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CONVENTION

AFT **Resolutions** and **Policy**

JULY 2020 – JULY 2022

FINAL ACTION ON ALL RESOLUTIONS CONSIDERED
BY DELEGATES TO THE 2020 AFT CONVENTION1

AFT RESOLUTIONS APPROVED BY EXECUTIVE COUNCIL
SINCE THE 2020 CONVENTION5

SUMMARY OF ACTION TAKEN ON AFT POLICY
RESOLUTIONS SINCE THE 2020 CONVENTION19

**RECLAIM
OUR FUTURE**

#ReclaimOurFuture



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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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Final Action on All Resolutions Considered by Delegates to the 2020 AFT Convention

Resolutions referred by convention delegates to the AFT executive council are considered first by the resolutions committee. This body is made up of chairs of the AFT Program and Policy Councils (Teachers, PSRP, Higher Education, Public Employees, Nurses and Health Professionals, Retirees) and chairs of executive council and standing committees. They meet to consider all resolutions referred to the executive council. The resolution committee's recommendations are considered as one report by the full executive council. Following this meeting, the original makers of the motions are notified of the final outcome of their resolutions.

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action January 2021	Executive Council Action	Final Action
Elevating Public Schools Beyond the Legacy of COVID-19, No. 1	Educational Issues	1	Concurrence	Adopted			Passed
Opposition to Active Shooter Drills, No. 2	Educational Issues	2	Concurrence	Adopted			Passed
Required Equity, Diversity, Inclusion Training, No. 3	Educational Issues	3	Concurrence	Referred to AFT executive council	Recommends tabling	Tabled	No action
Support Students with Disabilities and Special Educators, No. 4	Educational Issues	4	Concurrence	Referred to AFT executive council	Recommends concurrence as amended	Amended and adopted	Passed
Timeline and Services IDEA Waiver, No. 5	Educational Issues	5	Concurrence	Referred to AFT executive council	Recommends non-concurrence	Not adopted	Not passed
Black Lives Matter at School Week—Feb. 1-5, 2021, No. 6	Educational Issues	6	Concurrence	Referred to AFT executive council	Recommends concurrence with original resolution without proposed amendments	Adopted	Passed
In Support of LGBTQ Youth and Educators, No. 7	Educational Issues	7	Concurrence	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
A Healthcare System That Works for All by 2025, No. 8	Healthcare Access/Quality and RNs/Healthcare Workers	1	Concurrence	Adopted			Passed
Infectious Disease Emergency Preparedness is Essential for Healthcare, No. 9	Healthcare Access/Quality and RNs/Healthcare Workers	2	Concurrence	Amended and adopted			Passed
In Support of Single-Payer Healthcare, No. 10	Healthcare Access/Quality and RNs/Healthcare Workers	3	Precluded by recommendation of concurrence with Resolution 8	Referred to AFT executive council	Agrees with recommendation of precluded	Precluded	No action

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action January 2021	Executive Council Action	Final Action
Free COVID-19 Testing and PPE Should Be Available for All School Employees and Students Before Reopening the Schools, No. 11	Healthcare Access/Quality and RNs/Healthcare Workers	4	Concurrence	Referred to AFT executive council	Recommends concurrence as amended	Amended and adopted	Passed
Response to the Coronavirus Crisis, No. 12	Healthcare Access/Quality and RNs/Healthcare Workers	5	Concurrence	Referred to AFT executive council	Recommends concurrence as amended	Amended and adopted	Passed
Encourage Contingent Faculty Participation in Shared Governance, No. 13	Higher Education	1	Concurrence	Adopted			Passed
Expand Retirement Benefits, No. 14	Higher Education	2	Concurrence	Adopted			Passed
AFT Policy Toward Dual Credit, No. 15	Higher Education	3	Non-concurrence	Referred to AFT executive council	Recommends referral to the Teachers and Higher Education PPCs	Referred	Appointed a joint K-12 and Higher Education task force to review issue and make recommendations to the AFT executive council
Broad Center at Yale, No. 16	Higher Education	4	Concurrence	Referred to AFT executive council	Recommends referral to the AFT officers	Referred	Referred to AFT officers for action
Support for Transgender, Nonbinary and Gender-Nonconforming Workers, No. 21	Human Rights, International Relations and Women's Rights	1	Concurrence	Adopted			Passed
Enough, No. 22	Human Rights, International Relations and Women's Rights	2	Concurrence	Adopted			Passed
Endorsement of the CROWN Act That Bans Racial Discrimination Based on Hairstyles, No. 17	Human Rights, International Relations and Women's Rights	3	Concurrence	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
Free All Immigrant Detainees, Stop the Mass Outbreak and Spread of COVID-19 in Detention Centers, Shut Down the Concentration Camps and Stop ICE Raids Now, No. 18	Human Rights, International Relations and Women's Rights	4	Non-concurrence	Referred to AFT executive council	Recommends non-concurrence	Not adopted	Not passed
Making 'Black Lives Matter' in our Schools, No. 19	Human Rights, International Relations and Women's Rights	5	Concurrence with substitute resolution	Referred to AFT executive council	Recommends concurrence with substitute resolution without proposed amendments	Adopted	Passed

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action January 2021	Executive Council Action	Final Action
Armenian Genocide, No. 20	Human Rights, International Relations and Women's Rights	6	Concurrence	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
Revisit AFL-CIO's Commitment to Racial Justice, No. 23	Human Rights, International Relations and Women's Rights	7	Non-concurrence	Referred to AFT executive council	Recommends non-concurrence	Not adopted	Not passed
Against the Use of Excessive Force and Brutality by Law Enforcement Officers, No. 24	Human Rights, International Relations and Women's Rights	8	Concurrence as amended	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
Public Spending to Support the U.S. Economy, No. 25	Labor and the Economy/ Retirement	1	Concurrence	Adopted			Passed
Young Workers Movement, No. 26	Labor and the Economy/ Retirement	2	Concurrence	Adopted			Passed
Automation , No. 27 Retitled: Solidarity with Grocery and Retail Workers	Labor and the Economy/ Retirement	3	Concurrence	Referred to AFT executive council	Recommends concurrence as amended	Amended and adopted	Passed
Expanding Renters' Protections, No. 28	Labor and the Economy/ Retirement	4	Non-concurrence	Referred to AFT executive council	Recommends non-concurrence	Not adopted	Not passed
Reimagining Our Society and Rewriting the Rules to Enable Opportunity and Justice for All, No. 29	Organizing and Collective Bargaining	1	Concurrence	Amended and adopted			Passed
Addressing Sexual Discrimination, Harassment and Violence in the Workplace, No. 31	Organizing and Collective Bargaining	2	Concurrence	Adopted			Passed
Bargaining for Disability Accommodation and Access, No. 30	Organizing and Collective Bargaining	3	Concurrence	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
Promoting Protections for International Workers, No. 32	Organizing and Collective Bargaining	4	Concurrence	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
Support the Voluntary 'Pledge Your Stimulus Check!' Campaign, No. 33	Organizing and Collective Bargaining	5	Concurrence	Referred to AFT executive council	Recommends tabling	Tabled	Tabled
American Federation of Teachers' Endorsement of Joe Biden for President, No. 34	Political Action/ Legislation	1	Concurrence	Adopted			Passed
In Support of the Green New Deal, No. 35	Political Action/ Legislation	2	Concurrence	Adopted			Passed

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action January 2021	Executive Council Action	Final Action
Endorse the Green New Deal, No. 36	Political Action/ Legislation	3	Refer to AFT executive council	Referred to AFT executive council	Precluded by adoption of Resolution 35	Precluded	No action
Military Spending, No. 37	Political Action/ Legislation	4	Concurrence	Referred to AFT executive council	Recommends concurrence as amended	Amended and adopted	Passed
Endorse a Strong Green New Deal, No. 38	Political Action/ Legislation	5	Refer to AFT executive council	Referred to AFT executive council	Precluded by adoption of Resolution 35	Precluded	No action
Endorse a Strong Green New Deal, No. 39	Political Action/ Legislation	6	Refer to AFT executive council	Referred to AFT executive council	Precluded by adoption of Resolution 35	Precluded	No action
Endorse the Oregon and the National Green New Deals, No. 40	Political Action/ Legislation	7	Refer to AFT executive council	Referred to AFT executive council	Precluded by adoption of Resolution 35	Precluded	No action
Swords to Ploughshares, No. 41	Political Action/ Legislation	8	Refer to AFT executive council	Referred to AFT executive council	Precluded by adoption of Resolution 37	Precluded	No action
COVID-19 Return to Work Site, No. 42	Public Services	1	Concurrence	Adopted			Passed
Fighting the Influence of Private Prisons and Private Equity Firms on Mass Incarceration and Immigrant Detention, No. 43	Public Services	2	Concurrence	Adopted			Passed
Reform Jails Countrywide, No. 44	Public Services	3	Concurrence	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
Lorretta Johnson, No. 45	Schools & Colleges Support Staff Issues	1	Concurrence	Adopted			Passed
Reopening High-Quality Child Care and Early Childhood Education for All Post-Pandemic, No. 46	Schools & Colleges Support Staff Issues	2	Concurrence	Adopted			Passed
Support for Recognizing Inspirational School Employees Award, No. 47	Schools & Colleges Support Staff Issues	3	Concurrence	Referred to AFT executive council	Recommends concurrence	Adopted	Passed
Demand that the U.S. Supreme Court Order Upholding DACA Be Implemented and Condemn Donald Trump's Authoritarianism	Special Order of Business			Adopted			Passed

AFT Resolutions Approved by Executive Council Since the 2020 Convention

A Robust Response to the COVID-19 Pandemic (2020)

WHEREAS, while the COVID-19 virus is a new medical challenge to humanity, the resources and expertise needed to confront and transcend this challenge were already in place prior to its emergence; and

WHEREAS, public health officials, scientific researchers and rank-and-file medical professionals have worked together to produce detailed science-based and data-driven action plans to respond to emerging pathogens that keep frontline healthcare workers safe and the general public healthy; and

WHEREAS, these same professionals work diligently in real time to make evidence-based updates to these protocols and plans to adapt them to the circumstances created by a specific public health risk; and

WHEREAS, these plans, especially as coordinated by the Centers for Disease Control and Prevention, have been the foundation for global responses to emerging infectious diseases; and

WHEREAS, these evidenced-base plans have been important to our strategies in suppressing novel pathogens like the H1N1 (swine) influenza virus and the Ebola virus, as well as managing endemic diseases such as the seasonal flu; and

WHEREAS, it is absolutely critical for the success of these emerging pathogen containment strategies that there be coordination by multiple groups across jurisdictional boundaries and that the public have confidence in public health agencies, research institutions and medical practitioners; and

WHEREAS, the Trump administration, time and again, has refused to draw upon the wealth of expertise from decades of scientific research and data-tested public health experience to combat the spread of the novel coronavirus in favor of an “ad hoc strategy”; and

WHEREAS, the Trump administration’s “strategy” for dealing with the novel coronavirus—such as it is—is

driven by the political considerations of the president’s re-election campaign rather than the science and practitioner experience that are necessary to suppress the virus; and

WHEREAS, the Trump administration has abdicated its national and global leadership role in responding to the pandemic, hampering and at times outright undermining efforts to bring the disease under control, protect frontline healthcare workers and create the safe conditions for a robust economic recovery, including a safe return to classroom instruction in our systems of K-12 and higher education; and

WHEREAS, the Trump administration’s frequent and ongoing politicization of critical public health and scientific policies around the novel coronavirus has eroded public trust in the agencies and entities we must rely upon to manage the pandemic, thus continuing to erode our collective ability to suppress the pandemic and resume a more normal daily life; and

WHEREAS, the Trump administration’s continuing failures have cost the lives of more than 200,000 people in the United States and have had a negative impact on millions more; and

WHEREAS, in contrast to the Trump administration’s chaotic and overly politicized COVID-19 response, former Vice President Joe Biden has already released a science-based plan to help mitigate this pandemic, and has the proven track record to successfully implement it, as per his previous pandemic management during the Obama-Biden administration:

RESOLVED, that the American Federation of Teachers calls on elected officials at all levels of government to develop public policy around the coronavirus pandemic based on good evidence and science, drawing upon the expertise of medical practitioners, public health experts and academic researchers; and

RESOLVED, that the AFT fights for a robust public health infrastructure at the federal, state and local

levels that revitalizes our public health workforce, enhances the efforts of our state and local health departments, modernizes our antiquated public health data systems, and increases research capacity at public science agencies and research institutions; and

RESOLVED, that the AFT continues to demand a coordinated, evidence-based federal response developed by public health officials with the input of medical practitioners, research scientists and academic experts that addresses the shortage of personal protective equipment for frontline workers, the inadequate supply of testing materials and scarcity of tests, the shortage of medical equipment for the sick and other challenges to fighting the pandemic that can only be overcome with federal coordination; and

RESOLVED, that the AFT will support and promote universal masking and safety precautions as an essential non-pharmaceutical intervention in bringing the pandemic under control and beginning to reopen our institutions and economy;¹ and

RESOLVED, that the AFT will demand a rigorous vaccine approval process by the U.S. Food and Drug Administration to ensure the public confidence in a safe vaccine that will be necessary for its effective distribution; and

RESOLVED, that the AFT will fight for a safe vaccine that is equitably distributed and free to all; and

RESOLVED, that the AFT demands that the United States re-engage with the World Health Organization and work to regain the world's trust as an active partner and leader in global public health; and

RESOLVED, that the AFT supports and continues to vigorously defend public servants who have worked diligently to develop evidence-based protocols from political interference that is harmful to public health and human security, especially those who bravely step forward to expose instances where shortsighted politics trumps science; and

RESOLVED, that the AFT, in order to create the conditions where we can begin to restore faith in our

public institutions, will work to elect Joe Biden as the 46th president of the United States.

Essential Principles for a COVID-19 Vaccine (2020)

WHEREAS, vaccines are proven to be the most effective strategy to reduce and eliminate the spread of infectious diseases and are an important and necessary tool for eradicating disease. We sometimes forget how the landscape looks in an unvaccinated population; and

WHEREAS, we have entered into a dangerous time in our nation's politics where even fundamental and scientifically noncontroversial public health responses have been deeply politicized and ignored by many; and

WHEREAS, there is nothing political about securing the resources and funding to protect our kids, our communities and our health, yet the Trump administration's chaotic and overtly politicized response to the COVID-19 pandemic has needlessly risked the lives of hundreds of thousands of Americans; and

WHEREAS, in order to ensure the safety and efficacy of a COVID-19 vaccine and the public's trust in it, it is essential that any possible vaccine successfully complete all of the steps of the Food and Drug Administration's normal rigorous testing and review process, even if on an accelerated timeline. Fundamentally, the medical community must be allowed to do its work, and we must trust science, even if it means the vaccine isn't available as quickly as we would hope; and

WHEREAS, once an effective, safe COVID-19 vaccine has been approved by the FDA, the United States must create a fair, equitable and efficient distribution system at scale, which only the federal government can ensure. A well-developed and resourced public health infrastructure is critical to ensuring vaccine distribution and administration meets people where they are, whether at work or in the community; and

WHEREAS, we cannot rely on our profit-driven healthcare system as a model for vaccination, as it will leave vulnerable communities with vaccine deserts, just as it has for access to necessary healthcare; and

WHEREAS, many of the steps our nation has taken to safeguard our communities against COVID-19 have been conditioned upon the development and ultimate availability of a vaccine; and

¹ Conflicting and inconsistent messages from officials at the highest levels of government have needlessly served to spread disease, including holding indoor campaign rallies where attendees are not wearing masks.

WHEREAS, the American Federation of Teachers understands that initial vaccine production will not be sufficient for all people to be vaccinated at the outset. A well-managed national priority distribution plan must give priority to the most highly vulnerable in the community, including essential workers; and

WHEREAS, high influenza vaccination rates will help limit the impact on hospitals treating COVID-19, and once one has taken the flu vaccination, the flu can usually be ruled out as a cause of symptoms for those taking a COVID-19 test, making COVID-19 testing more efficient; and

WHEREAS, workers in a wide variety of settings—healthcare, education, public employment, meat packing and agriculture, among others—are at increased risk of work-related exposure to SARS-CoV-2, the virus that causes COVID-19. These workers are entitled to all evidence-based, employer-provided protections from exposure at work, including access to a safe and effective COVID-19 vaccine; and

WHEREAS, given the nature of congregation and potential for community spread in schools, the AFT recently implored the National Academies of Sciences, Engineering, and Medicine to move teachers and school staff up to the first tier of priority when a vaccine is ready for distribution because of their level of exposure; and

WHEREAS, the AFT knows that many people are skeptical about the vaccine, and the World Health Organization cites vaccine hesitancy as one of the 10 biggest threats to global health;² and

WHEREAS, communities of color, such as Black communities, have a well-warranted distrust in new vaccines, stemming from centuries of medical experimentation and long-standing discrimination and difficulty with access in our healthcare system. With only 28 percent of Black people planning to get the first-generation COVID-19 vaccine,³ it is essential that those participating in COVID-19 vaccine trials represent the full racial diversity of the population that will be vaccinated. Additionally, it is critical that those developing the vaccines share information about how they are conducting their late-stage trials, including demographic information on trial subjects, trial methodology and

² World Health Organization, “Ten Threats to Global Health in 2019,” www.who.int/news-room/spotlight/ten-threats-to-global-health-in-2019.

³ Bryan Walsh, “Axios-Ipsos Poll: The Racial Gap on Coronavirus Vaccine,” Axios, Aug. 26, 2020.

protocols, safety precautions that are being taken, etc.; and

WHEREAS, vaccination, even if the most effective tool to prevent infection, must only be part of a comprehensive strategy. Vaccines are never 100 percent effective, and other protective strategies must stay in place in the community and the workplace. A good workplace model for this approach is the Occupational Safety and Health Administration’s bloodborne pathogen standard, which requires employers to assess potential exposures throughout a facility and then develop a plan to address those exposures. This standard mandates that the employer offer the hepatitis B vaccine free of charge to at-risk workers, along with education on the benefits of the vaccine. And to strengthen vaccine acceptance and uptake, the standard also requires rigorous annual education and training on the benefits of vaccination as well as comprehensive measures that address exposure-control methods in the facility:

RESOLVED, that the American Federation of Teachers supports robust and rigorous vaccination programs for both influenza and COVID-19; and

RESOLVED; that, in order to protect hospital capacity in the event of increased COVID-19 infections, it is more important than ever for all AFT members to take the flu vaccine; and

RESOLVED, that the AFT will not endorse a COVID-19 vaccine until it has been proven to be both safe and effective by science; and

RESOLVED, that the federal government should roll out a coordinated vaccination plan with the goal of everyone having a COVID-19 vaccine. The program must have an effective communication and education strategy, as recommended by the Center for Health Security COVID-19 Working Group,⁴ so that the nation achieves 70 percent of the population being vaccinated in the coming year, the medically and ethically appropriate way to achieve immunity within our society. The weight of responsibility cannot solely rest with the states; the federal

⁴ M. Schoch-Spana, E. Brunson, R. Long, S. Ravi, A. Ruth and M. Trotochaud on behalf of the Working Group on Readyng Populations for COVID-19 Vaccine, *The Public’s Role in COVID-19 Vaccination: Planning Recommendations Informed by Design Thinking and the Social, Behavioral, and Communication Sciences* (Baltimore, MD: Johns Hopkins Center for Health Security, 2020).

government must maintain active oversight of the program. Distribution planning should be based on principles of equity, safety and priority, and the plan should include robust efforts to address a high degree of skepticism about its safety; and

RESOLVED, that once a COVID-19 vaccine has been proven to be safe and effective through the normal, rigorous U.S. Food and Drug Administration process, the AFT will urge all members to take COVID-19 vaccines; and

RESOLVED, that once proven to be safe and effective, the COVID vaccine must be free to all who receive it; the AFT opposes any policy that makes health insurance or financial resources a prerequisite for accessing the vaccine; and

RESOLVED, that employers in schools, healthcare and other settings should be mandated to provide:

- **All employees with access to the vaccine at no cost to the employees as it becomes available; and**
- **Vaccination during work hours at the work site for employees working in person, as well as an option to receive the vaccine at no cost with a healthcare provider; and**
- **Employee education that includes the risks and benefits of the vaccination, as well as the known efficacy rates of the vaccine; and**
- **An informed declination for those who opt out after receiving education as described above; and**

RESOLVED, that employers must bargain in good faith with their employees over their specific vaccine distribution plans so that vaccination is convenient and readily available for employees to access; and

RESOLVED, that the Occupational Safety and Health Administration must accelerate the promulgation of an infectious disease standard to address this pandemic and to be prepared for future outbreaks, including enforcement of exposure guidelines and specific requirements for personal protective equipment for individuals who decline the vaccine.

Protecting American Democracy (2020)

The 2020 election is a test of who we are as Americans and what we will do to preserve our democracy when it is in mortal peril.

Throughout our history, Americans have risen to the moment to extend and defend democracy. From the abolitionists and suffragists who risked their freedom in the fights against slavery and to secure the vote, to the working people who faced violence and repression when they organized unions and defended free speech, and from the armed forces who defeated fascism in a world war, to the civil rights activists who fought the Jim Crow South, Americans have made immense sacrifices and put our lives on the line to make the democratic promise of “liberty and justice for all” a reality. The American Federation of Teachers—our members, our locals, our state federations and our national organization—has been part of that democratic quest: We fought against fascism here and abroad, including our participation in the great battles of all of our civil rights movements.

Today, we in the AFT face a historic challenge. Donald Trump’s presidency has been marked by a series of attacks on the democratic institutions and norms of our government and civil society: assaults on the rule of law; an independent judiciary; a free press; the separation of governmental powers; the right to protest; equality under the law; the rights of people of color, believers in minority religious faiths and immigrants; the freedom of association of working people; and more. This endless barrage has taken a deep and destructive toll on our political life, our national psyche and our national identity, threatening to lay waste to our country’s motto: *E pluribus unum*—out of many, one.

Now, in the final weeks leading up to the 2020 election, in the midst of a surging coronavirus pandemic and as Americans are voting, Trump and his supporters have mounted an offensive on the very foundation of democracy—the power of the people to choose their government through free and fair elections.

The AFT is unequivocal and unwavering in our response: We stand for American democracy. Democracy is a defining principle of our work as educators, healthcare professionals and state and local government workers, and a core value of who we are as unionists and citizens. Our vote is our voice and a sacred right upon which freedom depends. We see no choice: To be true to ourselves and the values we hold

dear, we must rise to the defense of democracy.

While our opposition to Trump is clear, our defense of the right to vote, the requirement to count every vote and the assurance that the will of the voters must determine who is president must not depend on a presidential preference.

In the coming days, we will do everything in our power to support our fellow citizens in the effort to exercise their democratic franchise and cast their votes. We will remain engaged with fellow democracy defenders to see that those votes are counted and the will of the people reflected in the peaceful transition of power to the legitimate winners of our free and fair elections.

To ensure that the will of the people is respected in the 2020 elections, we dedicate ourselves to the following four propositions:

- **Every American citizen registered to vote must be able to vote.** In the context of the current pandemic, voters must have the ability to cast their ballot in ways that do not endanger their health, such as mail ballots and early voting, as well as sufficient ways to vote on Nov. 3. There must be sufficient numbers of polling stations and election officials for all voters to vote. Intimidation of voters must not be allowed to stand; and
- **Every vote must be counted.** Given the unprecedented numbers of votes that have been cast early and by mail, the final tally will not be known on election night. Indeed, there may not be enough of a vote count available on Nov. 3 to project who has won. Counting must continue until all votes have been counted; and
- **The electoral verdict of “we the people” must be respected.** It is not the right of those in power—whether they be in the White House, Congress and the Supreme Court, or in state capitols and local governments—to decide who governs us. It is the right of the people, and the people alone. The reins (or leadership) of government must be transferred peacefully to the choice of the people; and
- **We will not be intimidated.** AFT members have a proud tradition of engaging in the peaceful struggle for American democracy. In the tradition of our teachers, Martin Luther King

Jr. and A. Philip Randolph, we will organize and participate in peaceful, nonviolent mass protests against any efforts to thwart free and fair elections and to undermine American democracy. When democracy is in danger, we will be in the streets and in our workplaces with our colleagues in the labor movement and allies in the community, defending it against its enemies—foreign and domestic.

Make no mistake, the American Federation of Teachers believes that the American people should freely elect this country’s next leader, and we will accept the legitimate outcome of the election regardless of the victor. However, as a union deeply rooted in democratic principles, we will do whatever it takes to stand by our commitment to reject election interference, threats, tampering, stealing, acts of violence or other actions that undermine the will of the people in this exercise of Americans’ democracy. We, the people, must decide.

Honduras (2021)

WHEREAS, in 2020, the people of Honduras suffered a cataclysmic year, marked by the tragedy of a global pandemic and back-to-back devastating hurricanes, Eta and Iota; thousands of children and families in Honduras have been displaced as rural communities were completely wiped out; and

WHEREAS, these hurricanes struck an already fragile infrastructure of crumbling schools, health clinics, roads, bridges, water lines and the loss of other essential services; families have been forced to stay in crowded shelters, placing them at greater risk of contracting and spreading COVID-19; the country is also dealing with widespread poverty, organized crime, gangs, political corruption and violence; and

WHEREAS, immediate emergency and humanitarian relief is needed for medical supplies, food, shelter and personal protective equipment to prevent the spread of COVID-19; and

WHEREAS, the United Teachers of Dade, in partnership with the American Federation of Teachers and Education International Latin America, has collected and shipped 50 boxes of supplies to Honduras’ national teachers association COLPROSUMAH; and

WHEREAS, these supplies, collected by more than 100 UTD stewards throughout Miami-Dade County,

contained more than 1,700 pounds of dry goods, baby supplies, first-aid supplies and educational materials for the teachers, children and families of Honduras; and

WHEREAS, the relief work carried out by UTD stands in the best tradition of AFT local and state federations, which have many times responded to the humanitarian needs of educators facing natural disasters, whether flooding in New Orleans, earthquakes in Haiti or the disastrous tsunami in Indonesia; and

WHEREAS, the teachers unions of Honduras have been exceptional partners with the AFT, including their collaboration on civic education programs and working with the United Teachers of New Orleans in the fight against privatization:

RESOLVED, that the American Federation of Teachers' officers and executive council express solidarity with the teachers unions and organizations delivering humanitarian relief to Honduras in the wake of the largest natural disaster to hit the country and the region; and

RESOLVED, that the AFT—working with our allies in Education International and Public Services International—will advocate against efforts of private corporations and edu-businesses to profit during the region's post-disaster recovery; and

RESOLVED, that the AFT will call on Samantha Power, the nominee to be administrator of the U.S. Agency for International Development, to activate the rapid-response team of the agency to assist Honduras in rebuilding housing, education, healthcare and infrastructure; and

RESOLVED, that the AFT will continue to advocate for aid to address the causes of migration that have forced thousands of children and families from Honduras and the Northern Triangle of Central America (which also includes Guatemala and El Salvador) to seek refuge in the United States; and

RESOLVED, that the AFT will call on Alejandro Mayorkas, the new secretary of the Department of Homeland Security, to redesignate Temporary Protected Status for immigrants from Honduras and others impacted from the region.

Global Solidarity on Behalf of Democracy and Human Rights (2021)

Former President Donald Trump's four-year campaign against American democracy and the rights of so many Americans did not take place in isolation: It was enabled and succored by fellow authoritarian populists, both at home and abroad. Internationally, Trump allied his presidency with autocrats and dictators of the far right, including Russia's Vladimir Putin, Saudi Arabia's Mohammed bin Salman, India's Narendra Modi, Hungary's Viktor Orbán, Brazil's Jair Bolsonaro, Israel's Benjamin Netanyahu, Turkey's Recep Tayyip Erdoğan and the Philippines' Rodrigo Duterte. What Trump wrought in the United States—the incitement of a violent insurrection to overturn the results of a free and fair election; contempt for the rule of law, an independent judiciary and a free media; assaults on the freedoms of speech, press, religion and peaceful protest; demagogic attacks on immigrants and religious, racial, ethnic and sexual minorities; and the looting of the public coffers for personal enrichment—found echoes in the behavior of his political allies in other nations.

The defeat of Trump in the November 2020 election, and the failure of his efforts to overturn the results of that election, was a victory for American democracy. His toppling from power struck an important blow against the global alliance of the anti-democratic far-right faux populists. It has heartened people fighting for democracy and human rights the world over.

The Joe Biden-Kamala Harris administration represents a U.S. government committed to working with democratic allies and supporting democratic movements against authoritarian rule. President Biden's recent telephone call with Putin, in which he confronted the Russian leader over his interference in the U.S. elections and his domestic repression, is a sign of a new commitment to democratic principles in the White House. The deep damage of four years of a Trump presidency will not be quickly vanished; much needs to be done to secure democracy, both domestically and internationally. But with persistent and principled efforts, the United States can become a trusted defender of human rights and a friend of democracy. The American Federation of Teachers will support the Biden-Harris administration in that important work.

Today, the AFT stands in solidarity with those courageous forces worldwide who are fighting for democracy and human rights against autocratic rulers.

Among them, we take particular note of:

- Alexei Navalny, a dissident leader who has been the target of assassination attempts by the brutal regime of Putin, and the many thousands of Russians who are now protesting Navalny's detention;
- The democratic activists of Belarus, who have bravely resisted for months the theft of an election by the autocratic Alexander Lukashenko regime;
- The pro-democracy movement in Hong Kong, where labor unionists and pro-democracy activists have fought for basic political freedoms in the face of political repression, including the arrest of many political leaders, by the Chinese state;
- The "women's strike" and movement to support the rights of LGBTQ people in Poland, where the autocratic government of the Law and Justice Party has targeted their freedom;
- The teachers and education support workers of Jordan, who, despite governmental crackdowns and arrests, continue to assert their right to exist, organize and make their voices heard; and
- The people of Burma/Myanmar, who are resisting the recent coup d'état and detention of the country's elected leaders by the armed forces.

Return, Recover and Reimagine: Toward a Renaissance in America's Public Schools (2021)

WHEREAS, the American Federation of Teachers has always known that in-person schooling is foundational to the success of a child and is what makes great public schools the bedrock of every community and a celebrated institution of the uniquely American public trust; and

WHEREAS, the AFT has worked tirelessly since April 2020—and through the darkest days of the COVID-19 pandemic that followed—to safely and responsibly return schools to in-person learning. We consistently insisted upon a layered mitigation strategy supported by the latest and best science; advocated for an equitable and accelerated vaccination schedule; and engaged our nation's foremost healthcare experts, our school districts,

our members, the public and elected leaders in a dialogue about what's possible—while always valuing the lives and safety of the people who work and learn inside our school buildings. During this time, we maintained a high standard for the teaching and learning that had to continue and took tremendous ingenuity to deliver; and

WHEREAS, the pandemic exposed and exacerbated the effects of years of disinvestment in public schools and public higher education, such as an aging physical plant; outdated equipment and technology; substandard heating, ventilation and air conditioning systems; overcrowded classrooms in which—during the pandemic—it became impossible to maintain a safe social distance; schools without crucial personnel like nurses, counselors and other mental health professionals; and a too-narrow and austere array of academic, enrichment and extracurricular activities so desperately needed to round out the learning experiences of students in good times, let alone during a pandemic when the potential to languish was so high; and

WHEREAS, many communities of color have been hit hardest by the pandemic, have suffered the most trauma and, as a result, have the most hesitancy about returning; and

WHEREAS, as the vast majority of students return to in-person schooling because of dramatically reduced COVID-19 cases, a massive vaccination effort, surveillance testing and layered mitigation strategies in schools, and thanks to the efforts of educators, public health experts and the investments made by the Biden administration through the American Rescue Plan Act, the AFT believes unequivocally in the return to full-time, in-person schooling; and

WHEREAS, vaccines have been a game-changer in the fight against COVID-19, and nearly 90 percent of AFT members have been or have plans to be vaccinated; and

WHEREAS, vaccinations, widespread surveillance testing, and layered mitigation have created a safe environment so that the vast majority of K-12 schools are providing in-person learning; and

WHEREAS, public education is an economic necessity, an anchor of democracy, a moral imperative and a fundamental civil right, and we must recover and reimagine public education in America to achieve a more equitable, effective education system that helps each

and every child succeed and achieve; and

WHEREAS, most parents (73 percent) would be comfortable with in-person learning in the fall, and fully 94 percent say they would be comfortable with their child returning for in-person learning in the fall if AFT safety measures are adopted:

RESOLVED, that the American Federation of Teachers and our affiliates will advocate and work with school districts, parent and family groups, colleges and universities, communities, and elected officials toward a hopeful, joyful and full return to in-person schooling that includes the recovery educators, students and families deserve; the appropriate layered mitigation strategies; and vaccination access for our families and our eligible students. Now is also the time to reimagine public education to spark students' passion, nurture critical thinking and ensure their freedom to thrive; and

RESOLVED, that the AFT will launch a Back to School for Everyone campaign this summer, in an effort to engage our school community to return to in-person learning, and that the AFT will devote \$5 million to the campaign, as well as office hours and clinics where affiliates and partners can share ideas and get technical assistance; and

RESOLVED, that the AFT will provide support to our affiliates to conduct outreach and canvassing, expand opportunities for vaccination, and provide trauma support, in order to restore trust in the public schools and allow for a full return; and

RESOLVED, that, among other things, the AFT will advocate to ensure that staff and students return to preK-12 schools that are safe, healthy and welcoming spaces in which to teach and learn, where class sizes allow students to remain 3 feet apart, where in-school and online instruction do not happen concurrently, and where students' academic and social-emotional learning needs are met; and

RESOLVED, that the AFT will advocate and work for a hopeful, joyful resumption of normal patterns of work and life on college and university campuses, including the full range of in-person, hybrid and online courses that students need and expect; and

RESOLVED, that the AFT will advocate and work to reimagine a school climate that ensures all schools

are safe and welcoming—not only in terms of their physical conditions but in terms of their learning conditions, including respect for diversity of all kinds, freedom from bias, equitable school climate policies, and valuing the worth and fostering the learning of each and every student—and where infrastructures like those provided through community schools serve as hubs of well-being and support for students and families; and

RESOLVED, that the AFT will advocate and work to reimagine teaching and learning so students see school as engaging and worthwhile, going beyond a rich foundation in language arts and math to embrace subjects and experiences that have been squeezed out by two decades of overemphasis on standardized testing, by including the arts and music, deepening the focus on science, centering the importance of civics, providing career pathways through career and technical education, and offering more project-based learning opportunities in all content areas; and

RESOLVED, that the AFT will advocate, work and call on the federal government to engage the education community at all levels in rethinking how we assess student learning and build meaningful accountability systems that measure what really counts; and

RESOLVED, that the AFT will advocate, engage and work to ensure that the United States also reimagines how we recruit, retain and support the staff of our public schools, colleges and universities, to eliminate shortages; address precarity and wage inequality; increase diversity in all educational roles and at all levels through proven programs such as student loan forgiveness, residencies and “grow-your-own” programs; and ensure that newly available federal funds are invested in instruction and support and are used effectively and collaboratively toward these ends and not as an excuse for state disinvestment.

China: Standing Against the Repression of Muslims in the Xinjiang Autonomous Region (2021)

WHEREAS, Uyghurs, Kazakhs, Uzbeks, Tajiks and other predominantly Muslim ethnic minorities in China's Xinjiang Autonomous Region are facing systematic

state-organized mass imprisonment, torture, population control and persecution amounting to genocide; and

WHEREAS, severe measures have been taken by Chinese authorities to eradicate religious traditions, cultural practices and local languages of the region's Muslim ethnic groups, all carried out under the false guise of fighting "terrorism"; and

WHEREAS, in Xinjiang, Muslims are not free to practice their religion, as authorities show hostility toward any appurtenances of faith, including dress and even speech; basic religious and cultural practices deemed "extremist" are used as grounds for arrest; and mosques, shrines, gravesites and other cultural sites are being demolished or repurposed; and

WHEREAS, Chinese authorities have built one of the world's most sophisticated and frightening surveillance and social control systems; it forces Muslims into a vast network of re-education centers and forced labor camps throughout Xinjiang; both inside and outside the camps, Xinjiang's Muslims are among the world's most heavily surveilled populations; and

WHEREAS, these re-education centers and forced labor camps are populated by hundreds of thousands who were displaced from their homes without warning or due process for "suspicious behavior" as minor as possessing a religious-themed picture or communicating with family abroad; and

WHEREAS, psychological and physical torture and forced labor are systemic in these internment camps, where every aspect of daily life is regimented to inculcate a secular, standardized acceptance of the Chinese nation and ideals; the fate of thousands of detainees is not known—many will remain in the re-education centers or forced labor camps, while others will be given long prison sentences; and

WHEREAS, the Chinese government has gone to great lengths to cover up its egregious violations of international human rights law in Xinjiang—threatening, harassing or imprisoning dissenters who bravely speak out:

RESOLVED, that the American Federation of Teachers strongly condemns China's mass imprisonment, torture and persecution targeting Muslim ethnic groups in Xinjiang, as well as the extreme measures taken by Chinese authorities to erase religious and cultural traditions, and the

egregiously false cover-up of the truth of this ongoing repression; and

RESOLVED, that the AFT will urge Education International and Public Services International to join with human rights organizations in advocating that the International Labor Organization's Committee of Experts on the Application of Conventions and Recommendations send a team to Xinjiang to investigate human rights and worker rights violations tied to the repression of the Muslim population; and

RESOLVED, that the AFT will communicate to the White House, National Security Council, Department of State and U.S. Congress the urgency of holding the Chinese government responsible for immediately dismantling the internment camps and re-education centers, and ending systematic attacks against Muslims; and

RESOLVED, that the AFT will work with the AFL-CIO to frame a human rights-based resolution highlighting the repression of China's Muslim ethnic minorities, for presentation at the International Trade Union Confederation's World Congress to be held in Australia in 2022.

Vaccines and Schools (2021)

WHEREAS, since the outbreak of COVID-19, our North Star has been to keep our members and our communities safe; and

WHEREAS, COVID-19 variants, such as the highly transmissible and dangerous delta variant, pose a substantial risk to unvaccinated populations, and mutations of these variants pose a risk to all, including the rise in pediatric COVID-19 cases by 84 percent in the first week of August, according to the American Academy of Pediatrics, changing the circumstances of this public health crisis; and

WHEREAS, vaccines are a critical tool for controlling the spread of communicable disease in society, as we have seen from diseases like measles, polio and smallpox; and

WHEREAS, the challenge with eligibility for vaccination among children between the ages of 2-12 and the low vaccination rates among adolescents present the risk of heightened transmission in schools, with evidence showing growing numbers of children with severe illness

from COVID-19, including those in Florida and Louisiana; and

WHEREAS, the Food and Drug Administration is expected to grant full authorization for the Pfizer-BioNTech vaccine in September, with Moderna expected to submit its submission for full authorization shortly thereafter—a critical step in confirming the safety and efficacy of current COVID-19 vaccines; and

WHEREAS, since our initial resolution on Oct. 7, 2020, as reported nationally, nearly 90 percent of AFT members working in school settings have been vaccinated, which is higher than the national average, because the American Federation of Teachers has continued to encourage broad vaccination with in-school clinics, education events and partnerships; and

WHEREAS, the polarized political climate and ongoing vaccine misinformation campaigns have created troubling resistance to vaccination that has led to more than 40 percent of Americans remaining unvaccinated, and thereby an intense surge in cases, hospitalizations and deaths in many communities across the country; and

WHEREAS, as was indicated by President Biden earlier this month, workplace vaccine policies will be employer-driven, rather than government-driven:

RESOLVED, that the American Federation of Teachers will continue to work with employers to provide safe workplaces, including considering employer-proposed vaccination policy, and through continued layered mitigation strategies; and

RESOLVED, that we encourage AFT representatives to meet with employers prior to their imposition of workplace vaccination policies in order to get more people vaccinated in a just and expeditious way, including developing joint education about vaccines and creating accommodations (such as regular testing) for those who have not yet received a vaccine; and

RESOLVED, as employers establish those vaccination policies, employees must have a voice in addressing the impact on workers through bargaining or other forms of consultation—including in workplaces where workers are not being given a voice in these discussions—to ensure workers are treated fairly, and that valid religious and medical exemptions are honored; and

RESOLVED, that the scapegoating of our union, leaders, members and affiliates who have stepped up during the pandemic, blaming them for the societal conflict around vaccination mandates, despite the fact that they have been vaccinated in record numbers, is wrong and must stop; and

RESOLVED, that the AFT will continue our own efforts to address lack of access and misinformation as we continue to support the efforts of voluntary vaccination among our members, the people we serve, and our communities.

In Support of Starbucks Workers (2022)

WHEREAS, in the last several months, workers at two stores in Buffalo, N.Y., successfully voted to unionize, and three other Starbucks stores in Buffalo are in the middle of elections; and

WHEREAS, the stores organized in Buffalo are the first Starbucks-owned stores in the United States to be represented by a union since the 1980s; and

WHEREAS, Starbucks Workers United is a collective of Starbucks Partners, which started in the Buffalo region and is now organizing across the United States; and

WHEREAS, more than 70 stores in at least 20 states, representing more than 1,300 Starbucks workers, also are holding union elections; and

WHEREAS, as Starbucks has actively fought unionization at its stores for decades, its workers across the country are calling for a voice at work to address chronic problems like understaffing and faulty equipment, and to have more input on pay and store operations; and

WHEREAS, this movement has galvanized workers at other Starbucks across the nation and at other food chains as well:

RESOLVED, that the American Federation of Teachers acknowledges this as a momentous time for working people across the country; and

RESOLVED, that the AFT stands in solidarity with Starbucks workers who are pro-Starbucks and pro-union. We join them in calling for Starbucks to be the best employer it can be; and

RESOLVED, that the AFT will use its voice and communications team to educate our members regarding this effort, support workers in their efforts

to organize and negotiate first contracts, and communicate our support to other national unions; and

RESOLVED, that the AFT will publicly support these workers in their attempts to improve their future by forming unions to negotiate that future for themselves.

On Books, Literacy and Intellectual Freedom (2022)

WHEREAS, books are the vessels in which we collect and share human knowledge and culture, and through which we educate new generations in the vast body of knowledge and culture that is their heritage; and

WHEREAS, in the mosaic of our diverse world, books open up vistas of mutual understanding, empathy and common purpose; and

WHEREAS, given the importance of books to our culture and society, the entire educational process rests on the foundation of literacy—teaching students to read and comprehend the written words of others and to communicate their own ideas in written form; and

WHEREAS, democracy itself depends upon literate citizens who can communicate and dialogue with each other on questions of public concern, distinguish factual reporting and reasoned commentary from propaganda and disinformation, make informed choices on who should govern them, and be knowledgeable about the actions of government; and

WHEREAS, in a democracy, the lifeblood of literate communication and of education is intellectual freedom—the free and unfettered access of all citizens and all students to ideas and information collected in books and other published writings; and

WHEREAS, authoritarian regimes invariably ban books and censor the written word to limit what their people can learn and to control their thinking and their communications; and

WHEREAS, the United States is now experiencing a wave of campaigns to ban books and censor the written word in our schools: The American Library Association reports that such efforts are increasing at an alarming rate and are now greater than any time since it began collecting data on them, with 330 known instances in the last quarter of 2021 alone; and

WHEREAS, these campaigns have targeted books that address issues of racism, homophobia, antisemitism and the experiences of marginalized communities, books such as Nobel laureate Toni Morrison’s *Beloved* (a novel portraying the horrors of slavery) and Art Spiegelman’s *Maus* (a graphic novel about the Holocaust), both Pulitzer Prize-winning books; George Johnson’s *All Boys Aren’t Blue* (a memoir of growing up as a queer Black boy); and *Ruby Bridges Goes to School: My True Story* (about Bridges’ experiences integrating a New Orleans school); and

WHEREAS, these campaigns have ranged from demands that local school boards ban specific books, to proposed state legislation that would ban books that, for example, contain “material harmful to minors” (Indiana), “promote, normalize, support, or address lesbian, gay, bi-sexual, or transgender (LGBT) issues or lifestyles” (Tennessee), or cover themes of sexuality or gender identity (Oklahoma). (Similar legislation is pending in Iowa, Nebraska, New Mexico and South Dakota.); and

WHEREAS, as a result of these campaigns, books are known to have been banned and removed from schools in Arizona, Arkansas, Florida, Idaho, Missouri, New Hampshire, North Carolina, North Dakota, Oklahoma, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Virginia, Wisconsin and Wyoming; and

WHEREAS, these campaigns have taken an ominous turn in unprecedented attacks by elected officials on librarians and teachers, such as the threats of Texas Gov. Greg Abbott and South Carolina Gov. Henry McMaster to criminally prosecute school librarians and teachers who provide access to LGBTQ-themed books, and in proposed legislation in Indiana and Wyoming that would criminalize the inclusion of LGBTQ-themed books in school libraries and in classrooms; and

WHEREAS, these campaigns are part of an “ed scare” characterized by the imposition of “educational gag orders” that seek to limit the ability of schools and teachers to address issues of race, sex and sexual identity in our history, our culture and our society. These orders have had a chilling effect on the educational work of teachers at a time when they are laboring under the difficult conditions of the COVID-19 pandemic; and

WHEREAS, schools are most effective when parents and families are partners with teachers in the education of their children and have a meaningful voice in the educational process through such vehicles as parent

associations, school leadership teams and elected school boards. While they claim to speak on behalf of parents, the campaigns to ban books actually trample on these democratic platforms for parent and family voice:

RESOLVED, that the American Federation of Teachers affirms its abiding commitment to the intellectual freedom that lies at the heart of literacy, education and democracy, and opposes all campaigns to ban books and censor the written word in our libraries and schools; and

RESOLVED, that the AFT will work with other organizations and unions defending intellectual freedom—the American Library Association, PEN America, the National Education Association, the Intellectual Freedom Center of the National Council of Teachers of English, the National Council of Social Studies, the American Association of School Librarians, the Banned Books Week organization, the Freedom to Read Foundation, and the Red, Wine and Blue network, among others—to oppose campaigns and legislation to ban books and censor the written word in our libraries and schools; and

RESOLVED, that, as a union of educational professionals, the AFT affirms that teachers and librarians have a professional duty and right to provide their students with developmentally appropriate and age-appropriate literature and nonfiction books and materials that develop their literacy skills, grow their knowledge and expand their intellectual horizons. These books should introduce students to experiences and cultures beyond their own and provide accounts of all American and world history, both the good and the bad; and

RESOLVED, that the AFT will vigorously defend teacher and librarian members who are subject to disciplinary action, dismissal and/or criminal prosecution for performing their professional duty and exercising their right to provide students with developmentally appropriate and age-appropriate literature and nonfiction books; and

RESOLVED, that, as advocates of democratic voice for parents and families in the educational process, the AFT will promote and highlight partnerships of educators, parents and families, and students themselves, focused on high-quality preK-12 literacy and language arts instruction; and

RESOLVED, that, through its Reading Opens the World initiative, the AFT will provide the tools and resources that translate the science of reading into high-quality literacy and language arts learning for students: Teachers and other school staff will be provided with the curricular materials, pedagogical tools and professional development for effective classroom instruction; parents and families will be provided research-based guides on how to work with their children at home; and students will be provided with free books, to read and keep as their own. Reading Opens the World is designed to promote the love of reading in young people, preparing them to be literate citizens in our democracy who understand the importance of intellectual freedom—which is one of the best antidotes to the banning of books and censorship.

We Mourn Our Dead in Buffalo and Uvalde; We Organize Against Hate and Gun Violence to Fight for the Living (2022)

WHEREAS, we call their names: Celestine Chaney, Roberta Drury, Katherine “Kat” Massey, Andre Mackniel, Margus Morrison, Heyward Patterson, Aaron Salter Jr., Geraldine Talley, Ruth Whitfield, and Pearl Young; and

WHEREAS, they were grandmothers, mothers and fathers, husbands and wives, brothers and sisters, aunts and uncles, and cherished grown children; and Margus Morrison, Aaron Salter Jr. and “Pearly” Young were our union brothers and sisters in the American Federation of Teachers, members of the Transportation Aides of Buffalo local and of the Substitutes United of Buffalo local; and all were members of our beloved community; we mourn their passing; and

WHEREAS, they organized food pantries, served as poll watchers in elections, provided security in the neighborhood grocery store, wrote for the community newspaper, sang in the church choir, looked after the children on school buses, and drove the elderly with no means of transportation to the grocery store and pharmacy, and served their community in ways big and small to connect even the most vulnerable and make all feel at home; and

WHEREAS, we call their names: Nevaeh Alyssa Bravo, Jacklyn Cazares, Makenna Lee Elrod, Jose Manuel Flores Jr., Eliahna Garcia, Uziyah Garcia, Amerie Jo

Garza, Xavier Lopez, Jayce Carmelo Luevanos, Tess Mata, Miranda Mathis, Alithia Ramirez, Annabelle Rodriguez, Maite Rodriguez, Alexandria “Lexi” Rubio, Layla Salazar, Jailah Nicole Silguero, Eliahana Cruz Torres and Rojelio Torres, and we reel in shock and pain at the loss of these sons and daughters, sisters and brothers, nieces and nephews, grandchildren and treasured friends, engulfed in sorrow for all the children, educators and family members who bore witness to the terror and agony of those last 78 minutes and whose injuries, both physical and psychological, will stay with them for a lifetime; and

WHEREAS, we grieve the cruel extinguishing of the lives of 9- and 10-year-old children who were loving and caring, who enjoyed dancing to TikTok videos and playing video games; who stood up to bullies; who played softball, basketball, football, baseball and kickball and ran track; who were honor roll students; who painted, drew and worked with clay; who cared for infants; who sang with powerful voices, and who had great dreams for lives that had just begun; and we mourn their passing; and

WHEREAS, we call their names: Irma Garcia and Eva Mireles, and with their students, their school and their community, we recognize them as fellow educators, veterans of many years in the classroom, who died fighting to protect the students entrusted to their care, and we mourn their passing; and

WHEREAS, these 10 precious lives in Buffalo, N.Y., and 21 precious lives in Uvalde, Texas, were taken from us through acts of premeditated mass murder, in which 18-year-old young men turned weapons of war against innocent adults and children they did not know but nonetheless targeted solely out of their own hatred; and

WHEREAS, the manifesto of the Buffalo mass murderer made clear that his actions were motivated by an ideology of white supremacy riddled with racist conspiracy theories, especially the “great replacement theory,” which posits that white people are being “replaced” by Black Americans, other people of color and immigrants as part of a sinister plot masterminded by Jews; and

WHEREAS, this once-fringe racist conspiracy theory, which shocked the conscience of the country during the violent 2017 neo-Nazi demonstration in Charlottesville, Va., has been increasingly mainstreamed on mass media outlets such as Fox News and Newsmax, on

social media, and by some Republican Party elected officials and candidates for public office; and

WHEREAS, this racist conspiracy theory has been the motivation for a series of mass murders in recent years, including the Tree of Life synagogue murders in 2018, Christchurch (New Zealand) mosque murders in 2019, and the El Paso Walmart murders in 2019—mass murders directly cited in the Buffalo assassin’s manifesto; and

WHEREAS, the history and actions of the Uvalde mass murderer—shooting his own grandmother at the outset of his killing spree and his online threats of rape and violence against women make clear that misogyny was one of his motivations; and

WHEREAS, there is a long history of shootings and mass murder in U.S. schools—now up to 331 separate school shootings since the assault on Columbine High School in 1999 that killed 12 students and one teacher, and includes the slaughter of 20 first-graders and six educators at Sandy Hook Elementary School in 2012 and the coldblooded murder of 14 students and three school staff at Marjory Stoneman Douglas High School in 2018—all have been defined by their perpetrators acting out of rage and hatred; and

WHEREAS, there have been 27 school shootings in the U.S. during the first five months of 2022, and more than 230 mass shootings in the U.S. this year alone; and

WHEREAS, extreme gun violence now routinely occurs throughout this country and receives minimal media coverage, such as the recent attack on a congregation of a Taiwanese church in California and a dozen mass shootings this past Memorial Day weekend in Chicago, Chattanooga, Tenn., Charleston, S.C, and more, leaving almost no community untouched by the trauma, grief and long-term physical and psychological effects and devastation of the failure to limit access to weapons of war; and

WHEREAS, what is clear about all these mass shootings is the toxic mix of hate and guns and the dehumanization of the victims; and

WHEREAS, the Buffalo and the Uvalde mass murderers, both 18-year-olds, had legal access to weapons of war—assault weapons designed to quickly kill and maim large numbers of people and body armor—as a result of our nation’s entirely inadequate laws for the prevention of gun violence; and

WHEREAS, the statutes of the state of Texas exemplify what is wrong with our nation's laws: An 18-year-old such as the Uvalde mass murderer needs a license to drive a car, but not to purchase, own and carry a gun; he can legally purchase an assault weapon of war at 18, but not alcoholic beverages or even a handgun; it is easier to obtain and use a firearm than it is to register to vote and cast a ballot in democratic elections; and

WHEREAS, there is widespread and bipartisan support for a significant overhaul of the nation's gun safety laws, as the majorities of Republicans, Democrats and independents support commonsense gun law reforms, including: 84 percent of voters (including 77 percent of Republicans) support requiring all gun purchasers to go through a background check; 75 percent of voters support creating a national database with information about each gun sale; 67 percent support banning assault-style weapons; and even 75 percent of Republicans support "red flag" laws; and

WHEREAS, culpability for the heinous crimes in Buffalo and Uvalde only begin with the individual who pulled the trigger: Moral and political responsibility extends to those who have promoted and mainstreamed ideologies of hate and to those who have prevented the passage of commonsense gun violence legislation:

RESOLVED, that the American Federation of Teachers firmly resolves to turn our collective grief at the loss of these 10 good women and men in Buffalo and these 19 beautiful children and two dedicated educators in Uvalde into collective action to prevent future mass murders—we will mourn, and then we will organize against hate and gun violence; we will pray for the dead, and then we will fight like hell for the living; and

RESOLVED, that the AFT will work with a broad coalition of AFT members, parents, students, elected leaders, gun violence survivors, advocacy groups and activists, and everyone who seeks to prevent gun violence to press the White House, Congress and state legislatures to pass commonsense gun safety measures at the state and national levels; and

RESOLVED, that in the name of these precious victims of gun violence and their families and the survivors; and for our students, their educators and school personnel; and for our parents, our country and our democracy, we must do everything possible

to press for commonsense gun reforms that will make people safe in schools, supermarkets and places of worship; and

RESOLVED, that the AFT, in pursuing commonsense gun reforms, will fight for our dignity, our collective humanity and a peaceful way of life; and

RESOLVED, that the AFT calls upon U.S. Attorney General Merrick Garland and the state attorneys general to launch probes into the online networks of hate that promote racism and white supremacy, misogyny, antisemitism and Islamophobia, and anti-immigrant and anti-LGBTQIA+ bigotry, and have fueled violence and mass murders in Buffalo, Uvalde and so many other places, and to develop and implement plans of action that will ensure bias-motivated violence and online threats and harassment are swiftly investigated and aggressively prosecuted to keep our communities safe; and

RESOLVED, that the AFT will hold our elected officials and leaders at every level and in every branch of government fully accountable for taking action to address the deadly epidemic of gun violence and hate in the U.S., and in the 2022 and 2024 elections, and we will work to defeat candidates who have failed the vital test of providing Americans the protections from this scourge that other nations enjoy; and

RESOLVED, that the AFT will continue to actively participate in what Martin Luther King Jr. called the "coalition of conscience," joining with civil rights organizations, other unions, faith communities and all people of goodwill to stand against hatred in all its manifestations, and to build mutual understanding in our students across the many different parts of the American mosaic.

Summary of Action Taken on AFT Policy Resolutions Since the 2020 Convention

A Healthcare System That Works for All by 2025

- Engaged with elected officials in advocacy for changes in laws and regulations that would expand coverage, as well as co-authoring a resolution declaring the labor movement's support for Medicare for All for the national AFL-CIO convention.
- Supported affiliates in efforts, through bargaining and advocacy for legal protections, to limit activity by for-profit healthcare corporations to expand their footprint or eliminate services crucial to communities.
- Continued advocacy for improved working conditions in work sites with the federal government and in coalition work; supported affiliates' efforts to secure basic safety in working conditions through advocacy at bargaining tables and in statehouses.
- Advocated for rebuilding the nation's public health infrastructure with federal and state governments during the pandemic, and encouraged emphasis on reshaping public health infrastructure and better public health to meet community needs with the administration and federal agencies.

A Robust Response to the COVID-19 Pandemic (2020)

- Advocated for legislation and rule-making to address funding for schools, healthcare facilities, and other employees to make workplaces safer for AFT members and the people we serve.
- Collaborated with other stakeholders to address vaccine access, vaccine hesitancy, and education for our members and communities.
- Developed resources and provided support to ensure affiliates had access to a solid COVID-19 strategy that will keep workplaces safe.

Addressing Sexual Discrimination, Harassment and Violence in the Workplace

- Collected and shared OSHA logs, grievances and testimonial evidence of workplace violence to OSHA.
- Promptly deployed resources, including AFT trauma benefit, post-incident debriefs, statistics and information, advice on bargaining language and incident response following instances of violence in workplaces.
- Launched full-scale rapid-response campaigns with our affiliates in response to mass shooting events, including with community partners like March for Our Lives and other organizations, and engaged in development of more enduring supports like mental health first-aid and other trauma-informed programming.

Against the Use of Excessive Force and Brutality by Law Enforcement Officers

- Bearing witness, support and service during George Floyd murder court decision for weeks with AFT members and community.
- Established AFT Police in Schools leaders task force and forthcoming toolkit for actions and policy.

Armenian Genocide

- Communicated with the Biden administration regarding U.S. recognition of the Armenian genocide, and worked with state and local affiliates in California to highlight this issue.
- Worked with California Federation of Teachers affiliates to make classroom resources about the Armenian genocide available through AFT's Teach Human Rights website.

Bargaining for Disability Accommodation and Access

- Tracked and distributed negotiated contract language on reasonable accommodations for members at higher risk of developing a serious case of COVID-19 and/or members who live with someone at high-risk.
- Developed bargaining survey questions for affiliates to query members about disability access and accommodations in their workplaces in preparation for negotiations.
- Produced a series of case studies featuring the work affiliates have done to reopen schools safely, which included a section on an affiliate that negotiated and implemented a COVID-19 reasonable accommodation policy for school staff.
- Provided feedback to the Biden administration on COVID-19 health and safety guidelines for schools and other workplaces, which included recommendations on the need to encourage school districts to provide reasonable accommodations for employees.

Black Lives Matter at School Week— Feb. 1-5, 2021

- The AFT has assisted multiple affiliates in designing and planning grow-your-own programs to diversify and strengthen the teacher workforce, including playing a key role in the Red Hawks Rising Academy program in Newark, N.J.
- Developed extensive resources on Share My Lesson related to Black Lives Matter:
[Teaching about race and racism](#)
[Teaching Juneteenth](#)
[Diverse books: Lesson plans for K-12 educators](#)
[Anti-racism resources for racial literacy](#)
[American slavery: Teaching hard history](#)
[Black History Month](#)
[Martin Luther King Jr.](#)
[Brown v. Board of Education](#)
[March on Washington](#)
[Civil Rights Act of 1964](#)
[Social justice](#)

China: Standing Against the Repression of Muslims in the Xinjiang Autonomous Region (2021)

- Conducted a 14-day social media campaign around the Beijing Olympics with Education International to condemn China's treatment of Muslim ethnic groups.
- Consulted with the Solidarity Center on how to best have this topic taken up by the International Labor

Organization; it is our understanding that an ILO team is carrying out the investigation

- Wrote protest letter to the National Security Council and worked with Sen. Ed Markey's office in fact-finding on background issues.
- Worked closely with the AFL-CIO and Solidarity Center on a resolution to the International Trade Union Confederation's 2022 World Congress.

COVID-19 Return to Work Site

- Developed the nation's first road map to reopening schools and a full suite of resources addressing workplace rights as well as resources for affiliates' use in advocacy, all of which evolved with the research and evidence.
- Developed model contract language and held training programs for checklists and work-site inspections to help support affiliate leaders in their advocacy for members in addressing telework and for returning to in-person work.
- Served on work groups convened by the Centers for Disease Control and Prevention and in stakeholder coalitions to address work-site testing developments and protocol; and testified before multiple tribunals to elevate the placement of teachers, healthcare and public service workers on lists prioritizing vaccine access.

Demand That the U.S. Supreme Court Order Upholding DACA Be Implemented and Condemn Donald Trump's Authoritarianism

- Supported efforts to include DACA recipients and Dreamers in programs created, or expanded by Biden's American Jobs and Families Plans and in COVID-19 relief packages.
- Sent letter (August 2021) urging the Department of Homeland Security to grant DACA recipients an automatic extension of their work authorization until their renewal applications are reviewed and processed.
- Sent letter in support of H.R. 6, House-passed legislation (March 2021) that would create a path to citizenship for undocumented immigrants brought to the U.S. as children and those with other temporary immigration protections.

Elevating Public Schools Beyond the Legacy of COVID-19

- Advocated for emergency expanded internet access to ensure students could participate in virtual learning.
- Provided train-the-trainer professional development, direct training and on-demand webinars reaching tens of thousands of educators on topics, including trauma-informed practices, social emotional learning and bereavement support, culturally responsive education and related topics.
- Advocated at the national level for increased funding and support for community schools.
- Advocated for waivers from state summative assessments and high-stakes consequences during the pandemic and continues to advocate and provide training in systems of authentic assessments that support teaching and learning.

Encourage Contingent Faculty Participation in Shared Governance

- Co-created the New Deal for Higher Education campaign with the American Association of University Professors, in part focused on improving employment for contingent faculty through equitable compensation, job security, and meaningful participation in shared governance.
- Published results of 2020 survey of contingent faculty, including those that addressed questions that assessed current contingent faculty participation in shared governance.
- Preparing to field new contingent faculty survey that will reassess participation.

Endorsement of the CROWN Act That Bans Racial Discrimination Based on Hairstyles

- Consulted with U.S. Rep. Bonnie Watson Coleman, author of the bill.
- Voiced support to members and conducted a social media push, thanking Democrats in the House of Representatives when the CROWN Act passed.
- In June 2021, launched a campaign with the NAACP and First Book that accompanied efforts to pass anti-racist federal legislation, such as the CROWN Act, which ultimately passed the House in March 2022.

Enough

- Funded full-time community organizer for George Floyd Square in Minneapolis.

- Sponsored staff and members to assist and participate in community activities in George Floyd Square.
- AFT participated in the AFL-CIO Law Enforcement Task Force.
- Supported community efforts during Brianna Taylor protests in Louisville, Ky.

Essential Principles for a COVID-19 Vaccine

- Developed model language, training programs and support for affiliates working to secure work-site vaccination programs.
- Testified before multiple governmental and quasi-governmental panels to advocate for prioritization of teachers and healthcare workers in vaccine access lists.
- Launched a full-scale vaccine education and access campaign, distributing resources and hosting virtual events for leaders and members to ask experts questions and address misinformation.
- Collaborated with stakeholders such as the American Academy of Pediatrics, the National Association of School Nurses and others to advocate for expedient approval of a vaccine that is proven safe for each age group.

Expand Retirement Benefits

- AFT's existing policies encourage affiliates to advocate for participation of all public employees, regardless of their position, in state pension plans.

Fighting the Influence of Private Prisons and Private Equity Firms on Mass Incarceration and Immigrant Detention

- Worked with the Pension Trustee Council to encourage and educate trustees about the need for divestment, including in New Mexico and Washington, D.C.
- AFT's work on private prisons and investments was featured on WNYC's the [Brian Lehrer Show](#) and on a WNYC educational series "[Punishment + Profit](#)" in May 2021.
- The AFT supported a campaign by a partner organization, Worth Rises, focused on Securus, a private prison company owned by Platinum Equity (a private equity firm), which was featured in AFT's 2019 private prisons report. In October 2020, Platinum Equity's owner, Tom Gores, [stepped down](#) from the board of the Los Angeles County Museum of Art after

the campaign highlighted his refusal to exit his investment in Securus.

- The AFT's 2021 report "[Lifting the Curtain on Private Equity](#)" called for pension funds to adopt anti-privatization policies that would, among other things, ban investments in private equity firms that privatize prison services. The report also highlighted the private equity firm that owns Wellpath, a private prison healthcare company.

Free COVID-19 Testing and PPE Should Be Available for All School Employees and Students Before Reopening the Schools

- Supported affiliates in efforts to secure free, universally available COVID-19 testing and appropriate personal protective equipment available through advocacy with federal agencies, governors and other groups
- Purchased PPE and distributed to members in efforts to augment local supplies in areas with the most critical need, by work setting and elevated case numbers.

Global Solidarity on Behalf of Democracy and Human Rights (2021)

- No specific resolve clauses for action.

Honduras (2021)

- Wrote solidarity letters to Honduran Education International and Public Services International unions on the occasion of the country's newly elected reform president.
- Worked with United Teachers of Dade on its relief campaign and promoted the campaign via social media.
- Wrote to Samantha Power about Honduras in her new capacity as USAID administrator.

In Support of LGBTQ Youth and Educators

- Brought together a cadre of educators to develop resources and guidance on supporting LGBTQIA+ students.
- Updated AFT's professional development course "Foundations of Effective Teaching: Cultivating a Student-Centered Classroom" to be centered around creating identity-safe classroom communities that are inclusive and equitable for all.

- Expanded and updated Share My Lesson's resources for educators on creating supportive and inclusive environments and on teaching about important contributions of LGBTQIA+ people.
- Strengthened ongoing partnership with the Human Rights Campaign's Welcoming Schools program and Project Thrive initiative, one of the nation's premier advocacy resources for supportive and inclusive practices for LGBTQIA+ youth and educators.
- AFT staff along with students, experts, and community activists continue to provide trainings and resources to members and locals on LGBTQIA+ student safety, inclusive workplace practices for LGBTQIA+ members and strengthening anti-discrimination policies.
- Created an LGBTQIA+ task force of members and leaders to provide strategic guidance on LGBTQIA+ rights and advocacy in support of students, educators, and the broader LGBTQIA+ community.
- Through engagement with First Book, the AFT has provided educators and students with access to LGBTQIA+ titles and authored books through the Reading Opens the World campaign.
- Publicly condemned and taken local, state and national action against the wave of laws passed in 26 states that seek to limit discussions about LGBTQIA+ books, history, and other topics in schools.

In Support of Starbucks Workers (2022)

- AFT and our affiliates provided support to Starbucks organizing campaigns around the country.

In Support of the Green New Deal

- In addition to issuing a press statement, letters to Congress and advocacy to end the detention and deportation of immigrant students and families, the AFT co-hosted a series of "know your rights" forums, DACA (Deferred Action for Childhood Arrivals) renewal clinics and professional development forums on the rights of students and educators.
- Released [joint op-ed](#) with John B. King on school infrastructure and green energy improvements.
- Sent letters and supported coalition work around retrofitting schools, protecting workers during transition to green economy and climate education on the following: THRIVE Act; Climate Change Education Act and provisions; Green New Deal for Public Education; and the Reopen and Rebuild America's Schools Act.
- Co-hosted THRIVE press event for [reintroduction](#) with environmental partners.

- Co-hosted Aspen K-12 summit, moderating a conversation with Secretary of Education Miguel Cardona and Environmental Protection Agency Administrator Michael S. Regan.
- Hosted a [town hall](#) on climate justice, jobs, and freedom to thrive with EPA Administrator Regan, Jane Fonda and Varshini Prakash of the Sunrise Movement.
- [Visited net zero schools](#) and uplifted green school infrastructure projects to make schools safer and more welcoming places for students, educators and staff.
- Partnered with United Auto Workers to lead a union-made electric school bus initiative.

Infectious Disease Emergency Preparedness Is Essential for Healthcare

- Regularly conveyed the dangerous status of working conditions in healthcare, including the staging of a nationwide day of action, where affiliates filed dozens of Occupational Safety and Health Administration complaints.
- Advocated for strong workplace protections in both an emergency temporary standard and for a permanent standard with OSHA and other government officials by regular communication with OSHA and by providing anecdotal information and testimony, as well as by collecting and submitting data and records from affiliates.
- Supported affiliates' work in the collective bargaining process to enforce federal and state OSHA rights of employees and obligations by healthcare employers.

Making 'Black Lives Matter' in Our Schools

- The AFT has assisted multiple affiliates in designing and planning grow-your-own programs to diversify and strengthen the teacher workforce, including playing a key role in the Red Hawks Rising Academy program in Newark, N.J.
- Developed extensive resources on Share My Lesson related to Black Lives Matter:

[Teaching about race and racism](#)

[Teaching Juneteenth](#)

[Diverse books: Lesson plans for K-12 educators](#)

[Anti-racism resources for racial literacy](#)

[American slavery: Teaching hard history](#)

[Black History Month](#)

[Martin Luther King Jr.](#)

[Brown v. Board of Education](#)

[March on Washington](#)

[Civil Rights Act of 1964](#)

[Social justice](#)

Military Spending

- Advocated for rebalancing the federal budget with a greater emphasis on increasing nondefense spending for key AFT priority domestic programs via various letters to Congress as well as meetings with congressional appropriators' offices.
- Signed onto multiple coalition letters, as well as sending our own, in support of boosting domestic spending for, among other things, education, health, social services, environmental and hunger programs funded by the federal government.

On Books, Literacy and Intellectual Freedom (2022)

- The AFT launched our Reading Opens the World campaign

Opposition to Active Shooter Drills

- Endorsed the School Safety Drill Research Act, which if passed, would lay out the impact of drills on students and staff.
- Supported appropriations language to fund this type of research.
- Joined Everytown for Gun Safety and the NEA in releasing a joint report about the impact and efficacy of active shooter drills, which recommends that schools refrain from these drills, particularly those that are unannounced or that simulate an actual incident.

Promoting Protections for International Workers

- In response to an affiliate's inquiry, the AFT shared documents and strategies, including sample bargaining language, for use in the campaign to organize and defend Philippine teachers and healthcare workers.

Protecting American Democracy (2020)

- No specific resolve clauses for action.

Public Spending to Support the U.S. Economy

- Advocated for the American Rescue Plan, which provided \$350 billion in aid to state and local governments and another \$122 billion in education funding that went primarily to school districts.

- Advocated for the bipartisan infrastructure act which provided \$1.2 trillion in funding for critical infrastructure needs.

Reform Jails Countrywide

- Supported efforts to expand full-service community schools that respond to the immediate needs of students and families and support the whole child. The AFT has set a goal of 25,000 community schools.
- Advocated for increased funding for community violence intervention programs; \$50 million was included in last year's federal spending bill. We currently are supporting funding for community violence intervention programs in the upcoming appropriations cycle.

Reimagining Our Society and Rewriting the Rules to Enable Opportunity and Justice for All

- No specific resolve clauses for action.

Reopening High-Quality Child Care and Early Childhood Education for All Post-Pandemic

- Advocated with the Centers for Disease Control and Prevention, the U.S. Department of Education, and with elected officials to ensure adequate recommendations and requirements for safe reopening in settings where child care and early education are provided.
- Developed resources for educators and workers in child care and early childhood education settings to support advocacy for safe work sites and in supporting enforcement of workers' rights.
- Continued advocacy with the federal government, including the Department of Health and Human Services, for universal child care.

Response to the Coronavirus Crisis

- Advocated for legislation and rule-making to address funding for schools, healthcare facilities, and other employers to make workplaces safer for AFT members and the people we serve.
- Collaborated with other stakeholders to address vaccine access, vaccine hesitancy, and education for our members and communities.

- Developed resources and provided support to ensure affiliates had access to a solid COVID-19 strategy that will keep workplaces safe.

Return, Recover and Reimagine: Toward a Renaissance in America's Public Schools (2021)

- Conducted a summer 2021 Back to School for Everyone campaign, with affiliates receiving grants for events to excite members and communities for the return to in-person work, including vaccine clinics, First Book events, and outreach to vaccine-hesitant communities.
- Conducted numerous national town halls and provided experts for dozens of state and local events to address vaccine access and education needs.
- Launched a trauma benefit for members.

Solidarity with Grocery and Retail Workers

- The AFT shared this resolution with the appropriate unions to convey our gratitude.
- The AFT provided support to the UNITE HERE and United Food and Commercial Workers Union relief funds to support grocery and retail workers.

Support for Recognizing Inspirational School Employees Award

- Created a toolkit with information for states regarding the nomination process and lobbying suggestions.
- Researched state processes for nominations.
- Posted on social media and emailed the toolkit to members and leaders.
- Put forward PSRP leaders and staff to be on the nomination evaluation team at the Department of Education.

Support for Transgender, Nonbinary and Gender-Nonconforming Workers

- Continued support for the passage of the Equality Act in the 117th Congress, which guarantees critical protections for transgender, nonbinary and gender-nonconforming people.
- Engaged in actions to defend workers in response to federal and state anti-transgender, nonbinary and gender-nonconforming proposals.

Support Students with Disabilities and Special Educators

- Expanded and updated lessons and resources included in the special education collection on Share My Lesson.
- Conducted sessions at the TEACH conference and webinars on Share My Lesson on special education best practices.

We Mourn Our Dead in Buffalo and Uvalde; We Organize Against Hate and Gun Violence to Fight for the Living (2022)

- The AFT Gun Violence Task Force continues to meet.
- We participated in multiple national awareness events around gun violence.

Vaccines and Schools (2021)

- Developed model language, training programs and support for affiliates working to secure work-site vaccination programs.
- Testified before multiple governmental and quasi-governmental panels to advocate for prioritization of teachers and healthcare workers in vaccine access lists.
- Launched a full-scale vaccine education and access campaign, distributing resources and hosting virtual events for leaders and members to ask experts questions and address misinformation.
- Collaborated with stakeholders such as the American Academy of Pediatrics, the National Association of School Nurses and others to advocate for expedient approval of a vaccine that is proven safe for each age group.

Young Workers Movement

- Established a young workers advisory board that represents the diversity of our union.
- The advisory board is working on creating a formal structure and plans to meet at the 2022 convention.



A Union of Professionals

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