Randi Weingarten  
**PRESIDENT**

Loretta Johnson  
**SECRETARY-TREASURER**

Evelyn DeJesus  
**EXECUTIVE VICE PRESIDENT**

**AFT Executive Council**

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**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.
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Committee Chair: Don Carlsto, Saranac Lake Central Teachers Association, Local 2982

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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.
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.
6. **MOTIONS AND AMENDMENTS TO MOTIONS**
   a. An amendment to a motion to be duly made shall be submitted by email to presoffice@afa.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@afa.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.
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.
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.
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
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

Committee Chair: Don Carlsto, 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.

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

☐ Adopted ☐ Adopted as Amended ☐ Defeated
☐ Precluded by__________________________ ☐ Referred to__________________

CONSTITUTION, ARTICLE II—OBJECTS (PAGE 2)

Committee recommends concurrence.

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

☐ Adopted ☐ Adopted as Amended ☐ Defeated
☐ Precluded by__________________________ ☐ Referred to__________________

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

Committee recommends concurrence.

Section 1. This organization shall consist of divisions of public and private school teachers, paraprofessionals and school-related personnel, higher education faculty and professionals, nurses, allied health professionals and other healthcare employees, state and local public employees and other workers organized in conformity with the provisions of this constitution, including those members who have retired and are recognized by the applicable state or local affiliate.
Other employees may be members of any local whose constitution so permits.

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

Committee recommends concurrence.

CONSTITUTION, ARTICLE V—OFFICERS (PAGE 7)

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

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

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

Section 1. (a) Effective September 1, 2018, each local shall pay a per capita tax of $19.28 per month, of which $1.20 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis. Effective September 1, 2019, each local shall pay a per capita tax of $19.58 per month, of which $1.20 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis. The national office shall pay back to the office of each state federation for each member of the state a per capita of 20 cents per month.

Section 7. Effective September 1, 2018, $2.50 of each member's per capita tax shall be set aside each month in a special fund that will
function to assist the AFT and its affiliates in participating in legislative and political activities with significant potential impact on members of the AFT and the institutions where they work. Such assistance shall be collected and utilized in accordance with the provisions of applicable state and federal law. The executive council will adopt guidelines to implement this provision, including the development of criteria and an application for assistance. Where a state affiliate has a fund that is approved by the AFT and similar to the Solidarity Fund, in that it functions to assist the affiliate in participating in legislative and political activities with significant potential impact on the members and the institutions where they work, then the AFT will pay effective September 1, 2018, $0.96 per month to be deposited in such similar state fund.

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

Section 7. Effective September 1, 2018, $2.50 and effective September 1, 2019, $2.60 of each member's per capita tax shall be set aside each month in a special fund that will function to assist the AFT and its affiliates in participating in legislative and political activities with significant potential impact on members of the AFT and the institutions where they work. Effective September 1, 2021, $2.70 of each member’s per capita tax shall be set aside each month in a special fund that will function to assist the AFT and its affiliates in participating in legislative and political activities with significant potential impact on members of the AFT and the institutions where they work. Such assistance shall be collected and utilized in accordance with the provisions of applicable state and federal law. The executive council will adopt guidelines to implement this provision, including the development of criteria and an application for assistance. Where a state affiliate has a fund that is approved by the AFT and similar to the Solidarity Fund, in that it functions to assist the affiliate in participating in legislative and political activities with significant potential impact on the members and the institutions where
they work, then the AFT will pay effective September 1, 2018, 96 cents and effective September 1, 2019, the AFT will pay 99 cents per member per month to be deposited in such similar state fund. Effective September 1, 2021, the AFT will pay $1.04 per member per 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:

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

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

☐ Adopted ☐ Adopted as Amended ☐ Defeated
☐ Precluded by__________________________ ☐ Referred to______________
1. ELEVATING PUBLIC SCHOOLS BEYOND THE LEGACY OF COVID-19

Committee recommends concurrence.

WHEREAS, the American Federation of Teachers believes in and stands ready to fight for public education, as a high-quality public education is an economic necessity, an anchor of democracy, a moral imperative and a fundamental civil right; and

WHEREAS, years of disinvestment in public education have led to overcrowded classrooms, schools without nurses, librarians, counselors and the specialized personnel that ensure children’s well-being; deteriorating school buildings with outdated materials and technology; unhealthy and unsafe environments; and a too-narrow array of academic, enrichment and extracurricular programs; and

WHEREAS, the over-reliance on standardized test scores in punitive test-based accountability systems has created an education system where schools are ranked and sorted rather than supported, pitting the needs of our most vulnerable students against more affluent communities; and

WHEREAS, the coronavirus is a global pandemic threatening the health, safety and economic well-being of the people we represent and those we serve; and

WHEREAS, the AFT recognizes that the burdens of systemic racism and poverty are felt in communities where members live and work, and we fight for equitable educational opportunities for all students; and

WHEREAS, temporary school building closures due to COVID-19 highlighted and exacerbated existing inequities within the education system caused by polarization, privatization, and cuts to public education funding, and added to the challenges many students already face in their daily lives, such as food scarcity and insufficient housing, child care and health services; and

WHEREAS, students from low-income backgrounds, students of color, students with disabilities, English language learners, and youth experiencing homelessness are more likely to lack access to high-speed internet and 1:1 access to a device (tablet or laptop); and

WHEREAS, delivering virtual distance learning, where students spend most of their school day online—interacting with their

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coursework, teachers and peers through technology—is only an
emergency option and doesn’t meet the full needs of any student; and
WHEREAS, research shows that teachers are integral to the
success or failure of technology use in schools, and educators must
have meaningful input on the purchase of technology, virtual
distance-learning plans, and professional learning opportunities; and
WHEREAS, the AFT has long been an advocate for providing
teachers and students with the highest-quality instructional materials
and pedagogy, and adapting to new knowledge and tools to support
improved instruction; and
WHEREAS, reopening America’s public school buildings in a post-
pandemic era affords this country the opportunity to rethink schooling
to achieve a more equitable, student-focused education system that
helps each child to succeed and achieve; and
WHEREAS, brain science tells us that healthy cognitive, social,
emotional and physical development of students must be our focus;
and
WHEREAS, we are at a critical moment when we must move
toward reopening school buildings and continuing American public
education—not as it is today or as it was in the past but as it can be—
as the center of democracy and the cornerstone in our community
where every child can succeed:

RESOLVED, that the American Federation of Teachers and
our affiliates will advocate for the safe reopening of America’s
public school buildings with:

- A renewed sense of urgency to provide schools where
  families want to send their children, students are engaged,
  where educators want to teach, where curriculum is rich
  and inclusive, where there is joy in teaching and learning,
  and where all students will be prepared for college, career
  and citizenship;
- A vision for public education that meets the needs of
  educators, school staff and students, and assists affiliates
  to mobilize members and unite with their communities
  around state and local spending practices that result in a
  more equitable distribution of education funds;
- The proactive involvement of educators and school staff,
  families, municipal and/or regional partners and community
  organizations, and school administrators in decision-
  making as school systems work with public health
  authorities to plan for returning to school buildings as well
  as with school-level safety committees. This includes
  programming, space, operations, staff deployment,
  scheduling, and aligning all the public health interventions
  with all the schooling interventions that address students’
healthy physical, social, emotional and academic
development; nurturing productive relationships; building
resilience; supporting diversity and inclusion; and
rebuilding the school community;
- A goal for the strategic establishment of 25,000 community
schools where students and families can access tailored
health services and social services in one place, and
marginalized communities can have access to services and
support; and
RESOLVED, that the AFT will support social emotional
learning and the well-being of students and staff by:
- Advocating for the adoption of “whole child” supports and
practices that facilitate students’ sense of belonging,
including positive school climate, productive instructional
strategies, social emotional development, and
individualized student support;
- Advocating for additional school staff who have expertise
in mental health to serve staff, students and families;
- Increasing our collective capacity to provide or partner on
training on trauma-informed practices, social emotional
learning and bereavement support;
- Providing member benefits that support mental health and
healing from trauma; and
RESOLVED, that the AFT will support meaningful teaching
and learning by advocating for:
- A model of distance learning that is temporary, not used to
replace or reduce educators or school staff, and distributes
educational time between in-person learning and distance
learning, when school attendance is limited, or
developmentally appropriate, full-remote instruction
(synchronous and asynchronous) when school attendance
is not possible;
- Adequate staffing necessary to provide specialized
instruction, related services and other supports to ensure
that students with disabilities are receiving the supports
that allow them to access instruction and support staff who
specialize in the physical and emotional health of students;
- Equitable school environments that reject colorblind
ideology and curriculum centered around whiteness and
replace with culturally responsive teaching and curriculum
that is inclusive of other racial groups’ history, contributions and insights, authentic performance
assessment, and continuous time and support for staff to
become culturally proficient;
- Increased time for planning, collaborating and creating
student-centered learning environments, whether in person
or virtually, in which pedagogical practices ensure that the students are active, not passive, participants;

- Innovative ways for schools to engage students and infuse hands-on student-centered learning approaches that foster student ownership of learning;
- Strengthened relationships with and among educators, students, families and communities, and partner organizations to help procure resources for a variety of learning environments; extend learning outside the classroom; and offer connection to community issues and the students’ world; and

RESOLVED, that the AFT will work to address the technology gap among students and educators by:

- Advocating for partnerships at the national, state, and local levels that will allow state federations and local affiliates to collaborate with internet/cable providers to improve access issues in their community;
- Advocating for the inclusion of educators to assist districts and schools with developing research-based, age-appropriate student learning schedules, as it pertains to screen time and use of technology;
- Advocating for greater investment and more effective use of technology in high-poverty school districts and rural areas for students and educators;
- Advocating for schools, districts and states to have regular methods for identifying students and educators without access to the internet and the hardware that is critical to distance learning, and provide free or low-cost options for internet access and equipment;
- Advocating for districts and schools to determine solutions for equitable access to learning opportunities, with teacher input, for those who are unable to connect to online learning;
- Advocating that district policies include: (1) requirements for professional development for teachers on the integration of technology, and (2) an equitable and transparent process for purchasing and distributing technology;
- Advocating for states to adopt new or strengthen existing data privacy laws to ensure safeguards are in place for sensitive student and teacher data;
- Encouraging state federations and local affiliates to develop or endorse criteria for high-quality online student learning experiences;
- Advocating for educators, not for-profit companies, to lead the policy, design, development and training of
RESOLVED, that the AFT will support improved teacher development, evaluation and systems of support by:

- Encouraging state federations and local affiliates to develop or endorse criteria for high-quality professional development that supports instruction and new safety measures in the new environment (virtual learning);

- Advocating for school districts to put formal evaluations on hold for the 2020-21 school year and beyond until the districts develop new expectations for the possibility of instruction that alternates between in-person learning and distance learning;

- Advocating that systems designed to evaluate teachers for accountability and job action decisions should be retooled and repurposed and include collaboration with all stakeholders to provide the best information administrators, coaches and teachers need to help guide instructional improvement in this new educational environment; and

- Advocating for the training of all staff on how to identify students struggling with trauma in addition to their own trauma, and how to access mental health professionals free of cost to educators and students; and

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

- Seeking waivers on state summative assessments and the high-stakes consequences attached to them as the upcoming year is a bridge period following prolonged coronavirus closures and re-established instruction in schools;

- Conducting comprehensive reviews of all assessment programs to limit the loss of learning time to excessive testing;

- Prioritizing assessments that support and help target teaching and learning, including reliable, nonintrusive and teacher-friendly diagnostics—both in-person and virtual; and

- Supporting teacher use of authentic assessments wherein students are asked to perform real-world tasks that demonstrate meaningful application of what they have learned.

☐ Adopted             ☐ Adopted as Amended       ☐ Defeated
☐ Precluded by____________________  ☐ Referred to____________________
2. OPPOSITION TO ACTIVE SHOOTER DRILLS

Committee recommends concurrence.

WHEREAS, we live in a country where children and their families, educators, administrators, law enforcement, medical professionals and other Americans live in fear of the next school shooting; and

WHEREAS, this fear has caused districts to implement a variety of safety measures, one of which is the active shooter drill; and

WHEREAS, these active shooter drills employ simulations that may include, but are not limited to, enactments of any kind, the firing of blank ammunition, use of fake blood, and simulated death—actions unconscionable to place on the shoulders of our children and school employees; and

WHEREAS, whether announced or unannounced, these simulated shootings can be traumatizing, and anecdotal data shows they can have long-lasting effects on those who endure them; and

WHEREAS, there is no evidence to support the idea that active shooter drills will save lives; and

WHEREAS, none of these simulations are necessary to training students in safety and evacuation; and

WHEREAS, school should be a safe haven that nurtures its students and staff; these drills display the opposite:

RESOLVED, that the American Federation of Teachers will oppose the practice of any form of active shooter drill that utilizes the firing of blank ammunition, use of fake blood, the 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.

WHEREAS, discrimination contributes to the underrepresentation of historically marginalized groups; and

WHEREAS, conscious and unconscious bias can affect the learning and teaching environment—both online and offline—in a detrimental way and create a hostile working and learning environment; and

WHEREAS, students may discontinue attendance at a class, discontinue their education at a particular district, or discontinue their
education at any higher education institution, as a result of being
victim to conscious or unconscious bias; and

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

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

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

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

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

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

RESOLVED, that the AFT and the CFT will work toward
requiring that such training be compensated.
4. SUPPORT STUDENTS WITH DISABILITIES AND SPECIAL EDUCATORS

Committee recommends concurrence.

WHEREAS, nationwide, local educational agencies are required by federal law, through the Individuals with Disabilities Education Act (IDEA), to provide appropriate and comprehensive educational programs for students with disabilities; and

WHEREAS, federal funding for support services for these students continuously falls short of the ever increasing cost of special education services; and

WHEREAS, Congress has set a goal of 40 percent for the federal share costs of special education services, but, in reality, is much less, such as in California, where the funding is closer to 10 percent each year; and

WHEREAS, states’ and local school districts' impacted budgets are forced to pick up the much larger differential for special education costs, forcing special educators to do more with less each year; and

WHEREAS, Congress has failed to show any change in budgetary practices for funding IDEA; and

WHEREAS, the student equity, access and academic achievement gap is most pronounced for students with disabilities; and

WHEREAS, districts have been forced to increase the number of students with disabilities to be served in general educational programs ignoring the continuum of learning for said students, with disregard to any additional funding for professional development of all educators and increased staffing of paraprofessionals; and

WHEREAS, skillful teaching in inclusive classrooms improves outcomes for all students, including students with disabilities; and

WHEREAS, many educators are not fully prepared via appropriate credentials in order to adapt curriculum to meet the changing needs of students with disabilities; and

WHEREAS, shortages in special educators make providing services more costly, less effective and difficult to schedule; and

WHEREAS, one of the most frequent issues that is raised by the California Federation of Teachers’ rank-and-file membership is centered around providing a continuum of services for students with disabilities; and

WHEREAS, as the rank-and-file members are the practitioners and the leaders of our profession, so too should our union become a leader in both shedding light on the shortcomings of our system and providing professional development for the membership:
RESOLVED, that the American Federation of Teachers will research the noncompliance of IDEA and the impact made regarding noncompliance on students with disabilities; and

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

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

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

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

☐ Adopted      ☐ Adopted as Amended      ☐ Defeated
☐ Precluded by_________________________  ☐ Referred to_____________________

5. TIMELINE AND SERVICES IDEA WAIVER

Committee recommends concurrence.

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

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

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

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

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

WHEREAS, significant numbers of students lack online access and experience equity issues and/or have extenuating circumstances due to the COVID-19 pandemic, preventing them from participating in distance learning opportunities; and
WHEREAS, districts, educators and service providers are putting forth their best faith efforts across the country, for example, utilizing certificated teachers without a student caseload to continue to participate in and support IEP (individualized education program) meetings, and implement services and instruction to the degree and amount possible during distance learning; and

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

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

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

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

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

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

RESOLVED, that a responsible waiver of 90 days for fulfilling 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.

WHEREAS, the closing of public schools in cities across the U.S., as well as turnarounds, and other school actions, have negatively and disproportionately impacted Black and brown communities; and
WHEREAS, according to *The Atlantic* (Sept. 9, 2019), “The black population of both New York and Los Angeles [as well as Chicago] peaked in the early 2000s and has since been in steady, and perhaps accelerating, decline,” as housing and living costs increase; and

WHEREAS, many of the American Federation of Teachers' largest locals serve students of color predominantly: Chicago, 88.5 percent, New York, 84.9 percent, Los Angeles, 88.5 percent, Philadelphia, 86 percent, and Detroit, 97.3 percent; and

WHEREAS, since 2001 (when Black teachers made up 40 percent of Chicago Public Schools teachers), the number of Black teachers in Chicago has dropped by 5,500, and nationally, the percentage of Black teachers has dropped from 8.1 percent in 1971 to 6.7 percent today, even though the percentage of the Black population as a whole has risen to 13 percent; and

WHEREAS, states, including Arkansas, California, Colorado, Florida, Illinois, Michigan, Mississippi, New Jersey, New York, Rhode Island, South Carolina, Tennessee, and Washington have passed laws requiring Black history to be taught in public schools; and

WHEREAS, AFT Local 1, Chicago Teachers Union, supported the development and implementation of the “Reparations Won” curriculum, which was a part of the nationally historic and precedent-setting reparations package, whose requirements included that the history and fight for justice of the John Burge police torture survivors be taught to all eighth- and 10th-grade students in Chicago Public Schools; and

WHEREAS, the implementation of ethnic studies and culturally sustaining curricula is of critical importance to supporting the learning needs of all students, but particularly Black and brown students who make up the vast majority of many major school systems; and

WHEREAS, according to Statista, in 2019, 1,004 people were shot and killed by police, and “the rate of fatal police shootings among Black Americans was much higher than that for any other ethnicity, standing at 30 fatal shootings per million” (compared to 12 per million for whites); and

WHEREAS, according to Cleveland State University social work professor Christopher Mallett, school policing is "still very disproportionately harming students of color, students with learning disabilities, and the students who identify as LGBTQ"; and

WHEREAS, discipline, criminalization and over-policing of Black and brown students have proven to be ineffective in the improvement of outcomes, damaging on their health and well-being, and restorative practices are proven to be a powerful tool in the reduction of disproportionate discipline and improved school climate; and

WHEREAS, AFT locals, including the Chicago Teachers Union and United Teachers Los Angeles, have fought for and won increased staffing of social workers and nurses and the protection of
counselor time to do counseling work, and will continue to fight until
school districts hire, staff, and retain clinicians and counselors in
schools at levels recommended by their respective national
professional organizations in order to support and address students’
social, emotional and other needs:

RESOLVED, that the American Federation of Teachers will
endorse participation in Black Lives Matter at School Week to
begin during Black History Month the week of Feb. 1-5, 2021, and
in subsequent years; and
RESOLVED, that the AFT will host events during or around
this week and engage in advocacy on an ongoing basis aligned
to the national demands for hiring more Black teachers and
ending the pushout of Black teachers in our schools, proper
implementation of restorative practices in schools and ending
zero tolerance discipline, teaching students Black history and
other ethnic studies curricula, and funding more counselors in
schools as opposed to police officers; and
RESOLVED, that the AFT will encourage its members to wear
Black Lives Matter at School shirts to school that week and
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.

WHEREAS, on June 15, 2020, in a landmark decision for lesbian,
gay, bisexual, transgender and queer/questioning (LGBTQ) persons,
the U.S. Supreme Court ruled that employment discrimination based
on a person’s sexual orientation or gender identity violates Title VII of
the Civil Rights Act of 1964 and thus is illegal; and
WHEREAS, in October 2019, the American Federation of
Teachers; the National Education Association; the National School
Boards Association; and AASA, the School Superintendents
Association, filed a joint amicus brief in support of the gay and
transgender employees; and
WHEREAS, President Donald Trump’s Department of Justice
supported employment discrimination against LGBTQ people when it
filed an amicus brief in support of the three employers who fired the
three employees because of their sexual orientation or gender
identity; and
WHEREAS, AFT President Randi Weingarten released a statement that asks, “In the face of an administration that has relentlessly sowed hate, fear and division, America finds itself at a crossroads. Will we succumb to bigotry and cruelty, or will we choose to value diversity, tolerance, human dignity and equal rights?”; and

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

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

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

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

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

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

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

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

RESOLVED, that the AFT will encourage school districts to support expansion and increased visibility of the schools’ GSAs; and

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

☐ Adopted ☐ Adopted as Amended ☐ Defeated
☐ Precluded by________________________ ☐ Referred to____________________
Committee recommends concurrence.

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

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

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

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

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

WHEREAS, more than 100 million people remain uninsured or underinsured, numbers that will continue to grow because of the high unemployment rate during the current economic crisis in the United States. And many with employer-sponsored coverage experience such high out-of-pocket costs, due to factors like high premiums, deductibles and deceptive billing practices, that they forgo needed care and are effectively uninsured; and
WHEREAS, the United States remains the only industrialized country without a universal healthcare system, despite spending the most on healthcare among developed nations. Americans pay more than twice as much as other developed countries on total healthcare spending and prescription drugs; and

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

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

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

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

WHEREAS, the post-pandemic status of our healthcare delivery system presents an opportunity to transition a model of healthcare driven by high-value, universal access; sustainable cost; accountability for outcomes; and choice; and actions taken coming out of the pandemic are critical to break the pattern of continued support of the existing system that is fiscally unsustainable and leaves tens of millions of Americans behind:
RESOLVED, that the American Federation of Teachers will work to achieve universal coverage by the year 2025, whether through single payer or private insurance with a public option, so that all patients have coverage for timely access to the care they need, treating healthcare as a public good, and will consider a different payment system model that promotes value and coordination in care delivery; and

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

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

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

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

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

RESOLVED, that the AFT will play a role in shaping the future of the healthcare workforce. We must ensure that workforce changes do not happen to our members but happen
collaboratively with them, thus allowing care to be delivered in new and creative ways that maintain the standards that we have 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.

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

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

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

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

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

WHEREAS, the supply of N95 respirators and other personal protective equipment in the Strategic National Stockpile had not been
replenished since 2009, resulting in an inadequate supply of unexpired respirators. At the outset of the pandemic, the stockpile contained 12 million N95s, but 3.5 billion were needed. States and hospitals are not required to maintain and restock their own stockpiles; and

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

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

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

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

RESOLVED, that the American Federation of Teachers will work to push the federal government, states and employers to develop regulations and systems to prevent this massive failure to protect healthcare workers and the public at large from an
infectious disease or other public health emergency from ever happening again; and

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

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

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

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

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

RESOLVED, that because no healthcare worker should have to experience the gross failure to uphold their right to a safe and healthy workplace, and one healthcare worker death from COVID-19 is too many, the AFT will work through collective bargaining to ensure healthcare employers are prepared to protect healthcare workers from occupational exposure to COVID-19 and any other infectious disease outbreak.
WHEREAS, the coronavirus pandemic and ensuing crisis have exposed many of our country’s failings and shortcomings of both politics and policy, and none more so than our fractured, for-profit, devil-take-the-hindmost healthcare system; and

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

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

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

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

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

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

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

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

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

WHEREAS, private insurance markets are simply too ineffective, inequitable, excessively bureaucratic, wasteful and profit-driven to be an effective means to ensure access to healthcare; and
WHEREAS, many with health insurance can no longer afford to use it due to high deductibles, out-of-pocket expenses, copays, and the unaffordability of pharmaceuticals; and
WHEREAS, many employers have effectively abandoned a genuine concern for the health of their workers or their families, sacrificing the physical and mental health of their workforce and their families on the altar of cost savings and corporate profits; and
WHEREAS, employers, at a loss to control healthcare costs themselves, are forcing their employees and our union's members to accept an ever increasing share of healthcare costs. This misguided "consumer-driven" approach has done and can do nothing to reduce overall healthcare cost escalation; and
WHEREAS, the cost of health insurance has continued to rise more than the Consumer Price Index and has resulted in less money for wages and a continual decline in employer-offered coverage, dramatic increases in premiums, copayments and deductibles, overall reductions in benefits, and inappropriate utilization of review procedures that deny working families access to needed care; and
WHEREAS, 60 percent of all bankruptcies in the U.S. now relate to medical costs, though 75 percent of bankrupt families had health coverage at the time of sustaining the injury or illness; and
WHEREAS, even before the coronavirus pandemic, Improved Medicare for All had moved to center stage as the only viable comprehensive alternative to the current corporate profit-driven healthcare system in America, and despite negative framing by pollsters and pundits, the majority of Americans now support a single-payer healthcare system; and
WHEREAS, too many of our local unions are not able to secure comprehensive healthcare coverage for members and their families, leaving many AFT members and their families with limited, expensive or no access to health insurance; and
WHEREAS, those bargaining units with good healthcare coverage are constantly being compared to workers with less expensive healthcare in a perpetual, reckless and self-defeating race to the bottom; and
WHEREAS, the current structure prioritizes payment over patients, healthy profits over healthy people, and is destructive to labor relations, the American labor movement and the American economy; and
WHEREAS, the current system of healthcare financing is regressive and especially onerous on the working poor, whose vulnerabilities have been laid bare by the coronavirus pandemic; and
WHEREAS, a national system of publicly guaranteed healthcare, such as described in H.R. 1384, the Medicare for All
Act of 2019, which has been co-sponsored by a majority of Democrats in the U.S. House of Representatives and its companion S. 1129 (2019) would provide both healthcare security and economic security to all American workers:

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

RESOLVED, that the AFT will mobilize its members and local affiliates, in conjunction with labor and community allies, to make such legislation a priority in all federal electoral efforts and 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.

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

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

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

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

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

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

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

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated
☐ Precluded by____________________  ☐ Referred to____________________

12. RESPONSE TO THE CORONAVIRUS CRISIS

Committee recommends concurrence.

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

WHEREAS, the coronavirus crisis has revealed a number of
shortcomings in our society that were already present, such as
unorganized workplaces, lack of universal high-quality healthcare, lack of affordable housing, and concentrated poverty; and

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

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

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

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

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

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

RESOLVED, that the AFT will demand that those wealthiest people who are most able to afford it share the burden in the form of fair taxation so that we can all take part in a just recovery.
13. ENCOURAGE CONTINGENT FACULTY PARTICIPATION IN SHARED GOVERNANCE

**Committee recommends concurrence.**

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

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

☐ Adopted          ☐ Adopted as Amended          ☐ Defeated
☐ Precluded by____________________  ☐ Referred to____________________

14. EXPAND RETIREMENT BENEFITS

**Committee recommends concurrence.**

WHEREAS, the current eligibility for public workers to qualify for the Public Employees Retirement System (PERS) specifically excludes Oregon public university graduate employees and employees below 0.50 Full-Time Equivalent (FTE); and
WHEREAS, the eligibility for PERS also excludes postdoctoral scholars; and
WHEREAS, the state of Oregon has expanded access to the Optional Retirement Plan (ORP) for postdoctoral scholars who work in Oregon public universities; and
WHEREAS, the requirement for postdoctoral scholars is to contribute between 2 and 4 percent to qualify for ORP; and
WHEREAS, a postdoctoral scholar’s contribution to ORP will be matched by their respective public employer:

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

☐ Adopted       ☐ Adopted as Amended       ☐ Defeated
☐ Precluded by________________________ ☐ Referred to____________________

15. AFT POLICY TOWARD DUAL CREDIT

Committee recommends non-concurrence.

WHEREAS, dual credit provides a valuable path for students to jump-start a college career and receive college credit in advance of attending a university or community college; and
WHEREAS, competency based education programs offered in secondary schools rely heavily on dual credit as a means of student academic advancement; and
WHEREAS, it is essential that the quality of these classes should be maintained by ensuring that the curriculum, instruction, academic, library resource, and technological support meet higher education institutions’ standards and provide students with an adequate opportunity for success in a higher education context; and
WHEREAS, states should provide the resources necessary to allow all students to pursue a college education; and
WHEREAS, states should ensure that the price of a college education is affordable for all families and does not force families to compromise the social and instructional experience of students; and
WHEREAS, systemic and persistent underfunding of higher education has led to diluting the academic integrity of college classes in a dual-credit environment; and
WHEREAS, the current dual-credit system incentivizes inequitable teaching assignments for both high school and higher education institutions’ full-time and part-time faculty; and
WHEREAS, collaboration between high school dual-credit instructors, faculty from higher education institutions, and education administrators benefits students who participate in these classes; and

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

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

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

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

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

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

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

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

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

RESOLVED, that the AFT will provide bargaining resources to support locals to establish formal collaborative structures between the higher education institution and local
school district, led by the high school and higher education faculty instructors who are teaching dual-credit courses; and

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

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

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

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

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated
☐ Precluded by________________________  ☐ Referred to_____________________

16. BROAD CENTER AT YALE

Committee recommends concurrence.

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

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

WHEREAS, Eli Broad has been an advocate and funder of anti-union and anti-public education activities, articles, legislation and organizations. He established the Broad Center to train superintendents, administrators and others to implement measures that further privatize public education:
RESOLVED, that the American Federation of Teachers will write a letter and publicly demand that Yale University return the $100 million gift from Eli Broad;¹ and

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

☐ Adopted      ☐ Adopted as Amended      ☐ Defeated
☐ Precluded by____________________  ☐ Referred to____________________

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.

WHEREAS, the American Federation of Teachers has a continuing commitment to supporting transgender workers; and
WHEREAS, at the 2018 AFT-Oregon convention a resolution was passed committing AFT-Oregon to defend transgender workers’ access to healthcare; and
WHEREAS, nonbinary and gender-nonconforming workers are included under this umbrella, but often face particular constraints in the workplace that require specific responses from AFT-Oregon and locals; and
WHEREAS, current national politics continue to target transgender, nonbinary and gender-nonconforming people; and
WHEREAS, our transgender, nonbinary and gender-nonconforming members need continued support:

RESOLVED, that the American Federation of Teachers will collaborate with transgender, nonbinary and gender-nonconforming communities to compile a list of best practices implemented by locals in defense of transgender, nonbinary and gender-nonconforming workers; and
RESOLVED, that the AFT will compile a list of existing protections for transgender, nonbinary and gender-nonconforming people, including protections in the workplace, housing and everyday life; and
RESOLVED, that the AFT will make these best practices available to locals to help guide and direct agitation for the rights of transgender, nonbinary and gender-nonconforming workers.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated
☐ Precluded by_________________________  ☐ Referred to______________
22. ENOUGH

Committee recommends concurrence.

WHEREAS, millions of unknown people were enslaved, tortured and killed in the Americas during the slave trade; and


Michael Dean, Ahmaud Arbery, Maurice Gordon, David McAtee, William Howard Green, Donnie Sanders, Dreasjon Reed; and
WHEREAS, George Floyd; and
WHEREAS, all the other victims of police brutality and violence unnamed but not forgotten; and
WHEREAS, more than 1,000 people are killed each year by police with nearly 60 percent of the victims not possessing a gun or involving issues of mental health (https://mappingpoliceviolence.org/); and
WHEREAS, police brutality against Black and brown persons in the U.S. is a manifestation of continual, persistent and pervasive white supremacy; and
WHEREAS, this white supremacy is systemic and institutionalized and influences the lives of everyone living in the U.S., albeit in very different ways; and
WHEREAS, the eradication of this white supremacy is a necessary precondition toward creating a culture of equity and equality and, therefore, must be a primary goal of education:

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

1. Imposes strict police accountability;
2. Ends policing of minor, "broken windows," offenses;
3. Bans use of chokeholds;
4. Limits the use of force by requiring a de-escalation policy and mandatory reporting;
5. Eliminates racial profiling;
6. Demilitarizes law enforcement;
7. Requires all police officers to wear functioning and operating body cameras at all times;
8. Tracks and reports data;
9. Ensures proper screening, education and training of all officers;
10. Establishes a team of mental health professionals to send as first responders to calls involving mental health crises;
11. Removes police officers from schools;
12. Invests in expanding first responders to include alternative intervention in all types of circumstances to include public health officials, social workers, mental health professionals and related expertise;
13. Requires compliance with federal civil rights laws;
14. Requires independent community oversight boards and human rights commissions;
15. Incorporates other meaningful reforms; and
RESOLVED, that the AFT and its affiliates will demonstrate their ongoing resolve to support racial, social and economic justice by:

1. Actively mentoring members of color and members of other traditionally underrepresented groups for leadership positions in the organizations;
2. Writing strong anti-racism and anti-oppression language into governance documents;
3. Providing anti-racist and anti-oppression training for all employees of the unions;
4. Making anti-racist and anti-oppression training for all members a principal goal of the unions;
5. Calling for all our sibling unions, particularly law enforcement unions, to do the same; and

RESOLVED, that the AFT will call upon the AFL-CIO to join us in these efforts to change legislation and to support racial, social 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.

WHEREAS, as passed in 2019, the mission of the California Federation of Teachers states that we will represent our members’ interests and the interests of the communities they serve through collective bargaining, legislative advocacy, political action and organizing; and

WHEREAS, dress codes that target and limit self-expression, such as hair and clothing, are all forms of micro-aggression aimed primarily at communities of color, specifically the Black community; and

WHEREAS, structural discrimination, systemic racism and implicit bias in this country have resulted in public policy, laws, legal rulings, organizational policies and regulations that discriminate against and cause tangible harm and target underserved communities, especially communities of color, in favor of white norms; and

WHEREAS, in 2013, Vanessa Van Dyke, a 12-year-old African American student at Faith Christian Academy in Orlando, Fla., complained to school administrators that several of her classmates were bullying her for having an Afro. In response to her complaint, school administrators urged her to cut or chemically straighten her hair, and when she refused to do so, she was threatened with
expulsion and told her natural hair violated the school's dress code; and

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

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

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

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

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

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

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

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

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

WHEREAS, this includes bans on certain styles, such as Afros, braids, twists, cornrows and dreadlocks—or locks for short:
RESOLVED, that the American Federation of Teachers
strongly supports the CROWN Act at the state and national
levels; and
RESOLVED, that the AFT calls on school districts not to
discriminate against students based on self-expression based
on their appearance, which includes hair, hair coverings,
clothing, etc.; and
RESOLVED, that the AFT will work with community partners
to support state AFT affiliates to pass the CROWN Act in their
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
DETECTION CENTERS, SHUT DOWN THE
CONCENTRATION CAMPS AND STOP ICE RAIDS NOW

Committee recommends non-concurrence.

WHEREAS, the COVID-19 pandemic necessitates, with the
greatest urgency, the immediate release of U.S. Immigration and
Customs Enforcement (ICE) detainees from detention facilities. With
high concentrations of populations in crowded spaces, detention
centers and jails are sites at major risk to rapidly spread disease and
pandemics; and
WHEREAS, the tragic and preventable deaths in ICE detention
centers that have already occurred at our southern border resulted
from unhealthily close quarters, the lack of medical care, food, water
and squalid conditions with no soap, where people were even forced
to drink out of toilets; and
WHEREAS, these conditions predate the coronavirus outbreak
and guarantee the exponential spread of the disease among a
population already in poor health and extremely vulnerable.
Detainees are not provided with basic soap and water, let alone
masks or hand sanitizer. To continue to hold immigrants in such
dangerous conditions during a global pandemic is tantamount to
genocide; and
WHEREAS, federal prisons and many state prisons have banned
visitations, including most attorney visits, citing the obvious potential
for the spread of the virus among prisoners and staff in close
quarters. Rather than denying detainees their rights to visitation and
proper legal representation, they must be released from these
dangerous and deadly conditions where they are certain to be exposed to the virus through guards, other prison staff, through food coming in, through new inmates and through those who have already been exposed as of this moment; and

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

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

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

RESOLVED, that the AFT will call for an immediate end to all 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:

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<table>
<thead>
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<tbody>
<tr>
<td>1</td>
<td>WHEREAS, there is systemic racism in our schools; and</td>
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<td>2</td>
<td>WHEREAS, there is a school-to-prison pipeline that disproportionately impacts Black students; and</td>
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<td>3</td>
<td>WHEREAS, adopted school curriculum is Euro-centered; and</td>
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<td>4</td>
<td>WHEREAS, research shows that students who have teachers that look like them have better academic results; and</td>
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<td>5</td>
<td>WHEREAS, police violence is very well-substantiated against Black people; and</td>
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<td>6</td>
<td>WHEREAS, the national movement following the murder of George Floyd has surfaced even more incidents of police violence, and the groundswell of support nationally behind curbing the police; and</td>
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41
WHEREAS, police departments nationwide have a very well-substantiated history of violence against Black people, with consistently increased budgets, some of which now top 54 percent of a city’s discretionary fund; and

WHEREAS, policing in schools has been shown to have a detrimental impact on students of color.

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

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

1. End zero tolerance;
2. Mandate Black history and ethnic studies;
3. Hire more Black teachers;
4. Fund counselors, not cops; and

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

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

19. MAKING “BLACK LIVES MATTER” IN OUR SCHOOLS

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

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

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

WHEREAS, to this end, it is essential to develop inclusive curriculum and employ culturally responsive pedagogy that reflects the full diversity of our students, especially the historical experience and heritage cultures of Black students; and
WHEREAS, to this end, it is essential to transform the American teaching force to better reflect the racial and ethnic diversity of our students, so that Black students have the same opportunities to be taught by teachers who can serve as inspirational role models as white students have; and

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

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

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

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

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

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

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

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

RESOLVED, that the AFT affirms its support for the diversification of the teaching force and for initiatives designed to
recruit, prepare and retain Black teachers and other teachers of color, such as career ladders, teacher education programs in HBCU institutions and public colleges and teacher residency programs; and

RESOLVED, that the AFT affirms its support for community schools that provide a full array of guidance, health and social services to promote the well-being of students; and

RESOLVED, that the AFT supports a reordering of the budgets of state and local governments to provide essential resources to education, healthcare and other social services.

20. ARMENIAN GENOCIDE

Committee recommends concurrence.

WHEREAS, 1.5 million people were massacred by the Turkish government beginning in 1915; and

WHEREAS, the U.S. Congress formally passed resolutions recognizing the Armenian Genocide in 2019; and

WHEREAS, Turkey has continually denied the genocide:

RESOLVED, that the American Federation of Teachers will formally recognize the Armenian Genocide; and

RESOLVED, that the AFT will call on the president of the United States to formally recognize the Armenian Genocide; and

RESOLVED, that the AFT will publish an article educating our members on the Armenian Genocide, including classroom resources.

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

Committee recommends non-concurrence.

WHEREAS, the American Federation of Teachers is affiliated with the AFL-CIO, which also includes the International Union of Police Associations as an affiliated member; and
WHEREAS, as per Article X, Section 8 of the AFL-CIO constitution, it is a basic principle of the AFL-CIO that "it must be and remain free from any and all corrupt influences and from the undermining efforts of authoritarianism, totalitarianism, terrorism and other forces that suppress individual liberties and freedom of association and oppose the basic principles of our democracy and of free and democratic trade unionism"; and


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

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

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

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

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

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

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

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

must not be allowed to claim solidarity with the larger union 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:

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

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

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

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

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

WHEREAS, many cities in the United States—including Detroit—and across the world have held a series of protest demonstrations demanding that officers and white supremacist vigilantes involved in these killings be brought to justice. At many of these demonstrations, police have tear-gassed, beaten and arrested protesters:
RESOLVED, that the American Federation of Teachers calls for the police officers who murdered George Floyd, Breonna Taylor, and all other victims of racist police violence to be arrested, charged, convicted and jailed for their crimes; and

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

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

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

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

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

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

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  
☐ Precluded by_________________________  ☐ Referred to_________________________
Committee recommends concurrence.

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

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

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

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

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

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

RESOLVED, that the AFT will continue to work with community partners to ensure a strong public sector that works for the common good of all.
26. YOUNG WORKERS MOVEMENT

Committee recommends concurrence.

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

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

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

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

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

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

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

WHEREAS, a generation of skilled union members, activists and leaders is retiring, creating a need for younger members who are ready with the leadership experience, organizing know-how, and
institutional knowledge to keep our workplaces and unions strong. Formal mechanisms within the union are required to provide this training and experience; and

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

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

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

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

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

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

27. AUTOMATION

Committee recommends concurrence.

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

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

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

RESOLVED, that it is incumbent upon those industries to retrain employees for sustainable jobs; and
RESOLVED, that the AFT will convey our solidarity to the unions that are losing job opportunities because of these business practices.

☐ Adopted ☐ Adopted as Amended ☐ Defeated
☐ Precluded by_________________________ ☐ Referred to____________________

28. EXPANDING RENTERS’ PROTECTIONS

Committee recommends non-concurrence.

WHEREAS, through a week-to-week tenancy lease, landlords may terminate a rental agreement given a 10-day notice; and
WHEREAS, through a week-to-week tenancy lease, landlords may increase rent given a seven-day notice; and
WHEREAS, through a week-to-week tenancy lease, landlords may increase rent without a cap; and
WHEREAS, all landlords are capped at a 7 percent rent increase plus the increase in the consumer price index only after a 12-month tenancy period; and
WHEREAS, if a rental property is fewer than 15 years old or the landlord provides reduced rent as part of a federal, state or local program, there is no limit to the increase in rent prices; and
WHEREAS, for ORS 90.396 and ORS 90.405 in which there are restrictions and/or evictions based on pet ownership, sex work and substance abuse:

RESOLVED, that the American Federation of Teachers will work with AFT-Oregon to lobby to lift the ban on all forms of rent control; and
RESOLVED, that the AFT will work with AFT-Oregon to lobby for strict rent control that is less than the previous 7 percent increase in addition to the consumer price index increase every 12-month period, which includes properties built within 15 years; and
RESOLVED, that the AFT will work with AFT-Oregon to develop a working group to address the previous cooperative housing resolution and how to firmly implement designated funding to AFT-Oregon locals; and
RESOLVED, that the AFT will work with AFT-Oregon to create a report that details where the cooperatives are being established, and the budget for each establishment; and
RESOLVED, that the AFT will work with AFT-Oregon to establish policy to protect sex workers and those struggling with substance abuse from eviction within 24 hours; and
RESOLVED, that the AFT will work with AFT-Oregon to establish policy to enforce pet owner protection as seen in H.B. 2683; and
RESOLVED, that the AFT will work with AFT-Oregon to endorse any legislation that prohibits additional rent charges for pet owners; and
RESOLVED, that the AFT will work with AFT-Oregon to endorse any legislation that prohibits the requirement of medical documents for pet owners to rent.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated
☐ Precluded by________________________  ☐ Referred to___________________
ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

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.

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

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

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

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

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

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

- All Americans should have access to a well-paying job and the ability to support their families free from poverty, and real retirement security;
• All workers must have the right to collectively bargain and have strong unions whether they work in the public sector, gig economy, academia, perform personal services, work on farms or in any other portion of our economy;
• Access to high-quality healthcare is a basic human right, not a privilege for those who can afford it. Universal coverage—regardless of whether it is single-payer or private insurance with a public option—must guarantee that every person has access to the care they need when they need it without crippling out-of-pocket costs. Our healthcare system must deliver high-quality care from cradle to grave, based on the needs of every community and not the profits of corporations;
• All Americans should have the right to affordable, safe and adequate housing;
• A 21st-century infrastructure investment to maintain not just our roads and bridges but to ensure safe water, public health needs, clean energy, and broadband as an essential public utility;
• A fair tax system that ensures the rich and big corporations pay their fair share to provide for the common good and fund schools and essential community services;
• All Americans should have access to a basic safety net, including universal child care; easier access to unemployment insurance; paid leave; equal pay for equal work; increased Social Security benefits; and a real investment in supports for families, such as the Supplemental Nutrition Assistance Program; a real overtime standard; and prevention of wage theft;
• Our federal government should never again be unprepared to confront health and safety threats to the American people. Our nation must have a public health infrastructure capable of keeping Americans safe and responding to global health pandemics and other threats;
• Safely reopening public schools and colleges in a way that does not simply seek to go back to life as it was before the pandemic but to fully fulfill public education’s promise as the center of democracy and cornerstone in our community where every child can succeed and where there is joy in learning;
• Helping all children thrive requires a focus on whole child supports and services. This includes children’s social emotional and academic development; rich and inclusive curriculum; and powerful instruction in safe and healthy neighborhood schools; professional learning and collaboration time for teachers as well as appropriate pay; ensuring educators have the freedom to teach; assessment that informs instruction rather than standardized testing
that narrows it; and real voice and engagement of parents and the community. We support the strategic establishment of 25,000 community schools across the country, and fully funding Title I and the Individuals with Disabilities Education Act to support our students, educators and schools;

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

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

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

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

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

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

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

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

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

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

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

RESOLVED, that the AFT will promote bargaining platforms that uphold the rights of the complainants, victims, and survivors and validate their experiences as potential 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.

WHEREAS, individuals with physical or psychological disabilities or those with chronic health issues or those with qualifying health issues face unique challenges in accessing and working in the professional environment; and
WHEREAS, individuals’ requests for basic accessibility and accommodations are both necessary and protected by the Americans with Disabilities Act; and
WHEREAS, the need for accommodations come at the recommendation of medical and psychological care professionals; and
WHEREAS, implementations and accommodations do not always meet the standards of the Americans with Disabilities Act or adequately address the needs of those individuals; and
WHEREAS, our workplaces should strive for universal access and reasonable accommodations:

RESOLVED, that the American Federation of Teachers will support locals in their advocacy and bargaining for accessibility and accommodation rights, protections, and the development of inclusive policy; and
RESOLVED, that the AFT will support locals in taking steps (such as focus groups and online surveys) to identify needs for, usage of, and gaps in accessibility and accommodations to advise bargaining on these issues; and
RESOLVED, that the AFT will endeavor to combat the marginalization of the disabled community by supporting the visibility and voices of the disabled community; and
RESOLVED, that the AFT will include disability access and accommodation support as a stable necessity for member unions across the country.

☐ Adopted ☐ Adopted as Amended ☐ Defeated
☐ Precluded by_______________________ ☐ Referred to_______________________

32. PROMOTING PROTECTIONS FOR INTERNATIONAL WORKERS

Committee recommends concurrence.

WHEREAS, international workers make up a significant percentage of the workforce in many states; and
3. WHEREAS, the material conditions and lived experiences of international workers are substantially different from domestic workers, including visa and work restrictions, fear of reprisal, and discrimination; and

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

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

RESOLVED, that the AFT will promote bargaining platforms and make available resources, including providing optional training that addresses international workers’ 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.

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

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

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

WHEREAS, the Coronavirus Aid, Relief, and Economic Security Act (CARES) allocated a stimulus packet of $2 trillion to address the current public health emergency that supports local communities, and the economy; and
WHEREAS, the United States’ inhumane immigration policies exclude many immigrants from access to benefits from the CARES Act; and

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

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

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

RESOLVED, that the AFT will promote the campaign in its work with affiliates as well as with community partners.
34. AMERICAN FEDERATION OF TEACHERS’ ENDORSEMENT OF JOE BIDEN FOR PRESIDENT

Committee recommends concurrence.

WHEREAS, America faces three immense crises—a health pandemic, an economic recession deepening the gap between the rich and the rest of the American people, and systemic racism—all made worse by President Trump’s actions; and

WHEREAS, these crises have exacerbated the economic, social, racial and gender inequities that have long existed, with 40 percent of Americans unable to cover a $400 emergency before this crisis; Black Americans, other communities of color, LGBTQ, and other vulnerable populations fighting for justice under the law; families being crushed under $1 trillion in student loan debt; Americans’ freedom to form unions greatly undermined by corporate interests; countless people being one illness away from bankruptcy; and our schools and public services woefully underfunded; and

WHEREAS, these crises have laid bare the need for a compassionate, competent federal government with the experience and willingness to act swiftly to keep Americans safe, make sure workers and communities have the support they need, and keep our economy going; and

WHEREAS, Donald Trump has spent his presidency focused on himself and his cronies, trafficking in hate and division, undermining our democracy and thwarting the rule of law, even going so far as to declare “When the looting starts, the shooting starts,” and using tear gas on citizens who were exercising their right to peacefully protest racial injustice and the mindless killing of George Floyd, all to create a photo opportunity for his re-election campaign; and

WHEREAS, Donald Trump has repeatedly rewarded the rich and well-off at the expense of the rest of America’s families and our democracy throughout his presidency—through a $1.5 trillion tax cut in which 83 percent of the benefits went to the top 1 percent, an all-out assault on healthcare, gutting environmental and worker safety standards to benefit big industry, attacking unions, championing Betsy DeVos’ agenda to defund and destroy public education in favor of private schools, siding with for-profits and profiteers over students in debt, and undermining free and fair elections; and

WHEREAS, a better future is possible, but only if we first defeat President Trump and elect a president who not only will restore decency and humanity to the office but who also will reimage
government and rewrite the rules of our economy and society to
enable opportunity and justice for all; and

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

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

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

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

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

- Investing in public education; supporting educators and paying
  them adequately; expanding community schools to meet both the
  social and health needs as well as instructional needs of children;
  and prioritizing deep learning focused on the skills and
  knowledge kids need to succeed, not an overreliance on testing;
- Building on the Affordable Care Act to ensure every American
  has access to affordable healthcare and cutting healthcare costs;
- Investing in higher education, providing student loan relief, and
  making four-year public colleges and universities tuition-free for
  all students whose family incomes are below $125,000;
- Cementing the right of all workers to unionize and collectively
  bargain;
- Restoring the Voting Rights Act and protecting the voting rights of
  every American;
- Strengthening America’s commitment to racial justice and rooting
  out systemic racism from our laws, our policies and our
  institutions;
- Rebuilding our economy to enable opportunity and prosperity for
  all, not just the rich and big corporations; and
WHEREAS, the American Federation of Teachers, our affiliates and our 1.7 million members have a long, proud and distinguished history of being leaders and active participants in strengthening the democratic process and promoting civic engagement; and

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

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

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

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

RESOLVED, that the AFT, our state and local affiliates, and our members will commit to supporting Joe Biden’s presidential election campaign, and will provide the necessary resources to 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.

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

WHEREAS, the burning of fossil fuels such as coal, oil and natural gas for the purposes of electricity generation and transportation is the primary source of climate-changing greenhouse gas emissions; and
WHEREAS, the World Health Organization reports that rising temperatures and rising seas, as well as diminished air and water quality, lead to significant health risks such as heat-related risks, cardiovascular and respiratory illnesses, vector-borne infection, illness related to contaminated water, loss of shelter and compromised food supplies; and

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

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

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

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

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

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

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

WHEREAS, the Department of Defense is the largest single emitter of greenhouse gases on the planet, and the AFT has
repeatedly endorsed the principle of reducing military spending (except for veterans’ benefits) and using the money saved to create many weapons production jobs to peacetime production jobs; and

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

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

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

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

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

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

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

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

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

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

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

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

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

RESOLVED, that this labor body will undertake an effort to educate and advocate with our community allies and elected representatives to support a Green New Deal that simultaneously addresses the harms of climate change and economic inequality as urgent and severe, and that addresses them together in a bold, ambitious and urgent national mobilization of the public and private sectors for a peaceful and sustainable energy economy.
36. ENDORSE THE GREEN NEW DEAL

Committee recommends referral to executive council.

WHEREAS, the U.N. Intergovernmental Panel on Climate Change has determined humanity has less than 11 years to act to avert the worst effects of a climate catastrophe; and

WHEREAS, the 2016 AFT Convention referred to the AFT executive council a resolution on a Just Transition to a Peaceful and Sustainable Economy, which the AFT executive council adopted on Feb. 3, 2017; and

WHEREAS, the above resolution noted, among other points, that "(1.) The overwhelming scientific consensus is that climate warming trends over the past century are due to human activities, and most of the world’s leading scientific organizations have issued public statements endorsing this position; and (2.) We are already experiencing the warming of the planet at a dangerously rapid rate, primarily as a result of our reliance on carbon-based fossil fuels, deforestation and other human activities that have caused a dramatic increase in the global level of carbon dioxide and other greenhouse gases; and (3.) Unless we curb the emissions that cause climate change, average temperatures in the United States could be at least 3 to 9 degrees Fahrenheit higher by 2100, with consequences including sea-level rise of at least 3 to 6 feet, more frequent extreme hurricanes, more powerful tornadoes, prolonged drought, larger and more frequent wildfires, much more severe winter storms in some areas, reduction to agricultural productivity with resulting food shortages and famine, spread of disease, and a spasm of plant and animal extinctions that threatens to eliminate up to half of all living species on earth; and (4.) Scientists say that there may still be time to prevent the most catastrophic levels of global warming—if we eliminate the burning of fossil fuels worldwide within the next few years; and that eliminating the burning of fossil fuels is perfectly feasible with existing technology; and (5.) The known and proven reserves of oil, gas and coal, if extracted and burned, would emit enough carbon to guarantee catastrophic, irreversible global warming within a few decades; and emergency measures must be taken to prevent catastrophic increases in global warming that will trigger irreversible changes to our biosphere; and (6.) Addressing the climate crisis means immediate emergency measures, including, minimally, leaving all fossil fuels in the ground and retooling our infrastructure to run on renewable sources of energy; and (7.) There is no good reason why the richest nation in the world cannot fund protection for its workers as we move toward minimal reliance on fossil fuels; and (8.) Millions of good jobs can be created by moving toward greater...
energy efficiency, reliance on renewal energy, and the rebuilding of our civilian infrastructure;” and

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

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

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

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

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

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

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

WHEREAS, the stated goals of the Green New Deal include guaranteeing family-sustaining jobs with family and medical leave, paid vacations and retirement security to all people of the U.S., protecting and expanding the right to unionize and collectively bargain; and
WHEREAS, the Green New Deal prioritizes decarbonization projects; union career opportunities; and investments in working-class, low-income and communities of color historically and disproportionality impacted by pollution, high unemployment, poverty and environmental injustice:

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

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

☐ Adopted ☐ Adopted as Amended ☐ Defeated
☐ Precluded by__________________________ ☐ Referred to____________

37. MILITARY SPENDING

Committee recommends concurrence.

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

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

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

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

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

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¹ https://www.nationalpriorities.org/interactive-data/trade-offs/?state=00&program=15
² https://www.army-technology.com/features/biggest-military-budgets-world/
education and training, affordable housing, environmental justice, and adequate nutrition for all, and full global nuclear disarmament, rather than continuing these bloated military programs; and

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

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

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

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

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

38. ENDORSE A STRONG GREEN NEW DEAL

Committee recommends referral to executive council.

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

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

WHEREAS, the above AFT resolution concluded that:

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

10. It is the policy of the AFT that as much as possible most fossil fuels should be left in the ground; and
11. The AFT will support legislation that enables a just transition for workers and communities directly affected by the transition to a renewable energy economy, and such legislation should include appropriate protections for workers in the fossil fuel industries and military industries;” and

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

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

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

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

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

WHEREAS, the Green New Deal calls for universal healthcare, which is a position already adopted by the AFT; and
POLITICAL ACTION/LEGISLATION COMMITTEE

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

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

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

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

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

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

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

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

RESOLVED, that the AFT will advocate within the AFL-CIO and in the U.S. labor movement broadly by joining others in supporting candidates and policies to address the ongoing climate crisis; and
RESOLVED, that the AFT’s Climate and Sustainability Task Force will publicize and discuss the principles of this resolution 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.

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

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

WHEREAS, the above AFT resolution concluded that:

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

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

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

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

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

WHEREAS, the U.S. labor movement’s fight for a healthy environment for workers both in their workplaces and their communities predates the modern environmental movement, and demands for a “Green New Deal” as the most just solution to the climate crisis have been made by labor advocates, including many AFT members, as early as 2007; and
WHEREAS, the national Green New Deal explicitly calls for protections for workers, including a just transition for those employed in carbon-intensive industries, a guaranteed living-wage job for all residents of the United States, strengthened protections of the right to unionize and collectively bargain free of coercion, intimidation and harassment; construction of affordable housing; expansion of well-paying jobs with a focus on working-class people and people of color; massive investment in healthcare infrastructure, which will be needed to take on new virus threats in the future; and a massive move away from racist incarceration and toward social service and education investments and other such provisions, which are the bedrock of organized labor’s principled goals for economic justice; and

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

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

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

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

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

WHEREAS, popular movements are already at the forefront of the fight for the climate by demanding (1) a moratorium on new fossil fuel infrastructure, (2) a phasing out of fossil fuel infrastructure, (3) strong regulations for healthy, breathable air, (4) clean, 100 percent renewable energy with good local union jobs, (5) regenerative, sustainable farms and forests, (6) transportation justice and the expansion of accessible public transit, (7) protection of communities already experiencing a change in climate; (8) funding for a just transition for affected workers and frontline communities, and (9) cleaning up polluted stormwater runoff:
RESOLVED, that the American Federation of Teachers will immediately endorse a strong Green New Deal, adding its name to a growing list of labor organizations; and

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

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

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

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

RESOLVED, that the AFT’s Climate and Sustainability Task Force will publicize and discuss the principles of this resolution 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.

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

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

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

WHEREAS, the national Green New Deal explicitly calls for protections of jobs, a just transition for those employed in carbon-intensive industries, a guaranteed living wage for all residents of the United States, and other such provisions that are the bedrock of organized labor’s principled goals for economic justice; and
WHEREAS, the Green New Deal calls for addressing inequities first among communities of color, economically marginalized people, and other oppressed populations on the basis of identity and class; and

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

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

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

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

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

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated
☐ Precluded by________________________  ☐ Referred to________________________

1 http://www.orjta.org/campaigns/ognd/
41. SWORDS TO PLOUGHSHARES

Committee recommends concurrence.

WHEREAS, the United States spends an obscenely disproportionate amount of money on its military;¹ and
WHEREAS, the military wastes billions of dollars on extravagantly expensive weapon systems that don't work, or that they can't operate;² and
WHEREAS, military spending siphons billions every year from needy programs to stuff the coffers and pockets of war profiteers and arms manufacturers;³ and
WHEREAS, the military spends recklessly and unaccountably;⁴ and
WHEREAS, spending on the military has little to do with defending 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
WHEREAS, billions could be saved to spend on education and social programs; and
WHEREAS, education and other social programs in the U.S. are underfunded, and funds earmarked for military spending could instead be diverted to these programs that positively improve the quality of life:

RESOLVED, that the American Federation of Teachers will adopt a policy supporting cutting the U.S. military budget by one-half to use the funds to finance education and social programs; and
RESOLVED, that the AFT will promote legislation in the U.S. Congress to make such a cut to the military through a highly publicized lobbying campaign; and
RESOLVED, that the AFT will promote this policy among other members of the AFL-CIO; and
RESOLVED, that the AFT will submit a resolution at the next AFL-CIO convention to cut military spending in half in favor of spending money on job-producing programs in education, social programs, infrastructure, and on projects to promote environmental health.

□ Adopted □ Adopted as Amended □ Defeated
□ Precluded by__________________________ □ Referred to______________
42. COVID-19 RETURN TO WORK SITE

**Committee recommends concurrence.**

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

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

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

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

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

- Ensure that physical and environmental controls, such as those for ventilation and potable water systems, must be in place and operational 24/7;
- Access to viral and antibody testing must be readily available, and strict protocols must be in place and operational along with training for all staff;
- Ensure that return to the work site plan must meet all applicable federal, state and local recommendations, including the Centers for Disease Control and Prevention requirement for reduction in COVID-19 activity;
- Complete a work-site safety and preparedness risk assessment, in which all identified concerns are remediated before any return to work site is commenced;
- Ensure that safety protocols are in place at every agency and work site to include adequate amounts of proper personal protective equipment, including respiratory protection, surgical masks, cloth face coverings, face shields, gloves, and other PPE that is identified as necessary;
- Ensure that adequate amounts of hand sanitizer are available and considerations have been made for the redesign of workspaces to meet proper social distancing guidelines;
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- Establish isolation procedure for when a visitor or staff member exhibits symptoms, comes into contact with someone who exhibits symptoms or tests positive for COVID-19. The procedure must include a temporary shutdown of the workplace so that highly touched surfaces can be cleaned, notification provided to employees and immediate implementation of contact tracing procedures can begin;
- Establish a 14-day self-quarantine policy with paid leave or telework arrangements for any employee who has had close contact with someone who exhibits symptoms or tests positive for COVID-19;
- Collaborate on pandemic planning and response protocols with their unions through the collective bargaining process, labor-management processor meetings with local union leaders in non-bargaining states to determine return-to-work-site procedures. Communication and collaboration will be key to a successful transition back to the work site;
- Ensure that no worker will be subject to retaliation, termination or other work sanction for reporting a health or safety concern; and

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

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

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

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

RESOLVED, that the AFT and its affiliates will advocate and support policies and legislation at any level of government that 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.

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

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

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

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

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

1 http://www.prisonstudies.org/highest-to-lowest/prison_population_rate?field_region_taxonomy_tid=All
2 Ibid.
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
WHEREAS, private prison companies and companies that provide outsourced services to correctional facilities actively contribute to the current system of mass incarceration through political expenditures, policy development and lobbying, and have an incentive to cut costs in order to maximize their profits. Some achieve this by lowering wages for workers, understaffing, skimping on training, and providing as few services as possible to incarcerated people, at times breaking the law, and at the expense of workers’ and inmates’ health, safety and lives; and

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

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

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

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

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

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

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

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

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

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

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated
☐ Precluded by_________________________  ☐ Referred to_____________________

44. REFORM JAILS COUNTRYWIDE

Committee recommends concurrence.

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

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

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

RESOLVED, that the American Federation of Teachers will support a nationwide effort to decrease the prison population
by supporting legislation in Congress that would provide
alternatives to incarceration. Instead of building more jails,
invest in youth programs, quality public education, and
affordable housing to keep people out of jail. This legislation
would also reduce recidivism, prevent crime, and
permanently reduce the population of people cycling into and
out of jail who are experiencing mental health, drug
dependency or chronic homelessness issues.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated
☐ Precluded by_________________________  ☐ Referred to______________
WHEREAS, for 54 years as a member and leader of the American Federation of Teachers, most recently as secretary-treasurer of the AFT since 2011, Lorretta Johnson has worked tirelessly to promote worker rights—especially for paraprofessionals—civil rights, human rights, economic rights, expanded collective bargaining rights for thousands of AFT members, and has strengthened the AFT’s voice and power around the country and the world; and

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

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

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

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

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

WHEREAS, Lorretta Johnson’s contributions extend beyond the AFT; she is a vice president of the AFL-CIO; serves on the boards of the AFL-CIO’s Transportation Trades Department and the Union...
Label and Services Trades Department; and as treasurer of the AFL-CIO Department of Professional Employees; she is vice president of the Metropolitan Council AFL-CIO, treasurer of the Municipal Employees Credit Union and serves on the boards of the A. Phillip Randolph Institute, BlueGreen Alliance, Citizens for Tax Justice, Child Labor Coalition and the Institute For Women’s Policy Research; and

WHEREAS, Lorretta Johnson has earned many national awards during her more than five decades of work, but her greatest award has always been her family, which includes her late husband, Leonard, her three children, eight grandchildren and eight great-grandchildren:

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

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

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

RESOLVED, that we honor Lorretta Johnson with the AFT Human Rights Award at our upcoming convention for her years 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.

WHEREAS, high-quality child care programs provide structured early childhood education opportunities that support a child's early cognitive and social emotional development; and
WHEREAS, high-quality early childhood education for all is a public good; and
WHEREAS, safe, high-quality, affordable and reliable child care is vital to keeping our economy running at the best of times, it is absolutely essential to our national recovery from the COVID-19 pandemic; and
WHEREAS, workers with children of all ages must have high-quality, safe, affordable child care options if they are to return to the work site to fully reopen our economy and society; and
WHEREAS, the modifications necessary to make child care centers safe to reopen may raise costs for providers by up to 30 percent and further exacerbate the threat of permanent closures; and
WHEREAS, without significant federal investment, the COVID-19 pandemic could lead to the permanent loss of nearly 4.5 million child care slots; and
WHEREAS, access to high-quality early childhood education contributes to stronger families, greater economic development and more livable communities; and
WHEREAS, the Department of Health and Human Services defines affordable child care as costing no more than 7 percent of family income; and
WHEREAS, a robust, high-quality, and properly funded universal child care system exists in nearly every other developed country in the world:

RESOLVED, that the American Federation of Teachers will call on the federal government to provide appropriate resources to enable child care providers and early education programs to reopen safely post-pandemic; and
RESOLVED, that because research suggests expanding high-quality early learning initiatives through universal child care would provide economic benefits to America of roughly $8.60 for every $1 spent, the AFT will direct its energy, resources and influence to advocate for the long-term expansion of child care to ensure all families have access to high-quality child care that will not cost more than 7 percent of a family’s income.
47. SUPPORT FOR RECOGNIZING INSPIRATIONAL SCHOOL EMPLOYEES AWARD

Committee recommends concurrence.

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

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

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

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

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

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

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

□ Adopted □ Adopted as Amended □ Defeated
□ Precluded by_________________________ □ Referred to________________