the AFT executive council titled
6 “A Just Transition to a Peaceful and Sustainable Economy,” which the
7 AFT executive council adopted on Feb. 3, 2017; and

8 WHEREAS, the above AFT resolution concluded that:

9 “9. The AFT is committed to a transition from fossil fuels to
10 renewable energy; and

11 10. It is the policy of the AFT that as much as possible most fossil
12 fuels should be left in the ground; and

POLITICAL ACTION/LEGISLATION COMMITTEE

13 11. The AFT will support legislation that enables a just transition for
14 workers and communities directly affected by the transition to a
15 renewable energy economy, and such legislation should include
16 appropriate protections for workers in the fossil fuel industries and
17 military industries;” and

18 WHEREAS, the AFT executive council on Oct. 3, 2018, approved
19 a resolution titled “A Just Transition to 100 Percent Renewable
20 Energy,” which stated: “RESOLVED, that the American Federation of
21 Teachers will reaffirm our commitment to a just transition to a
22 peaceful and sustainable economy outlined in our 2017 resolution
23 excerpted above”; and

24 WHEREAS, the AFT is a federation of more than 1.7 million
25 teachers, scholars, paraprofessionals, academic professionals, public
26 employees and nurses who educate and generate knowledge
27 regarding the climate crisis, who care for people injured by impacts of
28 the climate crisis, and who mentor young people rightfully concerned
29 about the more dangerous planet they will inherit; and

30 WHEREAS, the U.S. labor movement’s fight for a healthy
31 environment for workers both in their workplaces and in their
32 communities predates the modern environmental movement, and
33 demands for a “Green New Deal” as the most just solution to the
34 climate crisis have been made by labor advocates, including many
35 AFT members, as early as 2007; and

36 WHEREAS, the national Green New Deal explicitly calls for
37 protections for workers, including a just transition for those employed
38 in carbon-intensive industries; a guaranteed living-wage job for all
39 residents of the United States; strengthened protections of the right to
40 unionize and collectively bargain free of coercion, intimidation and
41 harassment; construction of affordable housing; expansion of well-
42 paying jobs with a focus on working-class people and people of color;
43 massive investment in healthcare infrastructure, which will be needed
44 to take on new virus threats in the future; a massive move away from
45 racist incarceration and toward social service and education
46 investments; and other such provisions that are the bedrock of
47 organized labor’s principled goals for economic justice; and

48 WHEREAS, the Green New Deal addresses the long history of
49 environmental racism and the disproportionate impacts of
50 environmental problems on communities of color and working-class
51 communities, which are layered on top of the impacts of COVID-19
52 and other public health threats, by calling for addressing inequities
53 first among communities of color, economically marginalized people,
54 and other oppressed populations on the basis of identity and class;
55 and

56 WHEREAS, the Green New Deal calls for universal healthcare,
57 which is a position already adopted by the AFT; and

58 WHEREAS, the proposals for addressing carbon emissions and
59 climate change embedded within the Green New Deal seek a
60 harmony between the economic, social, political and ecological; and

61 WHEREAS, the Department of Defense is the largest single
62 emitter of greenhouse gases on the planet, and the AFT has
63 repeatedly endorsed the principle of reducing military spending
64 (except for veterans' benefits) and using the money saved to create
65 millions of jobs in a peaceful green economy, including transitioning
66 many weapons production jobs to peacetime production jobs; and

67 WHEREAS, private investment for transitioning from fossil fuels
68 has been completely insufficient, and multinational corporate interests
69 strongly oppose public efforts for a just transition, especially public
70 financing and labor protections; and

71 WHEREAS, popular movements are already at the forefront of the
72 fight for the climate by demanding: (1) a moratorium on new fossil fuel
73 infrastructure; (2) a phasing out of fossil fuel infrastructure; (3) strong
74 regulations for healthy, breathable air; (4) clean, 100 percent
75 renewable energy with good local union jobs; (5) regenerative,
76 sustainable farms and forests; (6) transportation justice and the
77 expansion of accessible public transit; (7) protection of communities
78 already experiencing a change in climate; (8) funding for a just
79 transition for affected workers and frontline communities; and (9)
80 cleaning up polluted storm water runoff:

81 **RESOLVED, the American Federation of Teachers will**
82 **immediately endorse a strong Green New Deal, adding its name**
83 **to a growing list of labor organizations; and**

84 **RESOLVED, that the AFT will go on record to request that the**
85 **Green New Deal be funded by progressive taxes such as the**
86 **wealth tax, an increase in the top marginal tax rates for the**
87 **wealthy to 70-80 percent, and a significant reduction in military**
88 **spending (except veterans' benefits); and**

89 **RESOLVED, that the AFT will support policies that enable**
90 **local and regional communities to develop, produce and own**
91 **renewable energy, as well as federal, state and local policies for**
92 **improving and transitioning public transportation, and**
93 **promoting greater fuel efficiency and energy conservation; and**

94 **RESOLVED, that the AFT will endorse the ongoing student**
95 **climate strike(s) and will encourage its members to excuse**
96 **students' absences due to those activities; and**

97 **RESOLVED, that the AFT will advocate within the AFL-CIO**
98 **and in the U.S. labor movement broadly by joining others in**
99 **supporting candidates and policies to address the ongoing**
100 **climate crisis; and**

101 **RESOLVED, that the AFT’s Climate and Sustainability Task**
102 **Force will publicize and discuss the principles of this resolution**
103 **among leadership and rank-and-file members of AFT locals.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

39. ENDORSE A STRONG GREEN NEW DEAL

Committee recommends referral to executive council.

1 WHEREAS, the ongoing and ever worsening climate catastrophe
2 mandates an urgent response commensurate with its proven severity,
3 geographical reach and rapid onset; and

4 WHEREAS, the 2016 American Federation of Teachers
5 Convention referred to the AFT executive council a resolution on “A
6 Just Transition to a Peaceful and Sustainable Economy,” which the
7 executive council adopted on Feb. 3, 2017; and

8 WHEREAS, the above AFT resolution concluded that:

9 “9. The AFT is committed to a transition from fossil fuels to
10 renewable energy; and

11 10. It is the policy of the AFT that as much as possible most fossil
12 fuels should be left in the ground; and

13 11. The AFT will support legislation that enables a just transition
14 for workers and communities directly affected by the transition to a
15 renewable energy economy, and such legislation should include
16 appropriate protections for workers in the fossil fuel industries and
17 military industries”; and

18 WHEREAS, the AFT executive council on Oct. 3, 2018, approved
19 the resolution on” A Just Transition to 100 Percent Renewable
20 Energy,” which stated: “RESOLVED, that the AFT reaffirms our
21 commitment to a just transition to a peaceful and sustainable
22 economy outlined in our 2017 resolution excerpted above”; and

23 WHEREAS, the AFT is a federation of 1.7 million teachers,
24 scholars, paraprofessionals, academic professionals, public
25 employees, and nurses who educate and generate knowledge
26 regarding the climate crisis, who care for people injured by impacts of
27 the current COVID-19 pandemic as well as the unfolding climate
28 crisis, and who mentor young people rightfully concerned about the
29 more dangerous planet they will inherit; and

30 WHEREAS, the U.S. labor movement’s fight for a healthy
31 environment for workers both in their workplaces and their
32 communities predates the modern environmental movement, and
33 demands for a “Green New Deal” as the most just solution to the
34 climate crisis have been made by labor advocates, including many
35 AFT members, as early as 2007; and

POLITICAL ACTION/LEGISLATION COMMITTEE

36 WHEREAS, the national Green New Deal explicitly calls for
37 protections for workers, including a just transition for those employed
38 in carbon-intensive industries, a guaranteed living-wage job for all
39 residents of the United States, strengthened protections of the right to
40 unionize and collectively bargain free of coercion, intimidation and
41 harassment; construction of affordable housing; expansion of well-
42 paying jobs with a focus on working-class people and people of color;
43 massive investment in healthcare infrastructure, which will be needed
44 to take on new virus threats in the future; and a massive move away
45 from racist incarceration and toward social service and education
46 investments and other such provisions, which are the bedrock of
47 organized labor's principled goals for economic justice; and

48 WHEREAS, the Green New Deal addresses the long history of
49 environmental racism and the disproportionate impacts of
50 environmental problems on communities of color and working-class
51 communities, that are layered on top of the impacts of COVID-19 and
52 other public health threats, by calling for addressing inequities first
53 among communities of color, economically marginalized people and
54 other oppressed populations on the basis of identity and class; and

55 WHEREAS, the Green New Deal calls for universal healthcare,
56 which is a position already adopted by the AFT; and

57 WHEREAS, the proposals for addressing carbon emissions and
58 climate change embedded within the Green New Deal seek a
59 harmony between the economic, social, political and ecological; and

60 WHEREAS, the Pentagon is the largest single emitter of
61 greenhouse gases on the planet, and the AFT has repeatedly
62 endorsed the principle of reducing military spending (except for
63 veterans' benefits) and using the money saved to create millions of
64 jobs in a peaceful green economy, including transitioning many
65 weapons production jobs to peacetime production jobs; and

66 WHEREAS, private investment for transitioning from fossil fuels
67 has been completely insufficient, and multinational corporate interests
68 strongly oppose public efforts for a just transition, especially public
69 financing and labor protections; and

70 WHEREAS, popular movements are already at the forefront of the
71 fight for the climate by demanding (1) a moratorium on new fossil fuel
72 infrastructure, (2) a phasing out of fossil fuel infrastructure, (3) strong
73 regulations for healthy, breathable air, (4) clean, 100 percent
74 renewable energy with good local union jobs, (5) regenerative,
75 sustainable farms and forests, (6) transportation justice and the
76 expansion of accessible public transit, (7) protection of communities
77 already experiencing a change in climate; (8) funding for a just
78 transition for affected workers and frontline communities, and (9)
79 cleaning up polluted stormwater runoff:

80 **RESOLVED, that the American Federation of Teachers will**
81 **immediately endorse a strong Green New Deal, adding its name**
82 **to a growing list of labor organizations; and**

83 **RESOLVED, that the AFT will go on record to request that the**
84 **Green New Deal be funded by progressive taxes such as the**
85 **wealth tax, an increase in the top marginal tax rates for the**
86 **wealthy to 70-80 percent, and a significant reduction in military**
87 **spending excepting veterans' benefits; and**

88 **RESOLVED, that the AFT will support policies that enable**
89 **local and regional communities to develop, produce and own**
90 **renewable energy, as well as federal, state, and local policies for**
91 **improving and transitioning public transportation, and**
92 **promoting greater fuel efficiency and energy conservation; and**

93 **RESOLVED, that the AFT will endorse the ongoing student**
94 **climate strike(s) and encourage its members to excuse students'**
95 **absence due to those activities; and**

96 **RESOLVED, that the AFT will advocate within the AFL-CIO**
97 **and in the U.S. labor movement broadly by joining others in**
98 **supporting candidates and policies to address the ongoing**
99 **climate crisis; and**

100 **RESOLVED, that the AFT's Climate and Sustainability Task**
101 **Force will publicize and discuss the principles of this resolution**
102 **among leadership and rank-and-file members of AFT locals.**

- Adopted
- Adopted as Amended
- Defeated
- Precluded by _____
- Referred to _____

40. ENDORSE THE OREGON AND THE NATIONAL GREEN NEW DEALS

Committee recommends referral to executive council.

1 WHEREAS, the ongoing and ever worsening climate
2 catastrophe mandates an urgent response; and

3 WHEREAS, the proposals for addressing carbon emissions
4 and climate change seek a harmony between the economic,
5 social, political and ecological; and

6 WHEREAS, AFT-Oregon and the national AFT should lead
7 cousin unions in the AFL-CIO by joining others in endorsing
8 candidates and policies to address the ongoing climate crisis; and

9 WHEREAS, the national Green New Deal explicitly calls for
10 protections of jobs, a just transition for those employed in carbon-
11 intensive industries, a guaranteed living wage for all residents of
12 the United States, and other such provisions that are the bedrock
13 of organized labor's principled goals for economic justice; and

POLITICAL ACTION/LEGISLATION COMMITTEE

14 WHEREAS, the Green New Deal calls for addressing
15 inequities first among communities of color, economically
16 marginalized people, and other oppressed populations on the
17 basis of identity and class; and

18 WHEREAS, the Green New Deal calls for universal healthcare,
19 which is a position already adopted by AFT both nationally and at
20 the state federation level; and

21 WHEREAS, Oregon is already at the forefront of the fight for
22 the climate in that the Oregon Green New Deal lays out seven real
23 steps for change, including (1) phasing out fossil fuel
24 infrastructure, (2) strong regulations for healthy, breathable air, (3)
25 clean, community-controlled 100 percent renewable energy, (4)
26 regenerative, sustainable farms and forests, (5) transportation
27 justice, (6) protection of communities already experiencing a
28 change in climate, and (7) funding the Just Transition.¹

29 **RESOLVED, that the American Federation of Teachers will**
30 **immediately endorse the Oregon Green New Deal, adding its**
31 **name to a growing list of organizations; and**

32 **RESOLVED, that the AFT will not endorse any candidate**
33 **for political office who does not explicitly pledge their**
34 **advocacy for universal healthcare, a guaranteed living wage,**
35 **a just transition for workers employed in carbon-intensive**
36 **industries, and a commitment to the core positions**
37 **addressing climate change within the national and Oregon**
38 **Green New Deals; and**

39 **RESOLVED, that the AFT will convene a committee of**
40 **rank-and-file members to create a policy platform**
41 **simultaneously addressing climate change and economic**
42 **justice to be submitted to all state political officials for**
43 **adoption.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

¹ <http://www.orjta.org/campaigns/ognd/>

41. SWORDS TO PLOUGHSHARES

Committee recommends concurrence.

1 WHEREAS, the United States spends an obscenely
2 disproportionate amount of money on its military;¹ and
3 WHEREAS, the military wastes billions of dollars on
4 extravagantly expensive weapon systems that don't work, or that
5 they can't operate;² and
6 WHEREAS, military spending siphons billions every year from
7 needy programs to stuff the coffers and pockets of war profiteers
8 and arms manufacturers;³ and
9 WHEREAS, the military spends recklessly and unaccountably;⁴
10 and
11 WHEREAS, spending on the military has little to with defending
12 the U.S.; but in financing and arming wars abroad;⁵ and

¹ The U.S. has 4 percent of the world's population, but spends 37 percent of the total worldwide military expenditure, more than the national military budgets of the next seven countries combined, and dwarfing the budget of the No. 2 country, China, by 277 percent. The 2019 military budget of \$750 billion was the largest in U.S. history, topping peak levels during the Vietnam and Korean Wars. Military spending accounts for 54 percent of all federal discretionary spending while education accounts for only 6 percent.

² The F-35 combat aircraft, the most expensive and controversial weapons system in history, which the federal Government Accountability Office claims may never perform as advertised, will total \$1.5 trillion. The military has also built overpriced weapons systems that it can't afford to operate such as a \$13 billion aircraft carrier and 200 nuclear bombers at \$564 million each. The Pentagon's own Defense Business Board found that cutting unnecessary overhead, including a bloated bureaucracy and a startlingly large shadow force of private contractors would save \$125 billion over five years. Cutting the glut of the military's 600,000 private contractors by just 15 percent to half a million would save more than \$20 billion per year. By its own estimates, the Department of Defense is operating with 21 percent excess capacity in all its facilities.

³ Almost half of the Pentagon's annual budget goes to defense corporations, and the CEOs of the top five defense contractors in the U.S. earned a cumulative \$96 million in compensation last year. Lockheed Martin receives an estimated 90 percent of its revenues from the federal government.

⁴ The Defense Department's inspector general found the Army made \$2.8 trillion worth of wrongful adjustments to accounting entries in one quarter alone in 2015, and \$6.5 trillion for the year. The Army lacked receipts and invoices to support those numbers or simply made them up, charged the inspector general. The Defense Department can't account for a total of \$21 trillion in between 1998 and 2015; this exceeds the gross domestic product of the U.S. The U.S. Air Force's Assistant Secretary Will Roper reportedly claimed that the Pentagon is spending \$10,000 on toilet seat covers for C-17 cargo planes. Other overpayments for minor spare parts include \$8,000 for helicopter gear worth less than \$500.

⁵ Even the fiercely conservative magazine, *American Conservative* admits: "Support for expanding an already bloated, excessive military budget is broad and bipartisan, but it is also profoundly misguided. For one thing, much of this spending has had and will have little or nothing to do with actually defending the

POLITICAL ACTION/LEGISLATION COMMITTEE

13 WHEREAS, billions could be saved to spend on education and
14 social programs;⁶ and

15 WHEREAS, education and other social programs in the U.S.
16 are underfunded, and funds earmarked for military spending could
17 instead be diverted to these programs that positively improve the
18 quality of life:

19 **RESOLVED, that the American Federation of Teachers will**
20 **adopt a policy supporting cutting the U.S. military budget by**
21 **one-half to use the funds to finance education and social**
22 **programs; and**

23 **RESOLVED, that the AFT will promote legislation in the**
24 **U.S. Congress to make such a cut to the military through a**
25 **highly publicized lobbying campaign; and**

26 **RESOLVED, that the AFT will promote this policy among**
27 **other members of the AFL-CIO; and**

28 **RESOLVED, that the AFT will submit a resolution at the**
29 **next AFL-CIO convention to cut military spending in half in**
30 **favor of spending money on job-producing programs in**
31 **education, social programs, infrastructure, and on projects to**
32 **promote environmental health.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

United States or its allies, and most of it isn't necessary for that purpose."

⁶ In 2018, military spending was \$712.5 billion. That could buy:

- 293,875 elementary school teachers for 30 years;
- 8.09 million scholarships for university students for 10 years;
- 11.5 million students receiving Pell Grants of \$6,195 for 10 years;
- Full tuition for four years at a public university for 21 million college students—more students than are currently enrolled in *all* colleges in the country.

Just the elimination of the wasteful F-35 project's cost of \$1.5 trillion over its 50-year lifetime would eliminate all current U.S. student debt. One billion dollars in defense spending created 8,555 jobs. But that same \$1 billion spent on building roads, bridges and other public works created 19,975 jobs. Spending the same amount on education created 17,687 jobs.

PUBLIC SERVICES COMMITTEE

Committee Chair: Gary Feist, North Dakota Public Employees Association,
Local 4660

42. COVID-19 RETURN TO WORK SITE

Committee recommends concurrence.

1 WHEREAS, public sector workers in state, federal and local
2 governments have continued to work throughout the COVID-19
3 pandemic, teleworking or still going into the work sites; and

4 WHEREAS, American Federation of Teachers frontline workers
5 have risked their lives and personal health to perform their duties for
6 the citizens of this country and the communities where they live; and

7 WHEREAS, AFT members stand ready to continue to perform
8 their duties at any safe work site; and

9 WHEREAS, our union stands ready to work with federal, state,
10 and local agencies to safeguard the health and safety of the
11 workforce and the general public, and to continue the important and
12 necessary provision of quality government services:

13 **RESOLVED, that in order to protect the federal, state and**
14 **local workforce as they return to their work sites or remain at**
15 **their work sites, governments at all levels must:**

- 16 • **Ensure that physical and environmental controls, such as**
17 **those for ventilation and potable water systems, must be in**
18 **place and operational 24/7;**
- 19 • **Access to viral and antibody testing must be readily**
20 **available, and strict protocols must be in place and**
21 **operational along with training for all staff;**
- 22 • **Ensure that return to the work site plan must meet all**
23 **applicable federal, state and local recommendations,**
24 **including the Centers for Disease Control and Prevention**
25 **requirement for reduction in COVID-19 activity;**
- 26 • **Complete a work-site safety and preparedness risk**
27 **assessment, in which all identified concerns are remediated**
28 **before any return to work site is commenced;**
- 29 • **Ensure that safety protocols are in place at every agency**
30 **and work site to include adequate amounts of proper**
31 **personal protective equipment, including respiratory**
32 **protection, surgical masks, cloth face coverings, face**
33 **shields, gloves, and other PPE that is identified as**
34 **necessary;**
- 35 • **Ensure that adequate amounts of hand sanitizer are**
36 **available and considerations have been made for the**
37 **redesign of workspaces to meet proper social distancing**
38 **guidelines;**

- 39 • Establish isolation procedure for when a visitor or staff
40 member exhibits symptoms, comes into contact with
41 someone who exhibits symptoms or tests positive for
42 COVID-19. The procedure must include a temporary
43 shutdown of the workplace so that highly touched surfaces
44 can be cleaned, notification provided to employees and
45 immediate implementation of contact tracing procedures
46 can begin;
- 47 • Establish a 14-day self-quarantine policy with paid leave or
48 telework arrangements for any employee who has had
49 close contact with someone who exhibits symptoms or
50 tests positive for COVID-19;
- 51 • Collaborate on pandemic planning and response protocols
52 with their unions through the collective bargaining process,
53 labor-management processor meetings with local union
54 leaders in non-bargaining states to determine return-to-
55 work-site procedures. Communication and collaboration
56 will be key to a successful transition back to the work site;
- 57 • Ensure that no worker will be subject to retaliation,
58 termination or other work sanction for reporting a health or
59 safety concern; and

60 **RESOLVED**, that the American Federation of Teachers and its
61 affiliates will advocate and support the principles of returning to
62 the work site from telework; and

63 **RESOLVED**, that the AFT will continue to provide support and
64 provide technical assistance to its affiliates on returning to the
65 work site in a safe and healthy manner; and

66 **RESOLVED**, that the AFT and its affiliates will advocate for
67 and support policies and legislation that will keep the workforce
68 and general public safe during this COVID-19 pandemic and to
69 keep government functioning at all levels; and

70 **RESOLVED**, that the AFT and its affiliates will advocate and
71 support child care policies and programs, including adequate
72 funding that will allow our workers to return to the work site with
73 confidence that their young children will be safe; and

74 **RESOLVED**, that the AFT and its affiliates will advocate and
75 support policies and legislation at any level of government that
76 will prepare the United States for future medical emergencies.

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

43. FIGHTING THE INFLUENCE OF PRIVATE PRISONS AND PRIVATE EQUITY FIRMS ON MASS INCARCERATION AND IMMIGRANT DETENTION

Committee recommends concurrence.

1 WHEREAS, the United States incarcerates more people than any
2 other country in the world, both in terms of the number of individuals
3 incarcerated and by percentage of population.¹ In 2016, there were
4 roughly 2.2 million people in the country’s prisons and jails, and 1 in
5 every 116 adults in the United States was incarcerated;² and

6 WHEREAS, mass incarceration disproportionately impacts
7 communities of color, with people of color making up 30 percent of
8 the U.S. population but making up 60 percent of the U.S. incarcerated
9 population.³ The American Civil Liberties Union estimates that 1 out
10 of every 3 Black boys and 1 out of every 6 Latino boys can expect to
11 go to prison in their lifetimes—compared with 1 out of every 17 white
12 boys;⁴ and

13 WHEREAS, immigrant families crossing the U.S.-Mexico border
14 still face the risk of children being separated from their families and
15 detained, despite the Trump administration announcing that this
16 practice would no longer be official U.S. policy in July 2018;⁵ and

17 WHEREAS, the American Federation of Teachers represents
18 public employees who work in a variety of professions, including
19 corrections officers and parole and probation officers who work in
20 prisons and with the formerly incarcerated every day. These workers
21 understand the criminal justice system and are strong advocates for
22 fair and equal treatment for prison workers and incarcerated people.
23 AFT public employees recognize that private prison companies put
24 both public safety and public employee pensions at risk, and believe
25 that privatizing our justice system threatens our democracy; and

26 WHEREAS, large, for-profit prison operators, like CoreCivic and
27 the GEO Group; a number of smaller companies owned by private
28 equity firms that provide corrections-related support services; and
29 hedge funds, banks and other finance industry players that provide
30 financing to these companies, together make billions of dollars
31 annually when disproportionate numbers of Black and Latino people
32 are sent to prison; and

¹ http://www.prisonstudies.org/highest-to-lowest/prison_population_rate?field_region_taxonomy_tid=All

² Ibid.

³ <https://www.americanprogress.org/issues/race/news/2012/03/13/11351/the-top-10-most-startling-facts-about-people-of-color-and-criminal-justice-in-the-united-states>

⁴ <https://www.aclu.org/issues/smart-justice/mass-incarceration>

⁵ <https://www.npr.org/2020/01/01/792916538/looking-at-lasting-effects-of-trumps-family-separation-policy-at-the-southern-bo>

33 WHEREAS, private prison companies and companies that provide
34 outsourced services to correctional facilities actively contribute to the
35 current system of mass incarceration through political expenditures,
36 policy development and lobbying, and have an incentive to cut costs
37 in order to maximize their profits. Some achieve this by lowering
38 wages for workers, understaffing, skimping on training, and providing
39 as few services as possible to incarcerated people, at times breaking
40 the law, and at the expense of workers' and inmates' health, safety
41 and lives; and

42 WHEREAS, the COVID-19 pandemic is further exposing how the
43 business model of private prisons and corrections companies puts
44 workers and incarcerated people at risk, with overcrowding, lack of
45 ventilation, and failure to provide adequate sanitation and personal
46 protective equipment for workers and inmates, contributing to rapidly
47 increasing outbreaks in prisons across the country.⁶ As of June 16,
48 2020, the five largest COVID-19 clusters in the United States were in
49 correctional institutions;⁷ and

50 WHEREAS, the pandemic-related recession we are now facing is
51 straining state and local budgets, and states and municipalities may
52 feel renewed pressure to privatize some or all aspects of correctional
53 services in an attempt to address budget shortfalls, despite an
54 abundance of data showing that privatizing prisons does not lower
55 costs for governments;⁸ and

56 WHEREAS, the AFT put out two reports in 2018 and 2019
57 exposing the publicly traded companies, hedge funds and private
58 equity firms that profit from mass incarceration and immigrant
59 detention, outlining the investment risks that public pension funds
60 face when invested in these firms and encouraging public pension
61 fund trustees to take action; and

62 WHEREAS, many U.S. public pension funds, including funds in
63 which AFT members participate, are exposed to the private prison
64 industry, through direct share ownership of private prison companies,
65 investments in banks and hedge funds that provide funding to these
66 companies, and/or investments in private equity firms that own
67 companies that provide corrections-related services like prison
68 telecom services, ankle monitoring, prison healthcare, and food and
69 commissary services; and

70 WHEREAS, over the last two years, some AFT members have
71 engaged with their pension funds on their investments in entities
72 profiting from mass incarceration and immigrant detention, resulting in
73 a number of pension funds divesting from private prisons, including

⁶ <https://www.usatoday.com/story/money/2020/05/07/coronavirus-americas-private-prisons-thrive-during-pandemic/3092419001/>

⁷ <https://www.nytimes.com/2020/06/16/us/coronavirus-inmates-prisons-jails.html>

⁸ <https://www.brennancenter.org/our-work/analysis-opinion/arizona-privatizes-prisons-despite-evidence-they-dont-save-money>

74 the Chicago Teachers' Pension Fund, the California State Teachers'
75 Retirement System, the Illinois State Board of Investment, and the
76 Employees' Retirement System of Rhode Island:

77 **RESOLVED, that the American Federation of Teachers will**
78 **oppose privatization of public services, including prisons and**
79 **adjacent correctional services; and**

80 **RESOLVED, that the AFT will work with affiliates to ban**
81 **private prisons and immigrant detention centers at the state and**
82 **federal levels, including developing and supporting legislative**
83 **efforts that prohibit private operation of correctional services;**
84 **and**

85 **RESOLVED, that the AFT will work with public pensions**
86 **across the United States to inform trustees of the risks**
87 **associated with private corrections investments and to work**
88 **with them to engage with the companies and asset managers**
89 **profiting from mass incarceration and immigrant detention to**
90 **address investment risks; and**

91 **RESOLVED, that the AFT will support increased federal aid to**
92 **states and municipalities to address budget shortfalls, so that**
93 **public correctional services have the funding they need to**
94 **ensure the health, safety and civil rights of workers and**
95 **incarcerated people; and**

96 **RESOLVED, that the AFT will support legislation, such as the**
97 **federal Stop Wall Street Looting Act, that increases transparency**
98 **for private equity firms and curbs their worst abuses, and will**
99 **work with affiliates to develop state-level legislation requiring**
100 **greater transparency from private equity firms and other asset**
101 **managers that profit from privatizing public services.**

- Adopted
- Adopted as Amended
- Defeated
- Precluded by _____
- Referred to _____

44. REFORM JAILS COUNTRYWIDE

Committee recommends concurrence.

1 WHEREAS, the United States has the largest prison population
2 in the world; and

3 WHEREAS, many prisoners are held for nonviolent crimes and
4 minor drug offenses; and

5 WHEREAS, corporations profit off the imprisonment of people
6 and are, therefore, driven to increase incarceration rates:

7 **RESOLVED, that the American Federation of Teachers will**
8 **support a nationwide effort to decrease the prison population**

PUBLIC SERVICES COMMITTEE

9 **by supporting legislation in Congress that would provide**
10 **alternatives to incarceration. Instead of building more jails,**
11 **invest in youth programs, quality public education, and**
12 **affordable housing to keep people out of jail. This legislation**
13 **would also reduce recidivism, prevent crime, and**
14 **permanently reduce the population of people cycling into and**
15 **out of jail who are experiencing mental health, drug**
16 **dependency or chronic homelessness issues.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

Committee Chair: Sandra Davis, Baltimore Teachers Union, Local 340

45. LORRETTA JOHNSON

Committee recommends concurrence.

1 WHEREAS, for 54 years as a member and leader of the American
2 Federation of Teachers, most recently as secretary-treasurer of the
3 AFT since 2011, Lorretta Johnson has worked tirelessly to promote
4 worker rights—especially for paraprofessionals—civil rights, human
5 rights, economic rights, expanded collective bargaining rights for
6 thousands of AFT members, and has strengthened the AFT’s voice
7 and power around the country and the world; and

8 WHEREAS, under her leadership, including her earlier role as
9 executive vice president from 2008-11, the AFT grew in membership
10 by 238,000 and in financial strength to become one of the most
11 effective and powerful unions in the United States; and

12 WHEREAS, during her 12 years of leadership as a national officer
13 at the AFT, Lorretta Johnson was a fierce advocate for racial equity
14 and in 2014 chaired the AFT Racial Equity Task Force, leading the
15 AFT to become the first public sector union in modern history to issue
16 a substantive and important report with concrete recommendations to
17 achieve racial equity; and

18 WHEREAS, during her 30-year tenure as an AFT vice president,
19 Lorretta Johnson continued her indefatigable leadership by serving
20 simultaneously as president of the Baltimore Teachers Union’s
21 paraprofessional chapter for 35 years and was president of AFT-
22 Maryland for 17 years; and

23 WHEREAS, Lorretta Johnson started her career as a teacher’s
24 aide in 1966 at a Baltimore elementary school, where she earned
25 \$2.25 an hour and received no benefits, she organized the
26 paraprofessionals into the Baltimore Teachers Union and in 1970
27 negotiated their first contract, which laid the groundwork for her union
28 activism in the Baltimore community, the state of Maryland and
29 countless contracts she has negotiated over the years; and

30 WHEREAS, Lorretta Johnson’s philosophy of activism can be
31 summed up in a story she likes to tell: “If you see me in a fight with a
32 bear, help the bear,” which means she uses her fearless intellect,
33 moxie and grace to speak truth to power; improve the working and
34 economic conditions for paraprofessionals and working families; and
35 with sheer persistence and will the democratic bonds of our country;
36 and

37 WHEREAS, Lorretta Johnson’s contributions extend beyond the
38 AFT; she is a vice president of the AFL-CIO; serves on the boards of
39 the AFL-CIO’s Transportation Trades Department and the Union

40 Label and Services Trades Department; and as treasurer of the AFL-
41 CIO Department of Professional Employees; she is vice president of
42 the Metropolitan Council AFL-CIO, treasurer of the Municipal
43 Employees Credit Union and serves on the boards of the A. Phillip
44 Randolph Institute, BlueGreen Alliance, Citizens for Tax Justice, Child
45 Labor Coalition and the Institute For Women’s Policy Research; and
46 WHEREAS, Lorretta Johnson has earned many national awards
47 during her more than five decades of work, but her greatest award
48 has always been her family, which includes her late husband,
49 Leonard, her three children, eight grandchildren and eight great-
50 grandchildren:

51 **RESOLVED, that the American Federation of Teachers offers**
52 **our deep and everlasting gratitude to Secretary-Treasurer**
53 **Lorretta Johnson for her many years of service to the AFT, to**
54 **our members and to the American labor movement; and**

55 **RESOLVED, that we honor Lorretta Johnson’s 54 years of**
56 **leadership in promoting the dignity of AFT members and**
57 **working people in our own country and around the world by**
58 **fighting for worker rights, civil rights, economic rights, human**
59 **rights, expanding collective bargaining for thousands of our AFT**
60 **paraprofessionals, and enhancing the influence and power of the**
61 **AFT; and**

62 **RESOLVED, that while allowing Lorretta Johnson her well-**
63 **deserved retirement, the AFT names her secretary-treasurer**
64 **emeritus, allowing the union to call upon her to help fight to**
65 **defend and extend political and workplace democracy for all**
66 **Americans; and**

67 **RESOLVED, that we honor Lorretta Johnson with the AFT**
68 **Human Rights Award at our upcoming convention for her years**
69 **of fighting for human rights at home and abroad.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

46. REOPENING HIGH-QUALITY CHILD CARE AND EARLY CHILDHOOD EDUCATION FOR ALL POST- PANDEMIC

Committee recommends concurrence.

1 WHEREAS, high-quality child care programs provide
2 structured early childhood education opportunities that support a
3 child's early cognitive and social emotional development; and

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

4 WHEREAS, high-quality early childhood education for all is a
5 public good; and
6 WHEREAS, safe, high-quality, affordable and reliable child
7 care is vital to keeping our economy running at the best of times, it
8 is absolutely essential to our national recovery from the COVID-19
9 pandemic; and
10 WHEREAS, workers with children of all ages must have high-
11 quality, safe, affordable child care options if they are to return to
12 the work site to fully reopen our economy and society; and
13 WHEREAS, the modifications necessary to make child care
14 centers safe to reopen may raise costs for providers by up to 30
15 percent and further exacerbate the threat of permanent closures;
16 and
17 WHEREAS, without significant federal investment, the COVID-
18 19 pandemic could lead to the permanent loss of nearly 4.5 million
19 child care slots; and
20 WHEREAS, access to high-quality early childhood education
21 contributes to stronger families, greater economic development
22 and more livable communities; and
23 WHEREAS, the Department of Health and Human Services
24 defines affordable child care as costing no more than 7 percent of
25 family income; and
26 WHEREAS, a robust, high-quality, and properly funded
27 universal child care system exists in nearly every other developed
28 country in the world:

29 **RESOLVED, that the American Federation of Teachers will**
30 **call on the federal government to provide appropriate**
31 **resources to enable child care providers and early**
32 **education programs to reopen safely post-pandemic; and**
33 **RESOLVED, that because research suggests expanding**
34 **high-quality early learning initiatives through universal child**
35 **care would provide economic benefits to America of**
36 **roughly \$8.60 for every \$1 spent, the AFT will direct its**
37 **energy, resources and influence to advocate for the long-term**
38 **expansion of child care to ensure all families have access to**
39 **high-quality child care that will not cost more than 7 percent**
40 **of a family's income.**

- Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____

47. SUPPORT FOR RECOGNIZING INSPIRATIONAL SCHOOL EMPLOYEES AWARD

Committee recommends concurrence.

1 WHEREAS, the U.S. Department of Education has developed an
2 award for classified employees—the Recognizing Inspirational School
3 Employees (RISE) Award—to recognize and promote the
4 commitment and excellence exhibited by the employees who provide
5 exemplary service to students in prekindergarten through high school;
6 and

7 WHEREAS, the contribution of paraprofessionals and school-
8 related personnel (PSRPs) to the school community is integral,
9 significant and deserving of recognition; and

10 WHEREAS, the American Federation of Teachers represents
11 more than 370,000 paraprofessionals, bus drivers, custodial and
12 maintenance employees, healthcare employees, clerical employees,
13 secretarial staff, and other support staff (PSRPs) in schools across
14 the nation; and

15 WHEREAS, the AFT and our local affiliates have numerous
16 classified members who provide exemplary service to students, their
17 communities and their school districts each day all over the country
18 and would be deserving of RISE award recognition:

19 **RESOLVED, that the American Federation of Teachers**
20 **supports and affirms the RISE award and the recognition it**
21 **brings to the PSRP professions; and**

22 **RESOLVED, that the AFT will provide guidance and support**
23 **to affiliates that wish to put forth PSRP members for**
24 **consideration of the RISE award; and**

25 **RESOLVED, that the AFT will develop a best-practices toolkit**
26 **for affiliates on how to submit their members for RISE award**
27 **consideration.**

Adopted Adopted as Amended Defeated
 Precluded by _____ Referred to _____



A Union of Professionals

American Federation of Teachers, AFL-CIO
555 New Jersey Ave. N.W.
Washington, DC 20001
202-879-4400



aft.org



AFTunion



@AFTunion



AFTunion

