Committee Chair: Shari Obrenski, Cleveland Teachers Union, Local 279 Committee Secretary: Deborah Baker-Lloyd, Ohio Nurses Association, Local 5903

21. BUILDING A BETTER BRIDGE BETWEEN LEARNING AND WORK THROUGH CTE, INTERNSHIPS AND APPRENTICESHIPS

Committee recommends concurrence.

WHEREAS, career and technical education (CTE) has proven its value in minimizing dropout rates and promoting further education in proportions approaching those of purely academic routes; and

WHEREAS, America is experiencing severe shortages in a number of areas, exacerbated by COVID-19, all the while needing to prepare students for well-paying, middle-class jobs of the future; and

WHEREAS, the German dual-track vocational education and training (VET) system is so prestigious because it puts students' needs at the center of the system, giving students multiple options for careers beginning with career research and marketing, followed by an application to a company or public sector institution for a paid apprenticeship position that consists of classroom study in specialized vocational schools and on-the-job work experience under the supervision of a certified trainer; and

WHEREAS, about 51 percent of Germany's workers are skilled workers trained in the VET system, in which 430,000 companies partner with vocational schools and more than 80 percent of large companies hire apprentices; and

WHEREAS, the German system has a tri-partite governance structure composed of government, the private sector and labor unions, which ensure that an emphasis on social inclusion is maintained; and

WHEREAS, the United States lacks the tri-partite system of collaboration between government, industry and labor, and U.S. politics and culture differ significantly from Germany's; nevertheless, there are elements of the German VET system that can improve our career and technical education system, producing greater benefits both for students and our economy; and

WHEREAS, the United States needs to embrace CTE as a system of career advising, career-connected learning, followed by an employer-facilitated transition to work and/or further education tied to a career.

RESOLVED, that the American Federation of Teachers, including its locals and affiliated organizations, will support and will advocate for the development of student internships and

apprenticeships, including pre-apprenticeship programs in career and technical education programs in school districts across the United States, in partnership with local employers, union apprenticeship programs and community colleges; and

RESOLVED, that the AFT, including its locals and affiliated organizations, will support and will advocate for the development of an incentive structure at the national and local levels to encourage the private sector to play a role similar to that of German companies in the preparation of young people for skilled, high-paying jobs; and

RESOLVED, that the AFT, including its locals and affiliated organizations, will advocate for externships for CTE teachers to maintain their knowledge of new technologies and processes in industries so that they are able to keep curricula up to date and teach students the latest skills that companies are looking for; and

RESOLVED, that the AFT will advocate for and seek resources to fund a position of coordinator in schools to manage local partnerships to develop relevant career advising, internships and apprenticeships for students and externships for teachers, similar to the AFT's Innovation Fund-granted position in Peoria, III., that proved so valuable to the community that the local Chamber of Commerce and partners have continued to fund the position.

□ Adopted	□ Adopted as Amended	□ Defeated	□ Tabled
□ Precluded by_		□ Referred to	

24. END SURVEILLANCE CAPITALISM AND REGULATE SOCIAL MEDIA TO PROTECT OUR CHILDREN, PROTECT PRIVACY, AND SAVE OUR DEMOCRACY

Committee recommends concurrence.

WHEREAS, by age 12, more than two-thirds (69 percent) of children and 84 percent of teens (13- to 18-year-olds) own a smartphone, and on average, teens' daily screen time (excluding school and homework) is nearly 7 1/2 hours with 1 hour and 10 min. devoted to social media; and

WHEREAS, Facebook's own internal research shows Instagram use by some teen girls is related to feeling worse about their bodies, anxiety, depression and suicidal thoughts, and confirms a decade of

¹ "The Common Sense Census: Media Use by Tweens and Teens, 2019." *Common Sense Media*, https://www.commonsensemedia.org/research/the-common-sense-census-media-use-by-tweens-and-teens-2019. Accessed May 21,2022

studies revealing the relationship between social media use and types of harm to young people; and

WHEREAS, for U.S. adults, the recent average amount of time spent per day (1) reading a book is 17 minutes, (2) on their smartphone is 5.4 hours and (3) on social media is two hours and three minutes;^{2,3} and

WHEREAS, social media sites are designed to be addictive with the infinite scroll and swipe-to-refresh that generate never-ending targeted content, Instagram's and Facebook's "Like" buttons, and comments that provide validation feedback while the brain's dopamine system reinforces staying on the site, returning to check the media feed, responding to alerts and inducing more posts;^{4,5} and

WHEREAS, every time someone sends a message on Facebook, Snapchat or Twitter, or does a Google search or sends an email using Google's Gmail, everything is scanned, sorted and stored as part of that person's advertising profile;⁶ and

WHEREAS, the behavior of clicking Facebook's Like button, "can be used to automatically and accurately predict a range of highly sensitive personal attributes, including: sexual orientation, ethnicity, religious and political views, personality traits, intelligence, happiness, use of addictive substances, parental separation, age and gender"; the highest accuracy for correctly classifying individuals are: by race (95 percent), gender (93 percent), male sexual orientation (88 percent) and political affiliation—Democrat vs. Republican (85 percent);⁷ and

WHEREAS, in 2018, Facebook (now, Meta) CEO Mark Zuckerberg told Congress, "We believe that everyone around the world deserves good privacy controls," but, a year later, a Facebook attorney argued in a U.S. District Court, "There is no privacy interest, because by

² Published by Statista Research Department, "Daily Social Media Usage Worldwide." *Statista*, March 21, 2022,

https://www.statista.com/statistics/433871/daily-social-media-usage-worldwide/. Accessed May 29, 2022.

³ Hari, Johann. *Stolen Focus: Why You Can't Pay Attention*. Bloomsbury Publishing, 2022. p. 80.

⁴ Price, Catherine. "Trapped—the Secret Ways Social Media Is Built to Be Addictive (and What You Can Do to Fight Back)." *BBC Science Focus Magazine*, April 15, 2020, https://www.sciencefocus.com/future-technology/trapped-the-secret-ways-social-media-is-built-to-be-addictive-and-what-you-can-do-to-fight-back/. Accessed May 30, 2022.

⁵ Ong, Thuy. "Sean Parker on Facebook: 'God Only Knows What It's Doing to Our Children's Brains." *The Verge*, Nov. 9, 2017,

https://www.theverge.com/2017/11/9/16627724/sean-parker-facebook-childrens-brains-feedback-loop. Accessed May 30, 2022.

⁶ Hari, Johann. Stolen Focus: Why You Can't Pay Attention. Bloomsbury Publishing, 2022. p. 125.

⁷ Kosinski, Michal, Stillwell, David, and Graepel, Thore. *Private Traits and Attributes Are Predictable from Digital Records of Human Behavior—PNAS.* (2013) https://www.pnas.org/doi/10.1073/pnas.1218772110.

sharing with a hundred friends on a social media platform ... negated any reasonable expectation of privacy";8 and

WHEREAS, surveillance capitalism creates profit by claiming private human experience collected online as a free source of raw material translated into behavioral data that is processed—without individuals' knowledge or understanding—to create profiles which provide behavior predictions of an individual or group and sold to business customers in a new marketplace to manipulate human behavior. Internet users are not the customer, they are the raw material; and

WHEREAS, surveillance data are used to build psychographic profiles of voters and sold to political campaigns, as revealed by the Cambridge Analytical scandal where CA obtained the data of 87 million Facebook profiles, more than 70 million in the U.S., tested images and messages, and supplied profiles and hundreds of tailored ads to the 2016 Trump campaign to do highly targeted political advertising on social media; and

WHEREAS, surveillance data used to build psychographic profiles of voters to create political ads, use disinformation, and create fake news stories designed to influence specific groups of voters in elections and campaigns around the world are a threat to democratic nations:

RESOLVED, that the American Federation of Teachers will affirm:

- U.S. federal and state governments must enact legislation that gives internet users the choice to opt out of any data collection process without repercussions and to have access to completely tracking-free advertising;
- The business model of global tech companies must be reformed to protect against data targeting of personal information, including race, sexuality, gender, health status, and political, religious or philosophical beliefs;
- Social media platforms must reform algorithmic pathways to end the optimization of divisive and dangerous messages based on disinformation that radicalizes some users, leads to violence and threatens democratic governments;
- Anti-trust action must be taken to mitigate the power of global technology giants such as Google and Meta; and RESOLVED, surveillance capitalism must end; and RESOLVED, that the AFT will affirm that it is the responsibility

RESOLVED, that the AFT will affirm that it is the responsibility of tech giants and governments to ensure that timely reforms are

⁸ Biddle, Sam. "In Court, Facebook Blames Users for Destroying Their Own Right to Privacy." *The Intercept*, June 14, 2019,

https://theintercept.com/2019/06/14/facebook-privacy-policy-court/. Accessed May 29, 2022.

⁹ Zuboff, Shoshana. The Age of Surveillance Capitalism: The Fight for a Human Future at the New Frontier of Power. Public Affairs, 2020.

made to mitigate the discovered harm done by using social media, such that it would not be the case that viewing and using an app might lead a teenager to consider suicide.

□ Adopted	□ Adopted as Amended	□ Defeated	□ Tabled
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22. STANDING AGAINST TAXPAYER FUNDING OF SCHOOL VOUCHER PROGRAMS

Committee recommends concurrence.

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WHEREAS, public education is the foundation of our democracy where all children are accepted regardless of their gender, race, sexual orientation, religion, disability or economic status; and

WHEREAS, our public schools are the heart of our communities, providing all children with an ample and effective opportunity for a public education; and

WHEREAS, it is not viable or desirable to divert public resources to educate only select students in other programs, which do not meet the accountability and inclusion standards of our public schools; but rather, we need to focus on educating all students with a well-resourced public education system; and

WHEREAS, it is essential to focus on providing public schools with the funds and resources to meet the needs of all students; and

WHEREAS, there have been strategic attempts to dismantle public education by imposing taxpayer-funded school voucher programs; and

WHEREAS, there are currently 27 voucher programs in 16 states and the District of Columbia; and

WHEREAS, states like New Hampshire have seen unregulated, taxpayer-funded vouchers used to discriminate against children and not provide all of them an equal opportunity at a free public education:

RESOLVED, that the American Federation of Teachers will continue to publicly oppose the diversion of public funds to discriminatory voucher programs that significantly reduce public financial support to our cherished public schools; and

RESOLVED, that the AFT will continue to use its voice nationally and on the state and local levels to educate the public about the dangers of vouchers; and

RESOLVED, that the AFT will continue to lobby national, state, and local governments, and support state federations in their opposition to school vouchers; and

RESOLVED, that the AFT will continue to partner with likeminded community organizations, parent organizations and labor organizations to support fully funded public schools; and 34 RESOLVED, that the AFT will continue to shout from sea to shining sea the value, importance, and fundamental right of every American child to a free and appropriate public education.

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25. CHANGING SOCIAL SECURITY TO PROVIDE FULL ACCESS AND EQUITY FOR ALL EDUCATIONAL **EMPLOYEES**

Committee recommends concurrence as amended below:

WHEREAS, most Americans already believe that earned Social Security is an entitlement available to all American workers; and

WHEREAS, the American Federation of Teachers believes that all workers should be able to access their full, safe, secure pension via Social Security; and

WHEREAS, currently the Government Pension Offset (GPO), which in various instances, reduces earned Social Security survivors' benefits for spouses, widows and widowers who also receive government pensions of their own; and

WHEREAS, currently the Windfall Elimination Provision (WEP), which in some instances, reduces Social Security benefits for individuals who also receive a pension or disability benefit from an employer that did not withhold Social Security taxes; and

WHEREAS, currently 1.2 million employees of certain K-12 public education districts and higher education districts (or in some cases statewide) in 15 states and the District of Columbia are excluded from the Social Security system; and

WHEREAS, this situation is particularly critical for adjunct faculty members in higher education employed by some community college districts who are considered as part-time employees and hourly workers. Both receive very little in the way of any pension benefits:

RESOLVED, that the American Federation of Teachers will seek the complete repeal of the WEP and GPO loopholes by supporting and advocating for the passage of the Social Security Fairness Act of 2021 and related legislation; and

RESOLVED, that the AFT will support and advocate for all federal and state legislation policy, including but not limited to seeking revised Section 218 agreements at the state level, as needed to allow all educational and all public employees in impacted states full access to a fully insured federal pension via the Social Security systema given jurisdiction or workplace 33 who have been excluded from the retirement portion of Social
34 Security to be able to collectively decide to take part in that
35 portion of the system.

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20. TEACHING AND LEARNING ABOUT LABOR

Committee recommends concurrence.

WHEREAS, attacks on the labor movement have been increasing in volume and intensity fomented by anti-union politicians, organizations, corporations and wealthy individuals; and

WHEREAS, recent attacks have been primarily focused on public employee unions including teachers, police officers and firefighters and other local, state and federal employees; and

WHEREAS, research conducted by Hart Associates indicates that, of all adults, 46 percent said they knew a fair amount or a great amount about unions as opposed to 54 percent who said they knew just a little or did not know much about unions; and

WHEREAS, that same research found a great deal of misunderstanding and misinformation about unions and what they do; and

WHEREAS, other studies show that the more people know about unions, the higher the approval rate; and

WHEREAS, Americans said their chief sources of knowledge about unions were personal experience (37 percent), people in unions (26 percent) and the media (25 percent) while schools were not mentioned at all; and

WHEREAS, while there are a number of well-documented reasons for the relative decline of American labor, including intense opposition from employers and their allies, it can be argued that the lack of knowledge or incorrect knowledge about unions contributed to this decline; and

WHEREAS, the lack of knowledge and support of the labor movement makes it more difficult to gain public and political support for its goals; and

WHEREAS, a number of studies conclude that the American labor movement has been—and is—a major advocate for measures to improve the lives of working families, including public education, a minimum wage, unemployment insurance, workers' compensation, health and safety laws, progressive leave policies, the right to organize and bargain collectively, Social Security, Medicare, pensions, and improved wages and working conditions for all American workers whether in a union or not; and

WHEREAS, if the fortunes of the American labor movement are to improve, its story must be told and told more effectively; and

 WHEREAS, the Albert Shanker Institute in cooperation with the American Labor Studies Center published "American Labor in U.S. History Textbooks: How Labor's Story is *Distorted* in High School History Textbooks" that concludes that labor's role in U.S. history is misrepresented, downplayed or ignored; and

WHEREAS, there exists a number of excellent programs and curriculum about the rich history and the economic, political, social and cultural activities of workers and their unions but few find their way into American classrooms and labor education programs; and

WHEREAS, the American Labor Studies Center owns and is restoring the home of Kate Mullany, a young Irish immigrant who formed our nation's first bona fide all-female union in 1864—the Troy Collar Laundry Union—that was designated a National Historic Landmark by the secretary of the interior in 1998 and a National Historic Site, a unit within the National Park System, by Congress in 2004; and

WHEREAS, the American Labor Studies Center is in the process of establishing a National Trade Union Women's Memorial honoring women who have made significant contributions to workers and their unions throughout our nation's history at the Kate Mullany National Historic Site; and

WHEREAS, American Federation of Teachers President Randi Weingarten wrote, "The American Labor Studies Center is a wonderful source for elementary and secondary teachers who are seeking high-quality curriculum materials and resources for integrating labor history, and an understanding of the role of the labor movement, into their classrooms. It deserves the strong support of all those who support the labor movement and the Center's mission":

RESOLVED, that the American Federation of Teachers will actively continue its policies and programs to assist members to understand the need for the integration of the labor movement and its history into the curriculum, and identify curriculum resources and strategies; and

RESOLVED, that the AFT will continue to actively support and promote the American Labor Studies Center (www.labor-studies.org) that provides high-quality and extensive K-12 teaching materials about the American labor movement and its history through its communications platforms and the restoration and opening of the Kate Mullany National Historic Site (www.katemullanynhs.org) in Troy, N.Y., and the creation of a National Trade Union Women's Memorial at the site.

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23. IN OPPOSITION TO U.S. SANCTIONS ON CUBA

Committee recommends non-concurrence.

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WHEREAS, starting in 1960, the U.S. has imposed an increasingly severe economic, commercial and financial embargo on Cuba, which was intensified by Donald Trump in 2017; and

WHEREAS, the U.S. blockade often prevents the purchase of necessary educational materials, desks, books, technology, which are essential for the teaching-learning process, and even basic resources for building repairs in the schools; and

WHEREAS, the U.S. blockade has severely restricted collaboration on scientific and medical research that interferes with the potential of saving lives in the face of this pandemic,¹ including Cuba's development of four vaccines against COVID-19; and

WHEREAS, for 29 consecutive years, the General Assembly of the United Nations has voted overwhelmingly to adopt a resolution in favor of lifting the U.S. embargo against Cuba;² and

WHEREAS, despite punishing sanctions, Cuba is a country that prioritizes education and spends 13 percent of its gross domestic product on universal public education, the highest of any nation;³ and

WHEREAS, current U.S. policy undermines the solidarity that Cuba has shown with oppressed communities globally and in the U.S.; and

WHEREAS, Cuba is providing free medical education to lowincome students in the U.S., particularly students of color in underserved communities who are unable to afford medical school;⁴ and

WHEREAS, Cuba has a long history of providing international medical aid and healthcare to the peoples of the world, and the Henry Reeve International Brigades were decisive in the fight against Ebola and have stepped forward in many epidemics around the world, including dengue fever, HIV/AIDS, swine flu and hepatitis;⁵ and

WHEREAS, since the outbreak of COVID-19, Cuba has sent 3,700 health workers in 52 international brigades to 39 countries

¹ https://www.ethicsandinternationalaffairs.org/2020/u-s-economic-sanctions-on-cuba-in-the-context-of-the-pandemic-covid-19/

² https://www.reuters.com/world/americas/us-continues-vote-against-un-call-end-cuba-embargo-2021-06-23/

https://www.worldatlas.com/articles/25-countries-spending-the-most-on-education.html;

http://nnoc.info/world-bank-cuba-has-the-highest-investment-in-education-worldwide/;

https://data.humdata.org/dataset/unesco-data-for-cuba

⁴ https://www.newyorker.com/science/elements/why-african-american-doctors-are-choosing-to-study-medicine-in-cuba

⁵ https://www.coha.org/coha-is-honored-to-nominate-the-cuban-henry-reeve-international-medical-brigade-for-the-2021-nobel-peace-prize/

31 overwhelmed by the pandemic, with requests for assistance from many 32 more countries:6 and 33 WHEREAS, the pandemic has shown that international cooperation 34 is essential for public health, and Cuba has led the way with its medical 35 internationalism and solidarity; and 36 WHEREAS, the U.S. has consistently worked to undermine the 37 progress demonstrated above in the educational and medical areas: 38 and WHEREAS, shortages and economic hardship caused by U.S. 39 40 sanctions and the resulting social tensions are used as a pretext for 41 intervention and regime change:7 42 RESOLVED, that the American Federation of Teachers will call 43 on the Biden administration and Congress to end the devastating 44 61-year economic, financial and commercial blockade, as well as 45 travel restrictions on U.S. residents to Cuba and Cuban citizens 46 to the U.S. as so many other unions have done;8 and 47 RESOLVED, that the AFT will educate and mobilize all 48 members and students against these inhumane and unjust 49 policies: and 50 RESOLVED, that the AFT will reverse its support for U.S. 51 sanctions against Cuba. □ Adopted □ Adopted as Amended □ Defeated □ Tabled □ Referred to □ Precluded by_____

26. IN SUPPORT OF MANUFACTURING RENAISSANCE BILL (H.R. 5124)

Committee recommends non-concurrence.

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WHEREAS, the Manufacturing Renaissance Campaign and the Manufacturing Connect program run an inclusive training program for students and educators that is rooted in equity and environmental, social and environmental sustainability; and

WHEREAS, there remains a crucial need for career and technical education at school districts across the country to provide learning opportunities so that all interested students, including students of color

⁶ https://www.reuters.com/article/us-health-coronavirus-cuba-doctors/cuba-punches-above-weight-with-white-coat-army-during-pandemic-idUSKBN2651NK
⁷ https://www.cambridge.org/core/journals/ethics-and-international-affairs/article/abs/smart-sanctions-revisited/14E85413C04EE483370E6A23CB7C7225

⁸ https://www.theguardian.com/commentisfree/2021/aug/04/us-freedom-cubapunishing-sanctions-critics-blockade

8 9	and students with disabilities, are prepared for the needs of high-skilled jobs in areas like advanced manufacturing; and
10	WHEREAS, Rep. Jan Schakowsky, a Chicago Teachers Union
11	supporter, has filed H.R. 5124 (the Manufacturing Reinvestment
12	Corporation Act), a bill to expand and fund manufacturing training
13	programs, including Manufacturing Connect, in the U.S. House of
14	Representatives, and the language of that bill has been included in
15	other pieces of legislation that are moving through the congressional
16	legislative process:
17	RESOLVED, that the American Federation of Teachers will
18	support H.R. 5124 and the use of the bill's language in other
19	legislative measures.
	□ Adopted □ Adopted as Amended □ Defeated □ Tabled □ Precluded by