2024 COMMITTEE REPORTS

Presented to the National Convention of the AFT, AFL-CIO Committee Reports on Constitutional Amendments and Resolutions
Houston | July 22–25, 2024

FIGHTING FOR REAL SOLUTIONS FOR A BETTER LIFE
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Committee Secretary: Jennifer Higgins, AFT New Jersey

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Provisions for submitting constitutional amendments to the 2022 AFT Convention are contained in Article X, Sections 1 and 3 of the AFT Constitution:

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

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

Provisions for submitting resolutions to the 2022 AFT Convention are contained in Article IV, Section 4 of the bylaws to the AFT Constitution:

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

According to the above provisions, the following constitutional amendments were received by the national office by March 15, 2022, and resolutions were postmarked or received no later than June 2, 2022.

CONVENTION RULES

Article IV, Section 9 of the bylaws states:

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

NOTE: Resolutions submitted to the national office for consideration by convention delegates are edited for style, typographical errors and punctuation only.
1. **SERGEANTS-AT-ARMS**
   a. Sergeants-at-arms shall at all times keep proper check on delegates and guests, and see that they are seated in their proper places and that order is maintained.
   b. Specially designated sergeants-at-arms shall be assigned to each floor microphone to facilitate their proper use.
   c. Sergeants-at-arms assigned to the entrance doors to the convention hall shall not admit anyone to the hall when a vote is in progress.
   d. Sergeants-at-arms shall not permit the display of caucus or political signs or placards or the distribution of caucus or political material within the convention hall. Parades or demonstrations shall not be permitted.

2. **FLOOR MICROPHONES**
   a. Microphones available for debate on any questions before the convention shall be utilized in rotation, beginning with microphone No. 1 for each new business session. Within each business session, rotation of microphones is defined as the continuation of numerical order. All microphones shall be live at all times during business sessions.
   b. When a question before the convention is put to a vote, all microphones shall be cleared of all delegates in line awaiting their turn to speak.

3. **RECOGNITION TO SPEAK**
   a. A delegate desiring to speak to a question on the floor must remain at his or her microphone position until recognized by the chair in rotation.
   b. A delegate recognized by the chair must state his or her name and local number before speaking.
   c. If a delegate, while speaking, is called to order, he or she shall, at the request of the chair, remain silent until the question is decided.
   d. No delegate shall be allowed to speak twice on any issue until all who are desirous of doing so and are entitled to do so have had a chance to speak.

4. **SPECIAL ORDERS OF BUSINESS**
   a. Special Orders of Business must be printed and available to all convention delegates one business session prior to consideration.
   b. Special Orders of Business must address issues that because of timeliness could not have been dealt with through the resolutions procedure outlined in Article IV, Section 4 of the AFT bylaws.

5. **MOTIONS AND AMENDMENTS TO MOTIONS**
   a. A motion or an amendment to motion duly made and seconded shall not be open for discussion until it has been clearly repeated to the convention by the chair.
   b. The chair, at his or her discretion, may require a motion or amendment to be submitted in writing.
   c. No motion or amendment shall be voted upon until the mover or introducer has had an opportunity to speak to it if he or she so desires.
   d. The chair shall repeat the motion or amendment before the convention immediately prior to the vote thereon.
6. **LIMITATIONS ON DEBATE**
   A delegate shall be allowed to speak to any question for a period not to exceed three minutes. He or she shall be notified when two minutes have elapsed and again at the close of the third minute, at which time the speaker must return to his or her seat.

7. **POINTS OF ORDER**
   When the chair entertains a point of order, no further points of order can be raised until the point before the body is disposed of.

8. **APPEALS**
   A delegate desiring to appeal a decision of the chair must be recognized for the purpose of such appeal before any other delegates are recognized for any other purpose.

9. **VOTING**
   Except on roll-call votes, all voting shall be by voice or by a show of hands, but the chair may call for a standing vote when in doubt. No division shall be taken unless the vote is challenged and the challenge supported by one-third of the delegates assembled rising in their places or if the chair so decides.

10. **GUEST SPEAKERS**
    Guest speakers invited by the executive council or the convention shall be introduced at their convenience by the chair, provided, however, that no speaker on the floor shall be interrupted.

11. **COMMITTEE MEETINGS**
    a. The chair of each committee shall, at the opening of the committee meeting, appoint a secretary to record the proceedings, two timekeepers to ensure that time limits are followed, and several tellers to assist the chair in determining votes. A sufficient number of sergeants-at-arms shall be assigned to each convention committee meeting to check badges and to maintain order.
    b. Attendance shall be taken, and only those delegates properly assigned to the committee in question shall be permitted to attend and to participate in committee business.
    c. All the foregoing rules of the convention that can be made applicable to committee meetings shall apply, such as the limitations on debate, appeals of the decision of the chair, voting procedures (except that there be no roll-call votes), and procedures for motions and amendments.
    d. At the opening of each committee session and before any business has been transacted, the chair shall read to the assembled committee members Sections 6, 7 and 8 of Article IV of the bylaws so that they may be reminded of their responsibility to select the resolutions or business the committee considers most important.
    e. It shall be the responsibility of the chair and secretary of each committee to see to it that the resolutions that the committee wants to report to the convention are submitted to the convention office for duplication and are available on the floor of the convention for distribution to delegates prior to consideration.
    f. For purposes of clarity and consistency, committee recommendations should be presented in a uniform manner: The committee recommends concurrence in favor of the resolution, or the committee recommends non-concurrence in opposition to the resolution.
    g. The committee chair shall report the recommendations of the committee to the convention on the basis of a majority vote of its members present and voting.
1. **THE CREDENTIALS AND ELECTIONS COMMITTEE**

   a. The Elections Committee is combined with the Credentials Committee whose members are appointed pursuant to Article II of the AFT bylaws.

   b. The Credentials and Elections Committee shall have plenary powers to run the election and determine any disputes that may arise during or out of the election subject only to the provisions of Article VI of the AFT bylaws, which specify the procedures for nomination and election. It may engage the services of an entity to carry out election procedures.

   c. The Credentials and Elections Committee shall receive the names of the nominees for office from the secretary-treasurer no later than 8:30 a.m. on the third day of the convention (July 24, 2024) after an opportunity for declinations as provided in Article VI, Section 1 of the AFT bylaws.

2. **OBSERVERS**

   a. Each candidate or slate shall appoint their own observer who shall have access to the polling and counting of the ballots.

   b. There shall be one observer per candidate or slate for each tabulation room.

   c. Observers may take notes and ask questions but may not interfere in the election process. No photos, videos, or recordings may be taken in or of the tabulation room.

   d. The candidate or slate shall notify the chair of the Credentials and Elections Committee of the names of the observers at a time determined by the Credentials and Elections Committee.

   e. An observer must be a member of the AFT.

3. **SLATES**

   a. Two or more candidates for office may organize themselves into a slate for election.

   b. Candidates for office may organize themselves into a slate, and they shall designate the name of their slate. No slate can use the name of any other slate that has historically used a certain name. Otherwise, the slate shall determine its own name.

   c. Delegates have a choice of voting for a slate or voting for individual candidates.

   d. Every candidate and every slate shall make themselves known to the chair of the Credentials and Elections Committee so that proper information can be provided for the printing of ballots no later than 8:30 a.m. on the third day of the convention.

   e. Requests for table space and for meeting rooms outside of the convention hall by caucuses sponsoring slates shall be made to the director of conventions, meetings and travel at least 15 days prior to the convention in accordance with established procedures.

   f. Individual requests for previously unarranged table space and meeting rooms outside of the convention hall, shall be made to the director of conventions, meetings and travel no later than 10:00 a.m. on the first day of the convention (July 22, 2024) after picking up nomination forms from the Credentials and Election Committee.
4. VOTING PROCEDURE

a. An announcement shall be made to the convention of the time and place to secure ballots for distribution to delegations, which shall be no later than 4:30 p.m. on the third day of the convention. Balloting shall be completed by 7:30 p.m. as provided in Article VI, Section 2 of the AFT bylaws. The Credentials and Elections Committee may change the starting time of the election to accommodate the convention schedule and adjust the ending time to allow three hours for voting.

b. Each affiliate shall select a ranking delegate who shall be responsible for securing ballots, delivering them to the delegates and returning the executed ballots to the same place they were first distributed. The ranking delegate shall receive only the number of ballots necessary for the delegation as certified by the Credentials and Elections Committee. Any unused ballots must also be returned.

c. Every ballot shall be signed by the delegate voting that ballot. No ballot shall be counted that is not signed.

d. Delegates shall be instructed by the ranking delegate on the voting procedure. When a delegate wishes to vote for a slate, that delegate shall place a mark in the box or circle identifying the slate as per the instructions for voting. Delegates must choose between voting by slate or individually. When the vote is by slate, the delegate is limited to voting for one slate only and may not combine slate voting with individual candidate voting. When a delegate wishes to vote for individual candidates, that delegate shall put a mark by the candidate’s name in the box or circle as per the instructions for voting. The delegate who votes individually may vote for each of the vacant positions as indicated on the ballot.

e. Upon receipt of the ballots from the ranking delegate, the Credentials and Elections Committee shall separate the ballots into separate piles consisting of blank ballots, unsigned ballots, overvotes,\(^1\) votes for each slate and individual candidate votes or other piles deemed necessary by the Credentials and Elections Committee and election tabulation vendor. The procedure for distribution and voting is part of the balloting process and begins at the time indicated in Article VI, Section 2 of the AFT bylaws or at such time as established by the Credentials and Elections Committee to accommodate the convention schedule.

f. The tabulation of votes begins as soon as practicable on the third day of the convention in a place to be announced.

g. The value of each vote is determined by computer by dividing the local’s votes to four decimal places and assigning this number to each delegate as required by Article VII, Section 8 of the AFT constitution.

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\(^1\) An overvote occurs when a delegate votes for a combination of slate and individuals or the number of candidates selected exceeds the number of vacancies.
h. The results of the election will be announced at the opening of the convention on the following day. Election votes may be posted in writing prior to that time if they are by then completed.

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

6. DELEGATES TO AFL-CIO CONVENTION (when applicable)
Delegates to the AFL-CIO convention are the president, the secretary-treasurer and the executive vice president. In addition, other delegates may be elected in a number to be determined by the executive council. The election of these delegates, other than the specified officers, shall follow the procedure for election of officers as set forth in these rules.
CONSTITUTIONAL AMENDMENTS COMMITTEE
Committee Chair: Zeph Capo, Texas AFT
Committee Secretary: Jennifer Higgins, AFT New Jersey

PROPOSED CONSTITUTIONAL AMENDMENTS

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

ARTICLE I—NAME (page 1)

Committee recommends concurrence.

1 This organization shall be known as the American Federation of Teachers, and/or AFT, which is a union of professionals that includes education, healthcare and public services; with divisions known as AFT Teachers, AFT Paraprofessionals and School-Related Personnel, AFT Nurses and Health Professionals, AFT Higher Education, AFT Public Employees, and AFT Retirees.

□ Adopted □ Adopted as Amended □ Defeated □ Tabled
□ Precluded by______________________________ □ Referred to____________

ARTICLE II—Objects (page 2)

Committee recommends concurrence.

1 Section 10. To fight all forms of bias due to race, creed, color, national origin, age, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status.

□ Adopted □ Adopted as Amended □ Defeated □ Tabled
□ Precluded by______________________________ □ Referred to____________
ARTICLE III—Membership (page 4)

Committee recommends concurrence.

Section 11. No discrimination shall ever be shown toward individual members or applicants for membership because of race, creed, color, national origin, age, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status. Locals may establish procedures for admission of new members except that no discrimination shall ever be shown toward individual members or applicants for membership because of race, creed, color, national origin, age, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status.

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by______________________ ☐ Referred to_____________

ARTICLE IV—Charters (page 5)

Committee recommends concurrence.

Section 10. No charter of the American Federation of Teachers that defines or recognizes jurisdiction on a basis of race, creed, color, national origin, age, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status or permits the practice of such jurisdiction shall be recognized as valid, and the practice of any local in limiting its membership on account of race, creed, color, national origin, age, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status shall render its charter void.

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by______________________ ☐ Referred to_____________
Committee recommends concurrence.

Section 1. (a) Effective September 1, 2021, each local shall pay a per capita tax of $19.98 per month, of which $1.20 shall be dedicated and to assist locals in crisis. Effective September 1, 2023, each local shall pay a per capita tax of $20.18 per month of which $1.25 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis. Effective September 1, 2025, each local shall pay a per capita tax of $20.43, of which $1.25 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis.

The national office shall pay back to the office of each state federation for each member of the state a per capita of 20 cents per month.

Section 7. Effective September 1, 2021, $2.75, and Effective September 1, 2023, $2.80 and effective September 1, 2025, $2.90 of each member’s per capita tax shall be set aside each month in a special fund that will function to assist the AFT and its affiliates in participating in legislative and political activities with significant potential impact on members of the AFT and the institutions where they work. Such assistance shall be collected and utilized in accordance with the provisions of applicable state and federal law. The executive council will adopt guidelines to implement this provision, including the development of criteria and an application for assistance. Where a state affiliate has a fund that is approved by the AFT and similar to the Solidarity Fund, in that it functions to assist the affiliate in participating in legislative and political activities with significant potential impact on the members and the institutions where they work, then the AFT will pay effective September 1, 2021, $1.04 per member per month to be deposited in such similar state fund. Effective September 1, 2023, the AFT will pay $1.06 per member per month to be deposited in such similar state fund. Effective September 1, 2025, $1.09 per member per month to be deposited in such similar state fund.

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by_________________________    ☐ Referred to_____________
WHEREAS, SUNY Downstate has been a publicly owned, taxpayer-funded medical college and hospital since 1860 and is the birthplace of world-renowned magnetic resonance imaging technology (MRI); and
WHEREAS, SUNY Downstate is 1 of 3 remaining SUNY hospitals in the entire state of New York; and
WHEREAS, SUNY Downstate is dedicated to delivering core services to the residents of Central Brooklyn, including: Level II trauma care and related services; cardiac care; maternity and pediatric care; emergency services; and it operates the only kidney transplant center in Brooklyn; and
WHEREAS, SUNY Downstate was the state’s only designated COVID-19 hospital in New York state, and literally saved thousands of lives from the scourge of this deadly virus; and
WHEREAS, if Brooklyn was a city, it would be the fourth-largest city in the United States, and SUNY Downstate is the fourth-largest employer in Brooklyn; and
WHEREAS, SUNY Downstate serves more than 12,000 inpatient and 300,000 outpatient clients each year; and more than 62,000 Brooklynites visit its emergency room each year; and
WHEREAS, SUNY Downstate has faced financial hardship due to the nature of the population it serves—including uninsured, underinsured, indigent and undocumented individuals—with 20 percent of the population in Brooklyn living in poverty according to the U.S. Census Bureau; and
WHEREAS, according to a recent report by the NYS Department of Health, the numbers of providers and staffed hospital beds are lowest in communities of color and high-poverty communities; and the absolute number of healthcare providers who accept Medicaid is lowest in high-poverty communities and communities with high Hispanic populations; and
WHEREAS, SUNY Downstate College of Medicine has more than 800 faculty members and more than 2,000 students studying to be doctors and nurses and other healthcare professionals—almost 60 percent of them are students of color; and
WHEREAS, SUNY Downstate College of Medicine is dedicated to training a diversified healthcare workforce and is in the top 4 percent of schools graduating African American doctors and nurses in the
nation; and 70 percent of the students in the SUNY Downstate College
of Nursing are people of color; and
WHEREAS, understanding that SUNY Downstate faced financial
hardship and in order to develop approaches to address those financial
challenges, United University Professions and the New York State
Public Employees Federation sought legislation in 2023 to mandate
that the Commissioner of Health develop a sustainability plan for the
hospital in consultation with stakeholders, which maintained Downstate
as a public state-operated facility staffed with public employees and to
study the hospitals finances, services and service population; and
WHEREAS, this legislation was opposed by the administration of
the State University of New York; and
WHEREAS, in January 2024, SUNY Chancellor John King
announced that he planned to close the hospital at SUNY Downstate
and transfer the more than 300 state-operated inpatient beds and the
majority of the hospital services to Kings County Medical Center and
other regional healthcare facilities; and
WHEREAS, despite repeated attempts to review the written plan for
this closure, as well as the financial data of the hospital, no written plan
or financial data has ever been provided; and
WHEREAS, in an effort to educate policymakers and the
community about the significant shortcomings of this closure; the cut in
services that would affect the Central Brooklyn community; the
negative impact that the closure of the hospital would have on the
students at the SUNY Medical College; and
WHEREAS, the AFT is the second-largest union representing
nurses and healthcare professionals in the national AFL-CIO; and
WHEREAS, under the leadership of AFT President Randi
Weingarten and the entire AFT family, the New York State Public
Employees Federation joined its union siblings at the United University
Professions, the New York State United Teachers and other unions, as
well as clergy, community groups and elected state representatives to
fight back against this ill-conceived and poorly planned closure; and
WHEREAS, the Brooklyn Needs Downstate coalition sought
additional state operating and capital monies to keep SUNY Downstate
functioning as a longer-term plan and vision could be developed and
achieved under a transparent, community-driven process that includes
all affected stakeholders with the overarching goal to guarantee the
continuation of SUNY Downstate Hospital's vital contributions to the
health and well-being of the residents of Central Brooklyn; and
WHEREAS, as part of the 2024 Budget Agreement and thanks to
the support of Gov. Kathy Hochul, Sen. Zellnor Myrie, Assembly
member Brian Cunningham and the Democratic majorities in both
houses of the state Legislature, the Brooklyn Needs Downstate
coalition successfully achieved sufficient operating and capital support
to maintain SUNY Downstate through the fiscal year ending March 31,
2025, and a representative task force to review the current operations and make recommendations on the future of SUNY Downstate; and

WHEREAS, the Brooklyn Needs Downstate coalition understands that these are only short-term achievements and that much more work is needed to protect the long-term status of SUNY Downstate as a public hospital; and

WHEREAS, the Brooklyn Needs Downstate coalition is dedicated to organizing and educating the residents of Brooklyn on the need to maintain and improve SUNY Downstate and will continue to educate policymakers at the state and federal levels that SUNY Downstate should be maintained and is worthy of additional investment and support:

RESOLVED, that this body pause in its deliberations to thank AFT President Randi Weingarten for her unwavering support for the Brooklyn Needs Downstate coalition; and

RESOLVED, that the AFT, under the leadership of President Randi Weingarten, will continue to provide critical financial, technical and media support, and guidance to the Brooklyn Needs Downstate coalition so that it can achieve its ultimate goal of maintaining SUNY Downstate as a state-operated public institution that continues to provide inpatient services, medical education and other critical services to the Central Brooklyn community.

1. RECOMMITTING OURSELVES TO THE CODE RED CAMPAIGN: SAVING HEALTHCARE FROM CORPORATIZATION FOR OUR PATIENTS, OUR COMMUNITIES AND OURSELVES

Committee recommends concurrence.

WHEREAS, the AFT and its affiliates began a three-year, multipronged campaign in 2023 to put people over profits when it comes to care, to improve conditions for healthcare workers, and to strengthen healthcare outcomes for the patients we serve. Over these two years, we have combatted the impacts of increasing corporatization and consolidation in healthcare, fought against unsafe staffing levels and unsafe working conditions, the rapid attrition of experienced staff, compromised patient care, and unprecedented burnout and moral injury among healthcare professionals; and
WHEREAS, AFT affiliates embraced this campaign, developing and implementing strategic Code Red plans in their respective states to win real staffing and safety protections through state legislation and collective bargaining; improve retention and recruitment; reduce healthcare inequities; revitalize the healthcare education infrastructure; foster mentoring for new healthcare workers, and counter the impacts of corporatization and consolidation at the federal, state and local levels; and

WHEREAS, AFT affiliates made major strides in the first year of the campaign, including legislative victories in Oregon, Washington and Connecticut, and bargaining wins in many affiliates through smart campaigns and through investment in leadership development and membership engagement for the campaign and beyond; community outreach; education; smart communications strategies; partnership with other unions and organizations; and collaboration with one another; and

WHEREAS, in the second year of the campaign, we have achieved legislative gains in workplace violence prevention in one affiliate and are preparing legislative and bargaining campaigns in others; and

WHEREAS, this has also inspired new organizing, with AFT winning 75 healthcare elections since the 2022 convention. With these thousands of new members, we have increased density in our respective states and have become the fastest-growing union of healthcare professionals in the United States:

RESOLVED, that the AFT will recommit to the Code Red Campaign for the next two years with our focus on:

1. Worker safety protections, especially workplace violence prevention—in bargaining, and in state and federal legislation and regulations;

2. Continuing to work for safe staffing, including enforceable staffing ratios—in legislation and bargaining, and in implementation of new laws;

3. Organizing among healthcare professionals to provide effective union representation;

4. Advocating for equity and investment in education, training and mentorship programs;

5. Prioritizing growing the healthcare workforce pipeline through career and technical education programs in K-12 and higher education settings; and

6. Federal and state oversight of private equity investment and consolidation.

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by____________________   ☐ Referred to____________________
12. WORKERS’ RIGHTS AND ETHICAL USE OF ARTIFICIAL INTELLIGENCE IN HEALTHCARE

Committee recommends concurrence.

WHEREAS, the integration of artificial intelligence in healthcare has the potential to revolutionize patient care, improve diagnostics and enhance treatment outcomes; and

WHEREAS, AI technologies, including machine learning algorithms, natural language processing and predictive analytics, are increasingly being used in medical imaging, drug discovery, personalized medicine and administrative tasks; and

WHEREAS, the responsible and ethical deployment of AI in healthcare requires careful consideration of patient and worker privacy, transparency, accountability and equity; and

WHEREAS, healthcare workers play a critical role in implementing and overseeing AI systems within their institutions; and

WHEREAS, the impact of AI on healthcare workers, patients and society at large must be thoroughly and continuously evaluated to ensure positive outcomes; and

WHEREAS, the union represents the interests of healthcare professionals and advocates for their well-being and their ability to provide quality patient care:

RESOLVED, that the AFT advocates the use of AI to support, not replace, healthcare workers in advancing patient care; and

RESOLVED, that the AFT will fight to ensure AI systems used in healthcare settings be implemented in a manner that is transparent and explainable. Healthcare professionals must have access to clear education and training on how AI algorithms function, their limitations, and potential biases. Institutions must provide ongoing training to healthcare staff on AI technologies, including their benefits and risks; and

RESOLVED, that the AFT will advocate for policies that ensure that patient data used for AI training and validation must be de-identified and comply with privacy regulations (e.g., HIPAA). Informed consent should be obtained from patients when AI algorithms are directly involved in their healthcare decisions; and

RESOLVED, that the AFT will advocate for policies that require that AI algorithms be rigorously tested for bias and fairness, with any disparities across demographic groups addressed. Institutions must be held accountable for active monitoring and mitigation of any unintended consequences of AI implementation, especially related to gaps in the quality of health and healthcare across racial, ethnic and socioeconomic populations; and
RESOLVED, that the AFT will support affiliates through creation of policy guidance and representational resources that require institutions to conduct regular assessments and evaluations of the impact of AI on healthcare workers’ roles, workload, job satisfaction and job security. This includes implementation of measures to prevent job displacement or burnout due to the use of AI; and

RESOLVED, that the AFT will advocate for policies that ensure healthcare workers’ autonomy and professional judgment is not compromised by AI systems, and that any surveillance of healthcare workers using AI will not be conducted in violation of workers’ rights; and

RESOLVED, that the AFT will demand that institutions deploying AI in healthcare must assume responsibility for any adverse outcomes resulting from AI decisions and will fight to ensure that health professionals are not liable for errors made by AI systems; and

RESOLVED, that it is the policy of the AFT that healthcare professionals, including nurses, physicians and allied professionals, through their unions, should actively participate in the development, implementation and evaluation of AI systems; and

RESOLVED, that the AFT will monitor and support research on AI applications in healthcare, including studies on patient outcomes, cost-effectiveness and the healthcare workforce, lifting up examples where innovations support the workforce and enhance patient care.

☐ Adopted     ☐ Adopted as Amended     ☐ Defeated     ☐ Tabled
☐ Precluded by_____________________     ☐ Referred to_____________

13. FIGHTING CHILD POVERTY

Committee recommends concurrence.

WHEREAS, housing insecurity, unaddressed health concerns, lack of basic hygiene products, and other stigma and stressors surrounding a life of poverty affect the overall well-being and prospects of children across the United States; and

WHEREAS, 1 in 5 students are living in poverty in New York, West Virginia, Oklahoma, Ohio, Nevada, Michigan, North Carolina, Texas and Tennessee; 1 in 4 in Kentucky, Mississippi, Louisiana and New Mexico. In Cleveland, Syracuse, Detroit, Birmingham and Rochester, the figure is nearly 1 in 2; and

HEALTHCARE ACCESS/QUALITY COMMITTEE
WHEREAS, research indicates that child poverty has a detrimental impact on educational outcomes, health and social mobility;¹ and
WHEREAS, child poverty disproportionately affects communities of color, compounding existing social and economic disparities; and
WHEREAS, the COVID-19 pandemic has further exacerbated child poverty in our country, with many families experiencing financial hardships and increased food insecurity; and
WHEREAS, addressing child poverty is crucial for all students, since when children are worried about survival, they are unable to learn:

RESOLVED, that the AFT will advocate for increased funding for programs that provide resources to low-income families, such as Temporary Assistance for Needy Families, the Supplemental Nutrition Assistance Program, and Medicaid, to ensure basic needs, healthcare and nutrition; and
RESOLVED, that the AFT will support comprehensive policies and initiatives to address child poverty in the United States, including:

- Appropriate tax credits;
- Subsidies for low-income families during pregnancy;
- Affordable housing access for every American in need;
- Universal school meals;
- Affordable or free high-quality healthcare options;
- Enhanced access to affordable and high-quality early childhood education programs, including prekindergarten and day care services, to promote early childhood development and reduce educational disparities;
- Bringing the community schools model to more schools throughout the country, including targeted interventions and support services such as mental health counseling, after-school programs, and tutoring;
- A living wage for all workers in the U.S., as low wages contribute to the cycle of poverty and hinder upward mobility;
- Making appropriate updates to the funding formulas for public schools to ensure that schools in high-poverty areas receive adequate resources that meet the needs of their students;
- Promoting economic opportunities for parents and caregivers, such as job training programs, access to affordable higher education, and paid family leave, to help families break the cycle of poverty; and

¹ https://www.apa.org/topics/socioeconomic-status/poverty-hunger-homelessness-children
- Increasing awareness about the prevalence and impact of poverty, particularly in communities of color, through webinars and training; and

RESOLVED, that the AFT will support collaboration between schools, community organizations and government agencies to address the root causes of child poverty and provide holistic support to vulnerable families; and

RESOLVED, that the AFT will monitor and evaluate the implementation and impact of policies and initiatives aimed at addressing child poverty and will advocate for necessary adjustments and improvements based on the findings.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by____________________  ☐ Referred to_____________

14. SOCIAL MEDIA

Committee recommends concurrence.

WHEREAS, the use of social media has become an integral part of the lives of students, offering both opportunities and challenges; and

WHEREAS, the excessive use of social media has potentially devastating effects on students’ mental health and well-being, including increased anxiety, depression and social isolation; and

WHEREAS the United States Department of Health and Human Services has issued a United States Surgeon General’s Advisory cautioning that “children and adolescents who spend more than three hours a day on social media face double the risk of mental health problems including symptoms of depression and anxiety”; and

WHEREAS, cyberbullying and online harassment have become prevalent issues in the digital age, causing significant harm to students and impacting their ability to learn and thrive in a safe and supportive environment; and

WHEREAS, the dissemination of false information and misinformation on social media platforms can mislead and misinform students, potentially undermining their critical-thinking skills and ability to engage in informed discussions; and

WHEREAS, it is essential for educators and parents to collaborate in addressing these concerns and equip students with the necessary skills to navigate social media responsibly and safely:

RESOLVED, that the AFT will take proactive steps in addressing the impact of social media on our nation’s students; and

RESOLVED, that the AFT will advocate for comprehensive digital literacy programs in schools that educate students about
RESOLVED, that the AFT will develop and advocate for education regarding the risks that screen time and social media have on children and adolescents; and

RESOLVED, that the AFT will call for legislative policies and guidance to promote a safe and inclusive online environment, including protocols for addressing cyberbullying and online harassment; and

RESOLVED, that the AFT will provide professional development opportunities for local affiliates and state federations to enhance their understanding of the impact of social media on students’ well-being and equip them with strategies that support students in navigating the digital world; and

RESOLVED, that the AFT will assist its local affiliates and state federations with engaging parents and guardians in educational initiatives that promote digital citizenship and provide resources to help them support their children in using social media responsibly; and

RESOLVED, that the AFT will encourage the establishment of student-led organizations or clubs focused on promoting positive online behavior and digital well-being and raising awareness about the potential risks associated with social media use; and

RESOLVED, that the AFT will support legislation that will require social media companies to restrict the addictive features on their platforms that most harm young users, and will prohibit online sites from collecting, using, sharing or selling personal data of anyone under the age of 18.

15. SOCIAL-EMOTIONAL SUPPORTS FOR MEMBERS AND STUDENTS DURING WORLD CONFLICTS

Committee recommends concurrence.

RESOLVED, that the AFT will develop and deliver professional development to help members understand the historic complexity and profound human impacts of world conflicts; and

RESOLVED, that the AFT will organize and facilitate affinity spaces to create, protect and strengthen capacity for members to gather to share and process their experiences as members of impacted diasporas and communities; and
RESOLVED, that the AFT will gather and share teaching resources, including standalone lessons, full unit plans, guidance for supporting students, and suggested further reading for school communities; and

RESOLVED, that the AFT will gather, share and support options and resources for supporting children and families impacted by conflict; and

RESOLVED, that the AFT will work to fortify district guidelines for social-emotional learning and trauma support for impacted students and families; and

RESOLVED, that the AFT will seek and implement additional resources for conflict resolution, anti-bias and anti-bigotry training in our union and our buildings; and

RESOLVED, that the AFT will share and distribute resources to help students and school communities process the impact and trauma of violence at home and abroad.
39. FIGHTING THE HARMFUL IMPACTS OF PRIVATE EQUITY ON OUR ECONOMY, PUBLIC PENSION FUNDS AND HEALTHCARE SYSTEM

Committee recommends concurrence.

WHEREAS, private equity controls roughly $14.7 trillion assets,\(^1\) employs more than 11.7 million workers\(^2\) and manages more than $4 trillion of workers’ deferred wages in pension funds while charging high fees, making them an important determinant of AFT members’ pension fund risk and returns, as well as a major force shaping our national economy; and

WHEREAS, private equity also owns a growing share of our healthcare system, with private equity firms having acquired $750 billion in healthcare assets over the past decade, contributing to an ever more broken healthcare system, as evidenced by AFT’s Code Red campaign; and

WHEREAS, a recent study\(^3\) in the *Journal of the American Medical Association* shows that hospitals being taken over by private equity firms is meaningfully associated with poorer quality outcomes for patients; and

WHEREAS, the private equity business model—with its emphasis on debt financing and short-term ownership—leads to draining capital, loading companies with debt at the expense of their long-term financial health, and slashing staffing and supplies well below what is needed to provide effective patient care; and

WHEREAS, the harmful impacts to healthcare delivery in our communities are especially dire for vulnerable populations like communities of color, patients in rural areas and Medicare recipients;

WHEREAS, there are now a growing number of cases of the collapse of healthcare systems following their acquisition by private equity firms, including Steward in Massachusetts and Prospect in Connecticut, creating pressure for state intervention to maintain our communities’ continued access to vital healthcare services; and

WHEREAS, private equity-owned hospitals have been implicated in serious violations of workers’ rights and patient care impacting

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\(^2\) [https://pestakeholder.org/issues/labor-and-employees/](https://pestakeholder.org/issues/labor-and-employees/)

\(^3\) [https://jamanetwork.com/journals/jama/article-abstract/2813379](https://jamanetwork.com/journals/jama/article-abstract/2813379)
healthcare workers across the country, including AFT members at LifePoint/ScionHealth, owned by Apollo Global Management; and

WHEREAS, in many cases, when private equity-owned hospitals eliminate services or close hospitals, private equity funds and their managers enjoy increased profit while patients lose access to life-saving medical care, workers lose jobs, and our communities suffer both economically and medically, highlighting a profound misalignment of interests; and

WHEREAS, public pension funds, including those investing the retirement savings of AFT members, have invested in private equity funds that buy up healthcare companies; and

WHEREAS, AFT members are participants in, and their deferred wages are contributed to, these same pension funds, the combined assets of which account for more than $3 trillion; and

WHEREAS, some public pension funds have begun to adopt policies to ensure that private equity firms and funds adhere to a set of labor standards to prevent some of their worst abuses; and

WHEREAS, in a recent *Fortune* article\(^4\) on labor standards in private equity, AFT President Randi Weingarten and North America’s Building Trades Unions President Sean McGarvey highlighted the “virtuous economic cycle” created when companies operate grounded in respect for workers’ rights and the economic harm when they don’t; and

WHEREAS, private equity firms have contributed to the privatization of public services, including notably private prisons, which undermines the funding base of public pension funds by removing contributors; privatization, combined with economic upheaval caused by the private equity business model and its tax-related impacts, creates an existential threat to our defined-benefit pensions; and

WHEREAS, private equity firms promise, but may not consistently deliver, higher uncorrelated risk-adjusted returns, for which they charge fees that are much higher than the fees charged by public asset managers; and

WHEREAS, the U.S. Securities and Exchange Commission has found that private equity funds frequently do not disclose all of the fees they charge their investors, including AFT members’ pension funds, or offer sufficient information about their returns for investors to assess the accuracy of their claims; and

WHEREAS, the SEC’s efforts to protect investors, including AFT members’ pension funds, have been met with opposition from right-wing courts and members of Congress; and

WHEREAS, our public pension funds are exposed to considerable risk due to poor management of private equity-owned businesses, especially but not exclusively in healthcare, and the lack of public

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transparency and disclosure required of private equity-owned companies entirely hides those risks; and

WHEREAS, some AFT members serve as trustees overseeing their pensions and have pushed for greater transparency and accountability from private equity firms regarding the risk created by their business model and activities;

WHEREAS, the Biden administration has taken decisive action to address these critical issues on behalf of working Americans and their retirement security, including but not limited to the SEC’s promulgation of its Private Funds Rule to increase transparency on fees and returns; the Federal Trade Commission/Department of Justice/Department of Health and Human Services investigation into the many impacts of private equity ownership on our national healthcare infrastructure; and a recent White House convening of asset owners, consultants and private equity firms to promote fair labor standards:

RESOLVED, that the AFT will develop and promote a set of accountability standards to help trustees establish minimum labor standards they expect private equity firms, funds and their portfolio companies to abide by; will support trustees in adopting those policies at their funds; and will support trustees in working with pension staff and consultants to ensure that those policies are meaningfully implemented; and

RESOLVED, that the AFT will work with public pensions across the United States to inform trustees of the risks associated with private equity investments, including in healthcare, and to engage with the companies and asset managers on investment risks stemming from the undermining of our social safety net and healthcare system; and

RESOLVED, that the AFT will educate the public on the effects that private equity healthcare ownership has on patients, communities and taxpayers; and

RESOLVED, that the AFT will support, defend and seek to strengthen the SEC’s Private Funds Rule; and

RESOLVED, that the AFT, in concert with its affiliates, will support public pension fund trustees’ efforts to push for maximum, regular, consistent and disaggregated disclosure of fees and returns data, as required by the implementation of the SEC Private Funds Rule, with public disclosure being a high standard, to assess whether public pension funds are in fact getting the risk-adjusted returns private equity promises; and

RESOLVED, that the AFT will develop a set of standards for trustees to address the aforementioned risks to our pensions, and urge fiduciaries of our funds to, consistent with their fiduciary duties, seek to limit investments in companies that aim to
outsource public services impacting the fiscal health of our pension funds; and

RESOLVED, that the AFT will work at the state and federal levels to expand regulatory oversight of private equity, including calling on the FTC to rigorously investigate, bring enforcement actions, and issue rules related to healthcare acquisitions by private equity and their management practices, and to prevent healthcare acquisitions that pose risks to the stability and solvency of vital community health services; and

RESOLVED, that the AFT will support legislation, such as the federal Health Over Wealth Act and the Stop Wall Street Looting Act, that increases transparency for private equity firms and curbs their worst abuses, and will work with affiliates to promote state legislation that addresses the many risks to our communities, providers and healthcare infrastructure detailed in this resolution.

☐ Adopted       ☐ Adopted as Amended       ☐ Defeated       ☐ Tabled
☐ Precluded by____________________       ☐ Referred to______________

41. DOUBLE DOWN ON THE FIGHT AGAINST SCHOOL VOUCHERS AND TAX CREDIT SCHEMES THAT DEFUND AMERICAN PUBLIC EDUCATION

Committee recommends concurrence.

WHEREAS, a free public education for all is perhaps the singular defining virtue of our American society; and vouchers pose a real threat, not just to the soul of public education, but to the very existence of public education itself; and

WHEREAS, American 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, in recent years, the push to divert public dollars to private schools has intensified across the country through vouchers, K-12 "savings accounts," and insidious schemes that provide lucrative tax credits for donations that fund scholarships to private schools; and

WHEREAS, voucher proponents pushed through new voucher programs in seven states in 2023 and expanded voucher programs in nine others;¹ and

¹ https://www.brookings.edu/articles/research-on-school-vouchers-suggests-concerns-ahead-for-education-savings-accounts/
WHEREAS, in state\(^2\) after\(^3\) state\(^4\), voucher programs have been shown to exceed cost projections and strip funding from our already underfunded school systems, with one analysis finding that $1.3 billion in taxpayer funds were diverted to school vouchers in the 2022-23 school year, amounting to 10 percent\(^5\) of the overall funding the state earmarked for public school districts that year; and

WHEREAS, school privatization proponents, knowing that the term “voucher” has become toxic for parents, have taken to creating new terms for their school privatization schemes, calling them “tuition tax credits,” “opportunity scholarships” and “education savings accounts” in a desperate attempt to rebrand unpopular ideas, going so far as to label state legislation with shamelessly disingenuous names like “Family Empowerment Scholarship Program” (Florida) and “Invest in Kids” (Illinois); and

WHEREAS, multiple studies\(^6\) have shown\(^7\) that voucher programs\(^8\) often subsidize students from wealthy families already attending private schools. For example, recent data shows that poor and minority children are not getting such scholarships in the amounts advocates claim. In Iowa and Illinois, two-thirds of voucher recipients were already enrolled in private schools; in Cleveland, minority students received merely 7 percent of the scholarships; and

WHEREAS, voucher programs have been shown to increase\(^9\) school\(^10\) segregation,\(^11\) with the National Education Policy Center reporting that “Vouchers Increase Segregation and Offer Benefits to the Few,”\(^12\) and

WHEREAS, private schools are not required to disclose how they spend the funds they receive, measure their academic achievement, make their academic standards public, hold public meetings, or educate children with disabilities; and

\(^3\) https://www.tallahassee.com/story/news/2022/03/22/florida-school-choice-expansion-leaves-leon-county-11-5-m-deficit/7123368001/
\(^7\) https://www.ideastream.org/education/2023-06-05/school-vouchers-now-going-to-more-wealthy-private-school-students
\(^10\) https://thetruthaboutvoucher.com/2017/06/05/voucher-program-receives-funding-from-lgbt-students-and-parents/
WHEREAS, voucher-funded schools strip students of important rights, including the First Amendment rights, services and protections they receive in public schools, going so far as to refuse to offer services to students with special needs and English language learners; and

WHEREAS, vouchers are going to private schools that do not accept LGBTQIA+ students or teachers and worse. According to GLSEN’s National School Climate Survey, “private religious schools are often where LGBTQ+ students face the most significant challenges. LGBTQ+ students attending private religious schools experience more discrimination than LGBTQ+ students at any other type of school and have the least access to the essential supports for their well-being and academic achievement. Thus, the majority of the private schools benefiting from private school programs are also the school settings where LGBTQ+ students are the least likely to be able to learn and thrive”; and

WHEREAS, according to the National Coalition for Public Education, vouchers cause a decline in academic achievement that rivals or even exceeds those caused by natural disasters and the COVID-19 pandemic. For example, the decline in test scores for Louisiana students who accepted vouchers exceeded the declines experienced by students displaced by Hurricane Katrina, and the negative effect of Ohio’s voucher program on math scores was almost double that of the COVID-19 pandemic’s effect on learning loss; and

WHEREAS, in 2022, the national AFL-CIO passed a resolution vowing to protect and defend public schools from attacks like private school vouchers and voucher-like schemes:

RESOLVED, that the AFT will publicly and powerfully oppose the diversion of public funds to any discriminatory voucher or tax credit program, federal or state, that reduces public financial support to our cherished public schools; and

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16 https://wisconsinwatch.org/2023/05/wisconsin-weekly-how-taxpayer-dollars-are-used-to-discriminate-against-lgbtq-students/
17 https://www.glsen.org/sites/default/files/2021-01/Private-School-Programs-Subsidized-Taxpayer-Funds-Sanction-Discrimination-Widen-Equity-Gap-K-12-Education.pdf
19 https://www.glsen.org/sites/default/files/2021-01/Private-School-Programs-Subsidized-Taxpayer-Funds-Sanction-Discrimination-Widen-Equity-Gap-K-12-Education.pdf
20 https://static1.squarespace.com/static/582f7c15f7e0ab3a3c7f0141/t/63d162c3ae7bc31595b41397/1674666706305/2023+-+NCPE+-+Voucher+Toolkit+FINAL.pdf
RESOLVED, that the AFT will educate our members about voucher schemes and assist our affiliates in lobbying state governments, and will support affiliated unions in opposing school vouchers and voucher-like programs; and

RESOLVED, that the AFT and our affiliates will partner with like-minded community organizations, parent organizations and labor organizations to support fully funded public schools.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by____________________  ☐ Referred to_____________

43. SUPPORTING THE UAW’S CALL TO ALIGN CONTRACT EXPIRATIONS FOR MAY 1 AND PREPARE FOR A GENERAL STRIKE

Committee recommends concurrence as amended below:

WHEREAS, big business and their political allies have waged a war on workers; and

WHEREAS, the war on workers has led to deteriorating conditions and spiraling income inequality for working families; and

WHEREAS, union workers are fighting back, in order to secure fair contracts for themselves and for their communities; and

WHEREAS, union workers continue to work to repeal no-strike laws at the state level; and

WHEREAS, 88 percent of people under 30 view unions favorably—a record-breaking level of support from young workers; and

WHEREAS, 71 percent of Americans support unions—cutting across party lines; and

WHEREAS, organized labor must find creative ways to maximize our economic power and fight against corporate greed; and

WHEREAS, the Chicago Teachers Union had adopted May 1, 2028, as the expiration for our next contract with the Chicago Public Schools, and

WHEREAS, our members and the broader society would benefit from national healthcare, expansion of the right to organize a union, debt forgiveness, free college and child care for all, strengthened retirement security and fortifying our democracy; and

WHEREAS, the United Auto Workers, led by President Shawn Fain, has called for unions to align contract expirations for May 1, or International Workers’ Day, with the aim of a mass strike on May 1, 2028; and

WHEREAS, the power that unions have derives from our unity:
RESOLVED, that the AFT will echo President Fain’s call for aligning contract expirations for May 1, and to prepare for potential mass strike action on May 1, 2028; and
RESOLVED, that the AFT will encourage all our locals to consider this common expiration as a useful tactic in the fight to advance racial, economic, and social justice unions to consider aligning contract expirations, whether on May 1 or other dates; and
RESOLVED, that the AFT will work tirelessly to repeal no-strike laws; and
RESOLVED, that the AFT will commit to unwaveringly supporting affiliates and the broader labor movement in bargaining fair contracts, and in anticipated or active labor disputes.

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by_______________________ ☐ Referred to_____________

40. TAX DEDUCTIONS FOR EDUCATION SUPPLIES

Committee recommends concurrence as amended below:

WHEREAS, public education at all levels has been woefully underfunded for decades; and
WHEREAS, employees in education frequently purchase materials to use for the performance of their jobs, whether it be for classroom, office or other direct uses; and
WHEREAS, K-12 educators are only able to use $250 of these expenses as tax deductions; and
WHEREAS, employees in higher education and employees in K-12 education who are not teachers, instructors, counselors, principals or aides are not able to claim any expenses for tax deductions; and
WHEREAS, businesses are able to use expenses as large as private jets as tax deductions:

RESOLVED, that the AFT will work to change federal tax policy to allow higher education workers and non-classroom preK-12 education workers to use as a tax deduction money spent on materials for the performance of their jobs; and
RESOLVED, that the AFT will work to increase the allowable deduction for all employees in education far above the current limit.

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by_______________________ ☐ Referred to_____________
42. RECOMMENDING GENERAL HENRY M. ROBERT
FOR NAME OF MILITARY INSTALLATION

Committee recommends tabling.

WHEREAS, public events have raised discussion on names of military installations, notably, military bases named after Confederate military leaders; and
WHEREAS, changing those base names is an important element in removing remnants of treason and treasonous acts against the United States; and
WHEREAS, bills in the U.S. Congress seek to rename military installations, including some in Defense Department appropriations bills; and
WHEREAS, names of bases and installations should reflect honorable service to the United States; and
WHEREAS, General Henry M. Robert was such an officer in the U.S. Army serving in the Union Forces during the Civil War and continuing in a fruitful military career following the war, retiring in 1901 after 44 years of service in combat and engineering operations; and
WHEREAS, notwithstanding that reputation, General Robert is best and nearly universally known for his Rules of Order, the most common parliamentary guide in use for organizations and membership societies in the country; and
WHEREAS, graduating fourth in his West Point Class in 1857, and remaining with the Union Army when many of his fellow graduates resigned and took up arms for the Confederacy, his service included the 1859 “pig war” on San Juan Island; assignment as chief engineer for the military division of the Pacific, including supervision of the lighthouse and harbor; assignment in 1873 to Milwaukee, Wis., where he supervised the construction of lighthouses on Lake Michigan and the Milwaukee harbor; and appointment by President Cleveland to a board of engineers to develop a deep water port on the Gulf of Mexico, helping to select Galveston, Texas, then as the engineer on the project for the Corps of Engineers, completing it in 1895; appointment by President McKinley as brigadier general and commander of the Army Corps of Engineers; and, continuing his engineering profession after retirement, designed the seawall for Port of Galveston storm protection; and
WHEREAS, following his retirement, General Robert continued actively writing and improving his parliamentary procedure prescriptions, producing his revised 1915 edition; and
WHEREAS, his Rules of Order manual, now revised and modernized by the Robert’s Rules Association, most recently as its 2020 edition, has become an American standard for parliamentary procedure; and
WHEREAS, the American Institute of Parliamentarians has adopted its own resolution recommending the name of General Henry M. Robert as a name for a base, noting him as: "... a person whose military career was distinguished and whose contribution to our civil society and civil discourse through his teaching, his civic activities, and his writings in parliamentary procedure cannot be paralleled by any other American civil or military commander;" and

WHEREAS, The Department of Defense Education Activity (DoDEA), a government agency responsible for operating the two Department of Defense schools through two school systems overseen by the Department of Defense Dependents Schools, covering all DoDEA schools on military bases outside of U.S. territory; and the Domestic Dependents Elementary and Secondary Schools, providing education services to military dependents on certain bases within the United States, as well as on U.S. territories, such as Guam and Puerto Rico; and

WHEREAS, the AFT has a significant contingent of members in a local, the Overseas Federation of Teachers, founded in 1963, representing teachers and others employed by the Defense Department, staffing schools for dependent children on military bases around the world, including members working in schools in Spain, Turkey, Bahrain and Italy; and

WHEREAS, the Federal Education Association, an affiliate of the National Education Association, also represents teachers and education employees in the DoDEA; and

WHEREAS, the American Federation of Government Employees represents a large array of Department of Defense support workers; and

WHEREAS, names listed should include not just those who contributed singularly militarily to the honor and defense of the United States, excluding those who took up arms against it; and

WHEREAS, the list has room for those with honorable military history whose works also contributed, as his works did and continue to contribute, to models for civil discourse and debate for resolving differences within and among deliberative bodies while allowing all points of view, including full expression of both majority and minority opinions, in resolving differences and achieving acceptable outcomes in their deliberations:

RESOLVED, that the AFT will recommend listing the name of General Henry M. Robert for the name of a military base or other installation; and

RESOLVED, that the AFT will submit a request to appropriate representatives and bodies in the federal government responsible for naming military bases and other installations, including
appropriate congressional committees, that the name of General Henry M. Robert be listed and included among those names.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by_________________________  ☐ Referred to__________________

44. MAY 1

Precluded by recommendation of concurrence with Resolution 43.

1  WHEREAS, the United Auto Workers established a May 1, 2028, expiration after its wildly successful stand-up strike and contract campaign for their Big Three contracts; and
2  WHEREAS, the UAW's president, Shawn Fain, has encouraged the entire labor movement to adopt the same contract expiration to win more for working families and unify our forces ahead of the next presidential election; and
3  WHEREAS, the Chicago Teachers Union has adopted May 1, 2028, as the expiration for our next contract with the Chicago Public Schools; and
4  WHEREAS, it is not clear if Donald Trump will win a second term and to what extent labor will be on the offensive or defensive over the next four years; and
5  WHEREAS, our members and the broader society would benefit from national healthcare, expansion of the right to organize a union, debt forgiveness, free college and child care for all, strengthened retirement security and fortifying our democracy:

RESOLVED, that the AFT will encourage all our locals to consider this common expiration as a useful tactic in the fight to advance racial, economic and social justice.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by_________________________  ☐ Referred to__________________
ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

Committee Chair: J. Philippe Abraham, New York State United Teachers
Committee Secretary: Maribeth Calabro, Providence Teachers Union, Local 958

45. REAFFIRMING THE AFT’S COMMITMENT TO ORGANIZING

Committee recommends concurrence.

WHEREAS, the AFT’s mission has been the advocacy and attainment of workers’ rights and human rights, particularly for the educators, healthcare professionals and public employees we represent as well as the communities we all serve, through organizing, union representation, collective bargaining and legislation; and

WHEREAS, unions have become cool again with historic support for unions across party lines, especially from young Americans and the younger generation of workers being more pro-union at their age, fueled by highly publicized national work stoppages and the proliferation of organizing campaigns among younger workforces at companies such as Starbucks and Amazon; and

WHEREAS, public support for unions remains high, and working people understand that union membership is crucial to achieving better wages, benefits and working conditions; and

WHEREAS, since the 2022 convention, the AFT has added more than 166 units and 24,425 new members in all divisions through internal and external organizing efforts, with healthcare and higher education workers accounting for more than 80 percent of the growth, reflecting the increasing recognition of the value of union membership among those doing this crucial work and highlighting a continued focus in organizing in those two areas; and

WHEREAS, workplace organizing provides a means by which we secure a better life and economic security for the members we represent and the children, patients, students and communities we serve; and the AFT is committed to advocating for these values at the bargaining table; the ballot box; and in our schools, colleges and universities, healthcare facilities, public institutions and communities; and

WHEREAS, the national AFT Organizing Committee plays a crucial role in bringing together elected local and state leaders committed to organizing and strengthening our union across every constituency, affiliate and workplace, to provide guidance on opportunities and challenges in new organizing and in AFT’s ongoing efforts to foster a culture of organizing and engagement among our leaders and members; and
WHEREAS, despite ongoing hostility from employers and attacks on
the right to associate, the right to organize and the right to collectively
bargain from both extremist political forces and ever growing and
consolidating mega-corporations, private equity and the economic elite
who benefit from the efforts of our labor, AFT’s organizing efforts have
been met with increasing support from working people seeking a voice
in the workplace:

RESOLVED, that the AFT will continue to prioritize organizing
and growing our membership on all levels—local, state and
national—to empower more employees with the benefits of
unionism and give them and their families and communities a
stronger voice in their workplaces and society; and

RESOLVED, that the AFT, through our national Organizing
Committee, will continue to bring together elected leaders from
around the union to provide guidance on building a culture of
organizing that encompasses every division and affiliate; and

RESOLVED, that the AFT will maintain our commitment to
advocating for workers’ rights and human rights, fighting for the
real solutions that get us there—at the bargaining table or ballot
box; in our schools, colleges and universities, public institutions
and healthcare facilities; and on our streets, to ensure that all
workers have the opportunity to thrive and that their collective
voice shapes a better future for everyone.

☐ Adopted   ☐ Adopted as Amended   ☐ Defeated   ☐ Tabled
☐ Precluded by____________________   ☐ Referred to_____________

48. DENOUNCING ATTACKS ON NLRB AND
WORKERS’ RIGHTS BY MULTIBILLION-DOLLAR
COMPANIES

Committee recommends concurrence as amended:

WHEREAS, multibillion-dollar companies—including Walmart,
Amazon, SpaceX and Trader Joe's—are attempting to neutralize,
weaken or destroy the National Labor Relations Board (NLRB); and
WHEREAS, these and other corporations routinely disregard and
violate the rights of their employees, including AFT members in
healthcare and other industries, and these efforts to weaponize
conservative courts against the NLRB represent an alarming
escalation in the war against workers; and
WHEREAS, the NLRB is the only federal agency exclusively
focused on protecting union members and workers seeking to unionize
in the private sector:
RESOLVED, that the AFT will denounce the shameful actions of these and other avaricious elites that derive massive profits from the labor of workers, yet use their unprecedented accumulation of wealth to attack the rights of those same workers; and
RESOLVED, that the AFT will commit to support any and all strategies and tools to protect the NLRB from these illegitimate assaults on worker protections, such as amicus briefing and federal legislation; and
RESOLVED, that the AFT will pursue and advance state-level initiatives and/or legislation to enshrine the rights afforded to workers by the National Labor Relations Act, and state-level enforcement of the same; and
RESOLVED, that the AFT will prepare its members to engage in traditional, militant worker actions, in the event that bad-faith actors return us to the pre-National Labor Relations Board era of the early 1930s.

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by______________________ ☐ Referred to_____________

49. IN SUPPORT OF ORGANIZING LOCALS FOR STRIKE AND ACTION READINESS

Committee recommends concurrence as amended:

WHEREAS, AFT members every day make a difference in the lives of others, be it our students, our patients or our communities, and we want a country of hope and opportunity, not fear and division, where we have our freedom and a voice at work and in our democracy; and
WHEREAS, the AFT fights for that better quality of life, and for the real solutions that get us there—at the bargaining table or ballot box, in our schools and healthcare facilities, and on our streets; and
WHEREAS, AFT members have long taken an active role in shaping their future—in their workplaces, their communities and the halls of power; and
WHEREAS, 37 states and Washington, D.C., place active restrictions on AFT members’ First Amendment rights to protest and fight for what is best for our school communities, be it under a "right to work" law or a "public sector block" on labor actions; and
WHEREAS, the AFT recognizes that without the ability to take labor actions, many unions are left at a severe disadvantage when it comes to bargaining for our collective good, and this leads to worse outcomes for educators, public schools and students:
RESOLVED, that the AFT will do what it does best by organizing our members, working with labor and community partners, and building union power to create a stronger labor movement, to maintain a democratic society and to build a better life for all; and

RESOLVED, that the AFT and our affiliates will provide the necessary resources and undertake the necessary programs to comprehensively educate, organize and mobilize members, allies and the general public about how to use labor actions to fight for our priorities; and

RESOLVED, that the AFT will continue to bring all necessary resources to bear, including providing information and tools, supporting affiliates in legal matters, and working with and educating other stakeholders in how to prepare for and organize a strike; and

RESOLVED, that the AFT will provide specific trainings and support to all interested locals upon request, including, but not limited, to:

- The legal requirements and best practices for how to establish a strike fund;
- The best practices and legal protections that unions should prepare for in states that don’t allow public sector union strikes; and
- Best practices for how to work alongside parents and community members when organizing for a strike.

☐ Adopted  ☑ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by______________________  ☐ Referred to_____________________

46. RURAL CONNECTION AND ENGAGEMENT

Committee recommends concurrence as amended below:

WHEREAS, the AFT represents education, healthcare, and public service members in rural parts of the country; and

WHEREAS, in 2019, the AFT passed a resolution acknowledging the challenges of rural communities and affirming that “the rural way of life is worth fighting for”; and

WHEREAS, since that time, the AFT has been working to fulfill the goals of that resolution by:

- Continuing to support projects that were already started, such as in McDowell County, W.Va., and St. Lawrence County, N.Y.;
- Supporting new projects, such as in New Lexington, Ohio;
• Granting AFT Innovation Fund grants and back-to-school grants to rural locals;
• Lifting up the work of rural locals in print and on radio;
• Holding First Book events in rural areas to help families build home libraries; and
• Working in coalition with other partners focused on rural work to create a common rural agenda that addresses the economic, health, education and social needs of rural communities in alignment with our original aspiration that “Not one more school, not one more hospital, not one more post office, not one more grocery store should close on our watch”; and

WHEREAS, in spite of our work, the COVID-19 pandemic, record inflation and a rise in authoritarianism have further isolated rural communities, adding additional economic and social stress to small towns and rural communities; and

WHEREAS, our rural areas have seen an acceleration of hospital healthcare facility closures that leave our communities without healthcare options; and

WHEREAS, instead of addressing these real needs, right-wing extremists continue to use culture-war issues in an attempt to drive wedges between our members and the people they serve and to undermine our public schools, public libraries and public services; and

WHEREAS, on the other hand, the Biden administration’s historic rural investments—such as expanded broadband, funding for rural infrastructure, and development grants for the rural green economy—are not well-known and have gone underutilized, but also have the potential to change the trajectory of many rural communities; and

WHEREAS, our members in these rural areas, whether in schools, hospitals, healthcare facilities or other sectors, represent the heart and soul of their communities and small towns:

RESOLVED, that the AFT will launch and support a rural caucus with the goal of fostering deeper connection and increased visibility among AFT members who live in, thrive in, and love small towns and rural communities; and

RESOLVED, that the AFT will make a special effort to highlight the ways the Real Solutions, Code Red, PSRP Bill of Rights and other AFT priority campaigns could change the trajectory of rural communities; and

RESOLVED, that the AFT will redouble its efforts to foster connections between AFT locals and rural grass-roots groups, parent organizations and other constituent groups to tap into the broad support for fully funding rural public schools, hospitals healthcare facilities and public services.

☐ Adopted         ☐ Adopted as Amended       ☐ Defeated     ☐ Tabled
☐ Precluded by____________________    ☐ Referred to____________

29
47. CLIMATE-SMART AND SUSTAINABLE SCHOOLS

Committee recommends concurrence.

WHEREAS, 2023 was the warmest year in North America on record, with record highs in 10 out of the 12 months; and

WHEREAS, in 2023, there was significantly below-average annual precipitation across portions of the Northwest, Southwest, Ohio Valley, Gulf Coast and East Coast of the United States, and above-average precipitation across much of the Northeast United States and from California to the central Plains; and

WHEREAS, the United Nations defines climate change as long-term shifts in temperatures and weather patterns, and since the 1800s, human activities have been the main driver of climate change, primarily due to the burning of fossil fuels like coal, oil and gas; and

WHEREAS, the term “climate change” is no longer considered to accurately reflect the seriousness of the overall situation—climate emergency or climate crisis are terms that better describe the current state of our climate; and

WHEREAS, at the Davos World Economic Forum in 2024, it was stated that “urgency is our only savior” when talking about the climate crisis; and

WHEREAS, New York state’s Climate Leadership and Community Protection Act requires a 40 percent reduction in greenhouse gas emissions by 2030 and an 85 percent reduction by 2050; and

WHEREAS, education gives people the knowledge and tools they need to adapt to the impacts of climate change and the risks it poses to lives, livelihoods and well-being, and education can also be a powerful driver for more sustainable development, including a transition to greener societies; and

WHEREAS, schools and educators play an essential role by engaging students in credible, science-based, hands-on, relevant learning about climate change and preparing our students for robust job opportunities in green technologies, construction and restoration efforts; and

WHEREAS, schools are living laboratories of learning and educators can play a leadership role in modeling climate and environmentally friendly practices such as building design, energy use, land use that is green and pollinator friendly, water conservation, waste disposal, and composting and recycling; and

WHEREAS, our response to climate change may provide us with opportunities to save money, build energy-independent and fiscally stable school districts with resilient infrastructure, and ensure safe and healthy school environments:
RESOLVED, that the AFT will examine Climate Smart Communities and other sustainable schools across the country that integrate the curriculum to facilitate comprehensive energy reduction, decarbonization, sustainability and indoor air quality projects; and

RESOLVED, that the AFT will call for programs that provide grants and funding, technical assistance, expert advisers and consultants; and

RESOLVED, that the AFT will work to educate its local affiliates and state federations and provide training on collective bargaining for sustainable schools.
51. WHAT IS AT STAKE IN THE 2024 ELECTIONS: A DEMOCRATIC REPUBLIC COMMITTED TO LIBERTY AND JUSTICE FOR ALL

Committee recommends concurrence.

WHEREAS, America’s governing documents—the Declaration of Independence, the Constitution, even the Pledge of Allegiance that is taught to school children—describe the United States in aspirational terms as a democratic republic committed to “liberty and justice for all”; and

WHEREAS, over the course of almost 250 years, the United States has fallen short of these aspirations: At various times in our history, Indigenous people; African Americans; Latinos; Asian Americans and Pacific Islanders; women; LGBTQIA+ Americans; members of minority religious faiths, such as Judaism and Islam; working people; and immigrants have been denied, overtly or by impact, the freedom and rights accorded other Americans; and

WHEREAS, in the continuing quest to fully realize liberty and justice, we have been part of movements that have bent the long arc of our nation’s history toward those values, increasingly sharing the fruits of democracy among all, even as there remains much work that needs to be done; and

WHEREAS, two great institutions in which the AFT participates—the labor movement and public education—have been central to the expansion of freedom, justice and democracy in the U.S.; and

WHEREAS, we are facing a reversal of this progress as the 2024 elections draw near:

• Free and fair democratic elections have come under attack in two fundamental ways: first, by assaults on the universal franchise with voter suppression and extreme gerrymandering and by assaults on nonpartisan election officials and procedures, and second, by the refusal of Donald Trump and the ultra-right MAGA faction in American politics to accept the results of an election when it doesn’t go their way. As we approach the four-year anniversary of the Jan. 6 insurrection, one of our two major political parties is dominated by those who still refuse to concede that their candidate lost the 2020 election and who refuse to promise that they will accept the results of the 2024 election.

• The basic institutions and principles of U.S. democracy—from the rule of law to ensuring that laws are enforced without fear or favor—are under attack. There are too many examples of such
lawlessness from the presumed Republican candidate for
president, Donald Trump, to ignore or dismiss. Trump, who has
been convicted of 34 felonies by a jury of his peers, has
declared that if elected, he would act as “a dictator” on “Day
One” of his term of office. At his direction, his lawyers have
argued before the U.S. Supreme Court that as president, he
should have immunity from criminal prosecution if he ordered
the overturning of democratic elections, a coup d’état, or even
an assassination of a political rival. And Trump is not alone. In
clear violation of the norms of democracy and the separation of
powers, the speaker of the House has called upon the Supreme
Court to overturn the former president’s criminal convictions.
SCOTUS justices with clear biases and conflicts of interest have
refused to recuse themselves from cases that involve the Jan. 6
insurrection and the question of presidential immunity.

- Organized labor has come under attack, with the SCOTUS
  continuing the anti-union animus that characterized Janus v.
  AFSCME and undermining the right to strike in Glacier
  Northwest, Inc. v. Universal Brotherhood of Teamsters.
- Public education has come under attack, with various MAGA-
dominated states adopting universal voucher schemes designed
to undermine public schools.
- Academic freedom and free speech in education have come
  under attack, with various MAGA-dominated states adopting
  legislation and executive orders that outlaw the teaching of
  history and concepts opposed by those in power, that enable
  the widespread banning of books in schools and libraries in their
disfavor, and that inhibit peaceful protests on campus. Congressional hearings are being used for McCarthyite-style
inquisitions of education leaders.
- Reproductive freedom has come under attack, with the
  SCOTUS overturning a half century of precedent and ending the
  federal guarantee of the right to choose whether to bear a child
  (Dobbs v. Jackson). Several states have passed draconian anti-
  abortion laws, calling into question women’s right to control their
  own bodies and compromising accessibility to birth control and
  in vitro fertilization.
- The civil rights of people of color have come under attack with
  the SCOTUS decision striking down affirmative action programs
  in colleges and universities (Students for Fair Admissions v.
  Harvard) and by MAGA state governors and legislatures taking
  actions against diversity, equity and inclusion programs.
- LGBTQIA+ people have come under attack by a Supreme Court
  that has struck down anti-discrimination statutes (Masterpiece
  Cakeshop v. Colorado Civil Rights Commission) and by MAGA
  state governors and legislatures denying gender-affirming
  healthcare and targeting LGBTQIA+ youth and students for
discriminatory treatment.
• Religious freedom has come under attack with SCOTUS decisions that have dismantled the wall of separation between church and state (Carson v. Makin, Kennedy v. Bremerton School District).

• Efforts to address the effects of climate change have come under attack, as the issue has become politicized by MAGA politicians who deny its reality.

• The very humanity of marginalized and stigmatized communities has come under attack with campaigns of hate and dehumanization. Presumed Republican presidential candidate Donald Trump has used the tropes of Nazis to assail immigrants as “poisoning the blood” of the nation and has described his political opponents as “vermin.” In the wake of Oct. 7 and the Israel-Hamas war, there has been a deluge of antisemitism and anti-Arab and anti-Muslim hate in the U.S.:

RESOLVED, that the AFT recognizes that the stakes in the 2024 elections—the presidential, congressional, and state and local elections—are as fundamental as the core political identity of the United States, and whether we remain a democratic republic committed to realizing our aspirational goal of “liberty and justice for all”; and

RESOLVED, that the AFT condemns the attacks on free and fair elections and the peaceful transfer of power to the choice of the voters, as well as the attacks on democratic government, as violative of the principles on which the U.S. was founded as a free society in which government is based on the “consent of the governed”; and

RESOLVED, that the AFT condemns the attacks on the great democratic institutions of public education and the labor movement, and recommits itself to vigorously defending and promoting these institutions. They are the primary vehicles in American society for education into democratic citizenship, and the means for providing economic opportunity and advancement to all Americans; and

RESOLVED, that the AFT condemns the attacks on fundamental rights such as the freedom of expression and thought in education, on fundamental rights such as women’s health care decisions including reproductive freedom, on the rights and freedom of marginalized and stigmatized communities, and the campaigns of dehumanization and hate that have been directed at these communities; and
RESOLVED, that given what is at stake in the 2024 elections, the AFT commits itself to an all-in campaign in the defense of a free nation, governed in a democratic republic and committed to achieving liberty and justice for all.

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by______________________ ☐ Referred to_____________

52. SUPPORT DECARBONIZATION OF OUR PUBLIC SCHOOLS, COLLEGES, UNIVERSITIES, HOSPITALS AND CITY BUILDINGS THROUGH INFLATION REDUCTION ACT FUNDS

Committee recommends concurrence.

WHEREAS, the AFT has declared that we are in the middle of a climate emergency; and
WHEREAS, unless we dramatically move away from using fossil fuels and toward renewable energy, we will succumb to the worst-case scenario of climate crisis, harming the future of our families, our students and our planet; and
WHEREAS, public school, college, university and hospital and city buildings are enormous energy consumers and contribute significantly to greenhouse gas emissions; and
WHEREAS, burning fossil fuels to heat and cool buildings is the source of 31 percent of all U.S. carbon emissions; and is the school and hospital administrator's highest cost after staffing; and
WHEREAS, burning fossil fuels causes multiple long-term health issues, including asthma, cancer and contributes to heart disease; and
WHEREAS, the federal Inflation Reduction Act will reimburse public schools, colleges, universities, hospitals and cities up to 60 percent for the cost of clean energy projects, and can now receive
"direct pay" payments once projects are completed instead of tax credits; and
WHEREAS, these savings will free up resources for the primary missions of schools, colleges, universities, hospitals and cities; and
WHEREAS, because the AFT is profoundly concerned with long-term equity, it is imperative that disadvantaged communities benefit from the transition to clean energy and not be left behind as the climate crisis intensifies; and
WHEREAS, the benefits of transitioning to limitless clean energy (whether solar, wind, geothermal) are manifold:

- Clean and healthy environments improve student learning, educational outcomes and staff retention.
- Cleaner air reduces asthma and sick days.
- Schools and universities powered by clean energy can double as climate-resilient emergency shelters as we face more extreme weather due to climate change.
- Transitioning public schools, colleges, universities, hospitals and city buildings will create jobs and job training opportunities for residents.
- Reducing carbon emissions saves enormous amounts of energy and money, ultimately projects to pay for themselves:

RESOLVED, that the AFT will encourage all locals to participate in local coalitions and efforts to advance implementation of the Inflation Reduction Act to transition their schools, colleges, universities, hospitals and city buildings to clean energy alternatives; and
RESOLVED, that the AFT and its locals will pressure the states to do more to enable every community to make the energy transition, especially by making no-interest loans available for up-front costs for decarbonization for public schools, colleges, universities, hospitals and city buildings; and
RESOLVED, that the AFT and its locals will prioritize low-income communities that are, in general, more vulnerable to the predicted ravages of climate change and more likely to experience the high asthma rates associated with burning fossil fuels; and
RESOLVED, that the AFT and its locals will urge and support efforts to ensure our young people engage in robust, meaningful, interdisciplinary climate-change and climate-justice curricula with the goal of preparing students to participate productively and responsibly in a rapidly changing world, and in emerging green, sustainable professions; and
RESOLVED, that the AFT will advance this work through articles in American Educator and statewide communications, paving the way for AFT locals to join coalitions and organize for
cities, towns, counties and states to support and facilitate the efforts to implement the IRA in our public schools, universities and hospitals.¹

Note: How it works is straightforward. Projects receive up to 30 percent of a clean energy project's cost as a base credit. After that, projects can qualify for an additional 10 percent domestic content bonus credit if they procure more than 40 percent of their materials from U.S. manufacturers. Low-income communities (in census tracts with a poverty rate of at least 20 percent) receive an additional 10 percent credit. Last, communities in census tracts near recently closed coal-fired power plants or brownfield sites qualify for another 10 percent credit. The Center for Public Enterprise (https://www.publicenterprise.org/reports/direct-pay-uncapped-ira) notes the many tax credits schools can access. Adding the IRA's tax credits accelerates the transition to clean energy and makes more projects cost-effective within a given time horizon. A local government can "stack" IRA credits with other sources of support. States should be looking to help local governments maximize their ability to take advantage of these credits by providing support. Swiftly transitioning to clean energy will save money and free up resources for schools’ primary mission while reducing fossil fuel reliance.

Additional Information:

- BlueGreen Alliance’s Domestic Content User Guide on how to meet the requirements to qualify for direct pay. (https://www.bluegreenalliance.org/resources/bluegreen-alliance-domestic-content-user-guide/)
53. OPPOSING THE OVERREACH OF THE U.S. SUPREME COURT

Committee recommends concurrence.

WHEREAS, since Brett Kavanaugh and Amy Coney Barrett were appointed to the U.S. Supreme Court during the Trump administration, the conservatives on the court have consolidated their majority; and

WHEREAS, since Justice Kavanaugh was seated in October 2018, seven long-standing Supreme Court precedents have been overturned, including Roe v. Wade; and

WHEREAS, at the close of the 2022 Supreme Court term, the conservative majority on the court issued decisions banning the use of affirmative action and ruled that the constitutional right of free speech applied to certain businesses refusing services for same-sex couples; and

WHEREAS, these decisions are evidence that these conservative justices are using their power to push a conservative political agenda not supported by the majority of Americans:

RESOLVED, that the AFT affirms our conviction that the essential purpose of the Supreme Court in our system of constitutional government is to guarantee the rights and freedoms of the American people and to check abuses of government power; and

RESOLVED, that the AFT strongly condemns these decisions of the current majority of the Supreme Court that depart from its constitutional role as the guardian of rights by undermining and eliminating guarantees of the fundamental rights and freedoms of the American people; and

RESOLVED, that the AFT will continue its efforts to reverse these decisions of the court and their impact abridging Americans’ basic freedoms.

Submitted by: New York State United Teachers

☐ Adopted     ☐ Adopted as Amended     ☐ Defeated     ☐ Tabled
☐ Precluded by_______________________     ☐ Referred to___________________
54. IN SUPPORT OF STATEHOOD FOR WASHINGTON, D.C.

Committee recommends concurrence.

WHEREAS, the AFT stands for equality and human rights for all, embracing inclusiveness of all groups from the time of its founding more than 100 years ago; and

WHEREAS, AFT members are committed to ensuring the right to vote for all U.S. citizens in the U.S. Congress; and

WHEREAS, the AFT recognizes that Washington, D.C., a location that has over 600,000 residents, has not had a vote in the U.S. House of Representatives or the Senate for over 200 years; and

WHEREAS, in 1995 and against the wishes of our duly elected U.S. Delegate Eleanor Holmes Norton and the local government at the time, the U.S. Congress passed the District of Columbia School Reform Act of 1995 that established a DC Public Charter School system that has refused to comply with District laws and considers itself completely autonomous; and

WHEREAS, DC Public Charter Schools have refused to acquiesce to transparency laws and have taken a position of unrestricted growth, creating an untenable and unaffordable amount of charter schools that have posed a direct threat to the District of Columbia Public Schools and unionized educators; and

WHEREAS, Congress has stepped up attacks on D.C.'s autonomy, which could include further encroachment on our public schools, including what history we can teach and the banning of books:

RESOLVED, that the AFT will continue to defend democracy and the right to vote for all U.S. citizens by supporting the movement for D.C. statehood; and

RESOLVED, that the AFT will advocate and stand against any and all encroachments on D.C.'s autonomy; and

RESOLVED, that the AFT will develop model resolutions for local affiliates and state federations to adopt in support of D.C. statehood to be presented to their local U.S. congressmen and congresswomen; and

RESOLVED, that the AFT will engage local affiliates and state federations in critical community conversations that inform educators and the community about the importance of D.C. statehood and why they should support it by advocating to their local members of Congress; and
RESOLVED, that the AFT will support resources and advocacy organizations, including but not limited to, DC Statehood Coalition members;¹ and

RESOLVED, that the AFT will create, encourage, support and conduct D.C. statehood trainings and workshops during the AFT convention and other AFT conferences and convenings; and

RESOLVED, that a D.C. Statehood Task Force, led by members of the Washington Teachers’ Union, AFT Local 6, will help guide and support the work of the above actions.

Submitted by: Washington Teachers’ Union, Local 6

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¹ http://www.dcstatehoodcoalition.org/supporters/
55. IN SUPPORT OF SENSIBLE FEDERAL GOVERNMENT PRIORITIES

Committee recommends referral to Executive Council.

WHEREAS, the biggest threats to the people of the United States are not military but are:

1. the failure to provide living-wage jobs; affordable healthcare, education and housing and necessary social services as human rights;
2. the climate crisis, which is causing massive floods, severe droughts, heat domes, increasingly destructive storms, and health-threatening air quality, with disproportionate impact on frontline communities and people of color;
3. the threat of nuclear war; and
4. Systemic racism and gender discrimination; and

WHEREAS, the U.S. Pentagon budget increased by an average of 5.7 percent per year from 2001 to 2022; and
WHEREAS, the federal minimum wage of $7.25 per hour would be $24.84 if it had increased at the same rate as the Pentagon budget, but it has increased by an average of only 1 percent per year since 2001; and
WHEREAS, the Pentagon consumes more than half of the federal discretionary budget, and currently costs taxpayers $877 billion per year; and
WHEREAS, the U.S. military expenses are higher than those of the next nine nations combined, and six of those are U.S. allies; and
WHEREAS, the Pentagon has failed all five attempted audits and is unable to account for 61 percent of its $3.5 trillion in assets; and
WHEREAS, military corporations routinely gouge the public, overcharge the government and inflate their profits at taxpayer expense; and
WHEREAS, the 750 or more overseas U.S. bases do not make us more secure, but rather become flashpoints for conflict and possible war; and
WHEREAS, the Pentagon is the planet’s largest institutional fossil fuel user and emitter of greenhouse gases; and
WHEREAS, we could make substantial reductions to military spending without compromising national security; and
WHEREAS, the funds saved should be redirected to combating the climate crisis, meeting urgent social priorities and addressing other needs of working people, the poor and the disadvantaged; and
WHEREAS, the 2017 national AFL-CIO Convention resolved that “The AFL-CIO calls upon the president and Congress to bring the war dollars home and make our priority as a nation rebuilding the nation’s crumbling infrastructure, creating millions of living wage jobs and
addressing human needs such as education, health care, housing, retirement security, and jobs”; and

WHEREAS, Veterans for Peace urges the labor movement to join in its work of reducing bloated Pentagon spending:

RESOLVED, that the AFT will support legislation that significantly reduces the excessive Pentagon budget without cutting pay or benefits of those serving in the U.S. military; one such bill is H.R. 1134, the People Over Pentagon Act, introduced by Rep. Barbara Lee (D-Calif.) and Rep. Mark Pocan (D-Wis.), which would reduce the Pentagon budget by $100 billion; and

RESOLVED, that a copy of this resolution will be delivered to the representatives and senators within the jurisdiction covered by the AFT with a request that they co-sponsor H.R. 1134 and companion legislation in the Senate; and

RESOLVED, that the AFT will inform our members of this resolution so that they may understand the importance of having our tax dollars reflect our true priorities and communicate to their congressional representative and senators their support for H.R. 1134; and

RESOLVED, that the AFT will urge the labor bodies with which it is affiliated to pass similar resolutions in support of sensible priorities; and

RESOLVED, that the AFT will inform the People Over Pentagon campaign so that its support for cutting the military budget, as proposed in H.R. 1134, can be publicly listed as an organizational endorser.
66. RESPONDING TO HEALTHCARE WORKERS
MORAL INJURY, MENTAL HEALTH AND WELL-BEING NEEDS

Committee recommends concurrence as amended below:

WHEREAS, corporatization of the healthcare industry prioritizes profits over patient care, causing crushing patient loads and an inability to provide quality patient care for healthcare workers—nurses and advanced practice nurses, physicians and physician assistants, therapists, technicians and other personnel. Lean staffing and a transactional culture in healthcare are driving a crisis in healthcare workers’ mental health, causing burnout and moral injury; and

WHEREAS, the surgeon general has issued a call to action, noting that these problems are long-standing, not just a symptom of the pandemic. Post-traumatic stress disorder, anxiety disorder, major depressive disorder, and acute stress disorder are the most common mental health conditions among healthcare workers. Research from before the pandemic shows that nurses, healthcare technicians and other healthcare workers are at significantly higher risk of death by suicide compared with other workers. Female nurses are two times more likely to die by suicide compared with other women, and female physicians are also at higher risk; and

WHEREAS, burnout, poor mental health days, harassment at work, and intent to quit rose from 2018 to 2022 among healthcare workers and was worse than for other essential workers and all other workers. Burnout impacted 46 percent of healthcare workers and 56 percent of registered nurses in 2022; and

WHEREAS, beyond burnout, many healthcare workers report symptoms of moral distress and moral injury. They feel profoundly betrayed by a healthcare system that violates their moral code and the standards of care they were educated to provide to patients. The healthcare system exploits healthcare workers’ dedication to their patients; and

WHEREAS, the toll of moral injury was tragically demonstrated by Tristin Kate Smith, a young registered nurse who wrote “A Letter to My Abuser” a few months before her death by suicide. Smith aptly compared the healthcare system to a domestic abuser, naming the exploitation and manipulation she experienced:

RESOLVED, that the AFT will continue to address the root causes of this crisis—healthcare corporatization and
consolidation, the influence of private equity, and the downstream impacts on staffing and healthcare provision through organizing and the Code Red Campaign. We will continue to work with our healthcare affiliates to address staffing, mandatory overtime, workplace violence and other problematic working conditions through bargaining, legislation, and policymaking on the local, state and federal levels; and

RESOLVED, that the AFT will support our members, locals and affiliates through training and resources intended to increase awareness, build locals’ capacity and assist in bargaining; and

RESOLVED, that the AFT will continue efforts to inject workers’ voices and an accurate understanding of possible solutions that are needed to solve the problems into meaningful policymaking. The AFT will continue to engage with government and stakeholder organizations to address moral injury, mental health, and well-being; and

RESOLVED, that the AFT will develop a task force with interdisciplinary perspectives to create a report on healthcare worker moral injury, mental health and well-being needs, including but not limited to contributions and causes, possible ways to address them, and work with the AFT to develop recommendations for bargaining and legislation.

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experience physical or verbal aggression at least once every 40 hours worked. Behind these statistics are many healthcare workers who have suffered career-ending injuries and post-traumatic stress disorder. Dozens of healthcare workers are murdered at work each year, including the murder of AFT and Washington State Nurses Association member Douglas Brant, R.N., in 2022; and

WHEREAS, nurses, physicians, advanced practice nurses, physician assistants, respiratory therapists, technicians, environmental service staff and other healthcare workers bore the brunt of their employers’ lack of preparation for the COVID-19 pandemic. They were denied appropriate respiratory protection and forced to return to work while sick. Many now face debilitating health problems due to long COVID; and

WHEREAS, many healthcare workers fear assault from a patient or visitor every time they go to work. Their lawful right to a workplace free from hazards likely to cause death or serious harm has been violated again and again. They have been told that workplace violence is part of the job and discouraged from pressing charges against patients who assault them. Their dedication, professionalism and hard work have been exploited. They have been treated as though they are expendable by the healthcare system; and

WHEREAS, although the Occupational Safety and Health Administration has encouraged employers to develop comprehensive workplace violence prevention programs since 1996, many employers have failed to address safety concerns and skimp on employee training:

RESOLVED, that the AFT will advance changes in the culture of the healthcare industry, supporting members and leaders who demand:

- Safer, healthier workplaces for the safety and well-being of healthcare workers and their patients;
- Management accountability for ensuring that workplace violence is not treated as a part of the job and that healthcare workers are not treated as expendable; and
- A genuine voice for healthcare workers in the policies that impact them; and

RESOLVED, that the AFT will work for meaningful and enforceable workplace violence protections in laws, standards and collective bargaining agreements for healthcare workers through the Code Red campaign at the local, state and federal levels; and

RESOLVED, that the AFT will continue to lead federal efforts to pass the Workplace Violence Prevention for Health Care and Social Service Workers Act, which would compel the Occupational Safety and Health Administration to issue a federal
workplace violence prevention standard within one year, as well as working directly with OSHA to bring members’ voices to rulemaking; and

RESOLVED, that the AFT will mobilize the Code Red campaign to provide support to affiliates’ state legislative efforts through research, legislative language, analysis and opportunities for affiliates to support one another; and

RESOLVED, that the AFT will assist locals to bargain for stronger contract requirements and effective labor-management safety committees, providing resources for collective bargaining and capacity-building training.

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68. DEFENDING THE RIGHTS OF INTERNATIONALLY EDUCATED HEALTH PROFESSIONALS

Committee recommends concurrence.

WHEREAS, the AFT represents nurses and other healthcare professionals from a wide variety of countries working in the U.S.; and

WHEREAS, the U.S. healthcare system has frequently turned to recruitment of health professionals from other countries to fill vacant positions; and

WHEREAS, during the current staffing crisis, many hospitals and other employers have resumed and increased such efforts; and

WHEREAS, internationally educated health professionals work alongside their U.S.-educated colleagues in delivering patient care services; and

WHEREAS, in some instances, these health professionals are employed by recruitment agencies for multiyear contracts, rather than being hired directly by the hospitals in which they are working, which leaves them outside of union bargaining units and thus without the benefits, pay and protections of collective bargaining agreements; and

WHEREAS, some employers have not equitably accounted for internationally educated health professionals’ prior experience in determining step placement; and

WHEREAS, internationally educated health professionals have at times faced abusive and exploitative conditions, including high damages for terminating contracts, payment of substandard wages, and intimidation for speaking out against such practices, and some
have successfully challenged such practices in federal court\(^1\) and through state attorney general offices;\(^2\) and

WHEREAS, many employers fail to provide needed orientation to assist in adapting to their new environments and healthcare practices; and

WHEREAS, the Alliance for Ethical International Recruitment Practices has issued a *Health Care Code for Ethical International Recruitment and Employment Practices*\(^3\) based on principles that include:

- Recruiter and employer accountability;
- Freedom from discrimination and retaliation;
- The right to receive a contract with fair terms and to give informed consent;
- The right to move freely without economic coercion;
- The right to access justice;
- The right to freedom of association and collective bargaining;
- The right to receive support for clinical and cultural integration; and
- Respect for sending [source] countries:

    RESOLVED, that the AFT supports ethical and equitable recruitment of internationally educated health professionals; and

    RESOLVED, that the AFT welcomes internationally educated health professionals as colleagues in providing the best care possible for patients; and

    RESOLVED, that while recognizing the rights of all health professionals to migrate, the AFT also finds that foreign recruitment is not a substitute for addressing the poor working conditions that have exacerbated the staffing crisis; and

    RESOLVED, that the AFT supports efforts to ensure that recruitment efforts take into account the healthcare workforce needs of source countries; and

    RESOLVED, that the AFT opposes all abusive and exploitive practices, including the use of long-term contracts with high damages for termination, payment of substandard wages, inadequate living conditions, and threats of deportation or other penalties related to advocating for better conditions; and


RESOLVED, that the AFT supports including internationally recruited health professionals as members of the bargaining unit where one exists; and
RESOLVED, that the AFT supports equitable credit for experience acquired in other countries; and
RESOLVED, that the AFT will actively seek opportunities to collaborate with organizations representing health professionals of various nationalities in order to advocate for the rights of all health professionals, regardless of country of origin or education.

69. URGING ANCC TO REVISE MAGNET CERTIFICATION TO INCLUDE SAFE STAFFING STANDARDS

WHEREAS, the American Nurses Credentialing Center's (ANCC) Magnet Recognition Program is highly regarded within the nursing community and is seen as a standard of excellence in nursing and patient care; and
WHEREAS, the history of the magnet program dates back to 1983 when the American Academy of Nursing (AAN) identified “magnet” hospitals that attracted and retained well-qualified nurses, leading to the establishment of the Magnet Recognition Program by the ANCC in 1990; and
WHEREAS, the Magnet Recognition Program was originally created to encourage the recruitment and retention of well-qualified nurses who promote quality patient care, but has since deviated from this purpose, and is now contributing to increased workload and burnout among nurses due to the lack of safe nurse staffing standards; and
WHEREAS, without mandated safe staffing standards, the nursing quality standards required for Magnet Certification can lead to increased workload and burnout among nurses due to inadequate resources to achieve these standards; and
WHEREAS, peer-reviewed studies have consistently shown that safe staffing levels are crucial for maintaining patient safety and
improving nurse retention and job satisfaction (e.g., Aiken et al., 2010; Needleman et al., 2011);¹ and

WHEREAS, many frontline nurses and nurse union leaders feel that the current Magnet Certification process does not adequately address the realities of nursing workloads and often overlooks the input of frontline nurses during site visits; and

WHEREAS, there is a growing sentiment among nurses that the Magnet designation is losing its credibility due to its disconnection from the real-life conditions of nursing practice; and

WHEREAS, the American Nurses Association (ANA), as the overarching enterprise, has the responsibility to ensure that its affiliated organizations, including the ANCC, are aligned with the realities and needs of frontline nurses; and

WHEREAS, there is growing evidence that without mandated safe staffing standards, the nursing quality standards required for Magnet Certification can lead to increased workload and burnout among nurses due to inadequate resources to achieve these standards; and

WHEREAS, the AFT is the second-largest nurses union and the fastest-growing healthcare union in the nation. The AFT has been sounding the alarm on understaffing and the associated patient care crisis. As a result of this work, there have been collective bargaining and legislative wins across the country to advance safe nurse staffing standards. The AFT promotes safe nurse staffing standards in policy at all levels:

RESOLVED, that the AFT will strongly urge the ANCC to revise the Magnet Certification criteria to include enforceable safe staffing standards that ensure adequate nurse-to-patient ratios and consider the complexity of patient care needs; and

RESOLVED, that the AFT will call upon the ANA to exercise its influence as the enterprise to ensure that the ANCC’s certification standards reflect the critical importance of safe staffing in promoting nursing excellence; and

RESOLVED, that the AFT will call for a transparent and inclusive process for revising these standards, which actively involves frontline nurses, union representatives, and other stakeholders in meaningful dialogue and decision-making; and

RESOLVED, that the AFT will commit to advocating for these changes at the national level, supporting state healthcare affiliates and other nursing and healthcare unions/organizations

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to ensure that the voices of frontline nurses are heard and respected in the Magnet Certification process.

☐ Adopted   ☐ Adopted as Amended   ☐ Defeated   ☐ Tabled
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WHEREAS, there are more than 3 million paraprofessionals and school-related personnel who work every day to support more than 49 million students in K-12 and 18 million students in higher education; and
WHEREAS, the AFT represents more than 370,000 paraprofessionals, classroom assistants, school bus drivers, custodians, maintenance employees, food service workers, library and health assistants, clerical employees, registrars, secretarial staff, and other school and college support staff in schools and colleges nationwide; and
WHEREAS, since the onset of the COVID-19 pandemic, there are hundreds of thousands fewer school and college staff than before the pandemic, leaving schools and colleges without the necessary staff in almost every job classification, including school bus drivers and special education paraprofessionals; and
WHEREAS, the remaining PSRP staff in K-12 and higher education face increased workloads; and
WHEREAS, many PSRPs are undercompensated for their work, and do not receive a living wage, much less a competitive, family-sustaining wage; and
WHEREAS, many PSRPs lack job security because they are, as a matter of practice, laid off at the end of each school year and rehired annually; and
WHEREAS, many struggle to receive full-time hours because their services, including those of bus drivers and food service workers, are time delimited with many of their contracts extending only through the 10-month school year; and
WHEREAS, many PSRPs lack access to high-quality, affordable healthcare because they are hired for insufficient hours to receive health benefits, or otherwise are charged exorbitant premiums for health insurance; and
WHEREAS, PSRPs are often the most diverse set of school employees, are more likely to have grown up in the communities they serve, and are the most trusted community members for students and parents, yet their voices are not always valued in forming school policies; and
WHEREAS, PSRPs often serve students facing systemic barriers to success, but are often excluded from professional growth and development opportunities; and
WHEREAS, like many other school and college employees, PSRPs too often are subject to workplace violence and other safety hazards, including contaminants and extreme temperatures; and
WHEREAS, PSRPs deserve real solutions that would empower them to work in a stable, safe environment; to have multiyear job security; to receive livable and competitive wages; and to have sufficient hours, affordable healthcare, a voice on the job, and meaningful input in school policy; and
WHEREAS, in light of all this, and as a result of our advocacy, Sens. Markey, Sanders and Warren submitted Senate Resolution 450 of the 118th Congress on Nov. 6, 2023, “expressing the sense of the Senate that paraprofessionals and education support staff should have fair compensation, benefits, and working conditions”; and an identical House Resolution 990 of the 118th Congress was submitted on Jan. 31, 2024, by Reps. Hayes, Kuster, Norton, Bowman, Grijalva, Schiff, Watson, Coleman and Craig:

RESOLVED, that the AFT will support the passage of the PSRP Bill of Rights, which aligns with Senate Resolution 450 and House Resolution 990 of the 118th Congress; and
RESOLVED, that the AFT will advocate, agitate and activate for paraprofessionals and school-related personnel across the country to receive a living wage, access to high-quality affordable healthcare, 16 weeks of paid family and medical leave, access to training and professional development, job security, the freedom to join a union, adequate resources and staffing to do their jobs safely and effectively, and a say in the policies and practices that affect their working conditions; and
RESOLVED, that the AFT will assist state and local union affiliates as they negotiate collective bargaining agreements, develop school board policies, and lobby for state and federal laws ensuring school and college support staff secure the provisions laid out in the resolution.

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by____________________    ☐ Referred to_____________
71. CHAMPIONING HEALTHY SCHOOL MEALS FOR ALL: A REAL SOLUTION FOR HUNGRY STUDENTS

Committee recommends concurrence.

WHEREAS, 1 in 6 households in the United States with children is impacted by food insecurity;¹ and
WHEREAS, the AFT has long championed free healthy school meals for all as an important way to decrease food insecurity, reduce stigma and foster well-being for students; and
WHEREAS, numerous studies have shown that students who participate in universal school feeding programs achieve stronger health outcomes and greater academic success than students who lack food security;² and
WHEREAS, AFT members across the country report significant food waste at locations that do not permit the distribution of surplus food to hungry students and community members through sharing tables or food donation to nonprofit partners as is recommended by the United States Department of Agriculture (USDA); and
WHEREAS, utilizing surplus food to feed hungry students and the community at large through community partner food donations and site-based sharing tables is a win-win by both reducing food waste and feeding those in need; and
WHEREAS, food unnecessarily discarded rather than redistributed to those in need in appropriate, safe and legal ways is an affront to both the school staff charged with feeding the community and the people within the community who would most benefit from a healthy meal; and
WHEREAS, more states are adopting legislation that guarantees a healthy school meal for every student, every day, no questions asked; and
WHEREAS, during the height of the COVID-19 pandemic, the USDA temporarily removed the economic barriers districts had faced when providing meals to students; and
WHEREAS, thanks to the USDA’s rule changes during the pandemic, schools were able to offer free healthy meals to all students, every day, no questions asked, allowing students to thrive even during this difficult time in our country; and
WHEREAS, upon the waiver’s expiry in the 2022-23 school year, districts reported paperwork delays, a massive increase in student

lunch debt, and an overwhelming surge in demand at local food pantries; and

WHEREAS, the USDA will reimburse a school for a student’s meal when they are individually certified based on household income, or alternatively the school may certify en masse based on the Community Eligibility Provision provided that a high enough percentage of enrolled students demonstrate a need; and

WHEREAS, the AFT advocated for and applauds the Biden administration’s lowered threshold for the Community Eligibility Provision (CEP) from 40 percent identified community need to 25 percent, which allows significantly more students to receive free breakfast and lunch; and

WHEREAS, community eligibility ensures that more of our nation’s students receive free school meals, regardless of family income; and

WHEREAS, using the new CEP formula is an improvement, it remains complicated, underfunded and does not provide a specific mechanism that adequately accounts for food cost growth or inflation over time:

RESOLVED, that the AFT will encourage and support locals that partner with their school district to find innovative ways such as sharing tables, community partnerships or other innovations that will decrease food waste within the framework laid out by the USDA; and

RESOLVED, that the AFT will continue to lobby congressional representatives to expand healthy free school meals for all by simplifying the process, improving the reimbursement rate, and building in mechanisms for inflation protection so that more schools and districts can offer free meals to all students in need; and

RESOLVED, that the AFT will collect stories about the positive impact of free school meals and the challenges faced in school communities without them, and use those stories to increase community awareness and raise the visibility of those affected; and

RESOLVED, that the AFT will support and collaborate with locals and partner organizations to expand school meals for all at the local, state and national levels.
72. ENSURING OPTIMAL ROOM TEMPERATURES FOR ALL STUDENTS AND EDUCATORS IN PUBLIC SCHOOLS

Committee recommends concurrence as amended below:

WHEREAS, nationally, the schools and students we serve faced an unprecedented heat wave to begin the 2023-2024 school year; and
WHEREAS, extended heat waves and rising temperatures are expected to increase; and
WHEREAS, it is understood that the best teaching and learning must take place in suitable, welcoming and comfortable environments; and
WHEREAS, neither students nor AFT members should be expected to work, educate or learn in buildings that are over 76 degrees Fahrenheit (conditions that can be particularly dangerous for pregnant and more senior members as well as for students and educators with certain medical conditions); and
WHEREAS, some schools across the country with significantly older buildings are entirely exposed without any shade, which, in addition to increased air conditioning, requires the installation of window shades and other measures to ensure acceptable temperatures and environments; and
WHEREAS, some AFT locals have passed resolutions and fought for established safe maximum temperature mandates for all classrooms and offices; and
WHEREAS, some have lobbied and advocated for legislation that provides funding and the commitment to ensure working spaces of United Federation of Teachers members are continually regulated between 68 and 76 degrees F; and
WHEREAS, some have worked with their states to ensure minimum and maximum temperatures in school buildings and indoor workspaces;

RESOLVED, that the AFT will assist locals in surveying school communities during the first month of school in September 2024 and will work with these locals in using the data to draw focus to the learning conditions of our students and working conditions of our members, highlighting a need for air conditioners in classrooms across the country; and
RESOLVED, that the AFT will share legislative and/or contractual language used by locals that have been successful in lobbying their state policymakers to work toward guaranteeing adequate working temperatures in all rooms; and
RESOLVED, that the AFT will advocate for federal funds to increase and improve efforts in repairing, upgrading and
retrofitting HVAC systems and individual air conditioning units;

RESOLVED, that the AFT will assist locals in working to identify means by which individual communities can purchase, install and/or repair air conditioning units from their central funding dedicated for the sole purpose of installing and repairing air conditioning; and

RESOLVED, that the AFT will work with coalition partners on new legislation to monitor, standardize and ensure safe and acceptable air quality, including acceptable temperatures in all AFT members’ working spaces.

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by____________________  ☐ Referred to________

74. SUPPORTING A HEALTHIER SCHOOL TRANSPORTATION SYSTEM

Committee recommends concurrence.

WHEREAS, over 21.3 million students ride more than 484,000 yellow school buses each day and travel over 3.1 billion miles each year to and from school;¹ and

WHEREAS, burning one gallon of diesel fuel produces approximately 22.4 pounds of carbon dioxide;² and

WHEREAS, a single diesel bus driven 15,000 miles a year for 15 years will produce 886,000 pounds of greenhouse gases;³ and

WHEREAS, tailpipe emissions from diesel buses include not only carbon dioxide but also other dangerous compounds including carbon monoxide, sulfur oxides, nitrogen oxides, hydrocarbons and polycyclic aromatic hydrocarbons;⁴ and

WHEREAS, with their small size and high surface area, particles generated by diesel vehicles can penetrate deep into the respiratory tract and deposit adsorbed chemical compounds in the lungs of students and staff; and

WHEREAS, diesel school buses are a significant source of children’s daily particulate exposures with onboard particulate levels as much as 2-10 times larger than ambient concentrations;\(^5\) and

WHEREAS, electric school buses produce zero tailpipe emissions; and

WHEREAS, students and our members would see material health benefits from an all-electric bus fleet; and

WHEREAS, even though the upfront cost of ownership is cited as a barrier to electrifying school bus fleets by public school districts, the lifetime ownership cost of an electric school bus is lower than the lifetime ownership cost of comparable diesel buses;\(^6\) and

WHEREAS, the privatization of school transportation systems negatively impacts not only AFT members who operate buses but also members who service and maintain them; and

WHEREAS, drivers who are employed by third-party operators are typically not permitted to communicate directly with principals or other school leaders regarding behavioral issues on the bus, safety and equipment issues, or maintenance concerns, and are generally not provided a school email address with which to receive general announcements from the district; and

WHEREAS, student and community interests are served best when transportation and maintenance systems remain accountable to the public, focused on people over profits and managed by the district directly; and

WHEREAS, the Biden administration has prioritized American manufacturing and union labor in the administration’s effort to convert diesel buses to cleaner alternatives; and

WHEREAS, the Environmental Protection Agency’s Clean School Bus Program has provided $5 billion in grants over five years to assist school districts in the transition from fossil fuel buses to clean alternatives:

RESOLVED, that the AFT will support the transition from fossil fuel bus fleets to electric or alternative cleaner fuels; and

RESOLVED, that the AFT will fight to oppose any subcontracting, third-party, privatization or for-profit schemes that harm students or AFT members, or that weaken the public’s control of the school transportation system, as districts transition their fleets from fossil fuels to cleaner alternatives; and

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RESOLVED, that the AFT will provide locals and state federations with guidance and assistance as they navigate school bus electrification in their districts.

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73. CONTINUUM OF SPECIAL EDUCATION SERVICES THROUGH IDENTIFICATION OF ACADEMICALLY APPROPRIATE PLACEMENT AND SUPPORT

Committee recommends referral to Executive Council.

WHEREAS, the AFT believes all students deserve a free, public education where they are placed in an academically appropriate setting and provided with a high-quality continuum of services so they can thrive; and

WHEREAS, about one in five California school districts has especially poor outcomes for their students with disabilities. And people with disabilities are overrepresented at all stages of the criminal justice system—from jail and prison to probation and parole; and

WHEREAS, special education is not a place where students with disabilities are educated separately from their general education peers but, rather, a service or services provided in a variety of ways and settings, based on a student’s individual needs; and

WHEREAS, the least restrictive environment (LRE) fluctuates for each student in light of changing educational needs, and the continuum of the LRE expresses how much access a student has to general education courses and peers while still making meaningful progress in their individualized education program (IEP) goals; and

WHEREAS, a majority of students with disabilities are served in mainstream classrooms where co-teaching has become a common approach for inclusion; however, TK-12 educators who co-teach have a lack of support from administrators and little time to plan; and

WHEREAS, improving the educational experiences and outcomes of students with disabilities in California and elsewhere hinges on the capacity of both general education and special education teachers to meet students’ learning needs, but research shows that teachers in both categories are underprepared; and

WHEREAS, inclusion practices and settings are sometimes used as a catchall for students who need special education services; such practices seem to be motivated by the ability to cut costs because districts save money when they no longer run separate programs for students with disabilities; and
WHEREAS, while the need for special education services often surpasses the allocated funding, lack of funding is never an appropriate motivation for student placement, and each public agency must ensure that a continuum of alternative placements is available to meet the needs of children with disabilities for special education and related services; and

WHEREAS, school districts should never decide placement; rather, it is the responsibility of the IEP team (parents, teachers, counselors and other specialists) to determine what needs a student has, what services will be put in place to meet those needs, and where those services will be provided; and

WHEREAS, currently, districts are not held accountable in any meaningful way for the ongoing implementation and maintenance of the efficacy of programs for students with disabilities:

RESOLVED, that the AFT will advocate at the national level for meaningful systems of support and accountability for districts in their implementation and maintenance of the continuum of services to ensure programmatic efficacy and appropriateness of student placements; those systems should include:

1. Systematic and consistent use of feedback from non-administrative certificated and classified educators, who are involved in providing and supporting special education services, to inform best practices and foster the improvement of programs and services;

2. Providing sufficient training and support to any certificated and classified educator prior to implementation of a new program, practice and/or process that educators are expected to participate in; and

3. Providing at least yearly training and ongoing administrative support for certificated and classified educators who provide and support special education services; and

RESOLVED, that the AFT will create a Special Education Services Taskforce to address needs in special education services at the national level.

75. PREVENTING MASS VIOLENCE BY INCREASING STUDENT SERVICES IN SCHOOLS

Committee recommends referral to Executive Council.

WHEREAS, the evil of mass violence in America is frequently committed by young adults with untreated mental disorders; and
WHEREAS, perpetrators of mass violence often show symptoms of mental and emotional disorders when they are of school age; and

WHEREAS, one way to prevent some incidents of mass violence is to ensure that students showing signs of mental disorders or a fascination with violence can be helped by licensed professionals in schools; and

WHEREAS, school-based interventions could provide counseling and therapy to troubled youths to redirect them before an obsession with violence becomes entrenched; and

WHEREAS, schools can only provide effective services for students at risk for mental disorders or violent outbursts if there are qualified counselors, psychologists and social workers on site; and

WHEREAS, some schools lack the funding to increase staffing in the areas of counseling, psychology and social work; and

WHEREAS, some schools have the financial resources to increase staffing in the areas of counseling, psychology and social work, but lack the sense of urgency to prioritize the well-being and safety of the students, staff and communities they serve; and

WHEREAS, as a public safety imperative for every school district in the state of Illinois, the state government is best positioned to provide the funding necessary to provide support services in all public schools:

RESOLVED, that the AFT should urge the proposal and passage of legislation that would provide funding for every public school to recruit and retain counselors, psychologists, social workers and other licensed professionals to assist students with mental health concerns; and

RESOLVED, that the AFT should urge the proposal and passage of legislation that would amend the school code to reduce student-to-staff ratios for counselors, psychologists, and social workers and to amend the school code to make those ratios mandatory, rather than simply recommended; and

RESOLVED, that the AFT should urge the proposal and passage of legislation that would offer incentives for the attainment of licensure in counseling, psychology and social work at public institutions of higher learning with a minimum of cost to the prospective clinicians, contingent upon employment in public schools; and

RESOLVED, that the AFT will assist our locals in advocating for increased staffing and wraparound services for students through collective bargaining and involvement in school board elections.
76. PAID FAMILY LEAVE

Committee recommends concurrence.

WHEREAS, according to the Organization for Economic Cooperation and Development, among 41 higher-income countries, the United States is the only one that does not mandate any paid leave for new parents. A country that believes in family should do all it can to support families, and one of the most important, equitable ways is through paid family leave; and

WHEREAS, paid family leave can and should cover a range of situations families encounter and it encompasses multiple types of leave including:

- Medical leave to provide protected paid time to cover a worker’s own serious health condition;
- Equitable parental leave, which includes paid coverage for birth and recovery, paid coverage inclusive of birthing and non-birthing parents, bonding with a new child, adoption or foster child leave, pregnancy loss, and may be previously referred to as maternity leave, paternity leave or bonding leave;
- Caregiving leave for workers who are taking care of a loved one with a serious health condition;
- Deployment-related leave when workers or their loved ones are called to active-duty military service;
- Leave when a worker or their loved one is a victim of sexual or domestic violence; and

WHEREAS, the lack of national paid family leave protections can take a joyous event such as the birth or adoption of a child and make it an economic hardship and can also make a serious illness more stressful because of financial harm; and

WHEREAS, the U.S. maternal mortality rate is far worse than other high-income countries, and this injustice disproportionately affects Black Americans; and

WHEREAS, without paid family leave, most Americans are financially unable to take time off from work for caregiving. One in four U.S. mothers returns to work within just two weeks of giving birth, and the average non-birthing parent takes one week off after the birth of a child; and an estimated one in five retirees has left or been forced to leave work earlier than planned to care for a family member; and

WHEREAS, paid family leave increases positive health outcomes for children and families, including lowering maternal mortality and increasing rates of breastfeeding, vaccination and participation in early
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39 doctors' appointments. Research also shows paid family leave helps
40 recovery times for those suffering from serious illness; and
41 WHEREAS, the AFT has long endorsed the FAMILY Act 2024,
42 which, if passed, would establish a national paid family leave system
43 inclusive of nearly all workers; and
44 WHEREAS, as of the enactment of this resolution, just 14 states
45 and the District of Columbia have enacted state paid family leave
46 programs, some of which include employees working in public schools,
47 colleges, universities, state and local governments; and
48 WHEREAS, paid family leave enjoys overwhelming bipartisan
49 public support. However, only 27 percent of workers in the United
50 States have access to paid family leave through their employers; this
51 is particularly significant given the fact that 47 percent of American
52 workers are women; and
53 WHEREAS, many AFT affiliates have fought tirelessly to win paid
54 parental and family leave benefits at the bargaining table. Achieving
55 national or state paid family leave systems would help all working
56 families, both union and unorganized, and would alleviate the need for
57 unions to bargain for a benefit that should be guaranteed to all workers
58 by the federal government:
59
60 RESOLVED, that the AFT will continue advocating for federal
61 legislation that establishes a national paid family leave system,
62 including the FAMILY Act. Concurrently, the AFT will support
63 affiliates engaging in state and local efforts to enact state paid
64 family leave programs; and
65 RESOLVED, that the AFT will support affiliates as they fight for
66 paid family leave benefits at the bargaining table by providing
67 technical support and facilitating the exchange of lessons learned
68 between affiliates.
69 □ Adopted □ Adopted as Amended □ Defeated □ Tabled
70 □ Precluded by__________________________ □ Referred to_________

77. REDUCE UNITED STATES MATERNAL MORTALITY RATES

Committee recommends concurrence.

1 WHEREAS, over 76 percent of the membership of AFT are women;
2 and
3 WHEREAS, reproductive and maternal health is a primary concern
4 for many of our members and the families and communities we serve;
5 and

62
WHEREAS, according to the American College of Obstetricians and Gynecologists, maternal mortality is defined as the death of a childbearing person, while pregnant or up to one year following the pregnancy, from a cause related to, aggravated by, or irrespective of the pregnancy; and

WHEREAS, the maternal mortality rate in the United States is higher than most other high-income countries; and

WHEREAS, according to the Centers for Disease Control and Prevention’s National Center for Health Statistics, this rate currently stands at 32.9 deaths per 100,000 live births, which represents a significant increase from 20.1 in 2019 and 23.8 in 2020; and

WHEREAS, a recent National Public Radio article on the CDC study cited the U.S. rate, “which is more than ten times the estimated rates of some other high-income countries, including Australia, Austria, Japan, and Spain, which all hovered between two and three deaths per 100,000 in 2020”; and

WHEREAS, the 2021 maternal mortality rate for Black women at 69.9 deaths for 100,000 live births is more than double the average rate of other American women; and

WHEREAS, research has shown that in the United States, Black women are also twice as likely to have a preterm birth, give birth to a low birth weight infant, or experience the death of a child before age 1, when compared with white women; and

WHEREAS, the maternal mortality rate for Native American/Alaska Natives has also drastically increased since 2019, resulting in a rate that is more than twice the already high rate experienced by white women; and

WHEREAS, the maternal mortality rates for people who are low-income, over 40-years-old, and disabled are also abnormally high in comparison with the national average; and

WHEREAS, according to the American Medical Association, the Centers for Disease Control and Prevention, the Commonwealth Fund, and other national scientific and medical organizations, many instances of maternal mortality are preventable; and

WHEREAS, lack of access to comprehensive, coordinated, and respectful healthcare, the prevalence of chronic conditions, and inadequate postpartum support are among the reasons attributed to our nation’s high maternal mortality rates; and

WHEREAS, research indicates that these disparities are symptoms of broader underlying social and economic inequities that are rooted in racism and discrimination; and

WHEREAS, the trauma that results from these incidents, while rarely discussed, has long-lasting and profound impacts on our schools, offices, families, colleagues and communities; and

WHEREAS, in the latest data released by the National Center for Education Statistics, 28 percent of public school students are Latino,
RESOLVED, that the AFT will call upon healthcare organizations to offer ongoing resources, education and professional development for those providing reproductive care in an effort to decrease maternal mortality rates, especially among women who are most affected; and

RESOLVED, that the AFT will work with educational, public health, and other organizations to offer resources and direct assistance to support educators, school counselors, social workers, and psychologists as well as whole schools and communities serving people affected by maternal mortality; and

RESOLVED, that the AFT will support legislation promoting the expansion of birthing centers, particularly in communities where maternal mortality rates are highest, so that more women may receive quality reproductive care that is caring and respectful to all families of newborns; and

RESOLVED, for instructional staff to properly teach students headed into professions where unconscious beliefs about diverse groups can create harmful racial disparities, that the AFT will encourage professional learning that addresses implicit bias among staff and students, so that all people are treated fairly and equally; and

RESOLVED, that the AFT will call for increased research on the causes of these disparities and will support working with coalition partners to increase investment in efforts to decrease maternal mortality rates in the United States.

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by____________________    ☐ Referred to_____________

80. IT’S BEYOND TIME TO PUBLISH THE 28TH AMENDMENT

Committee recommends concurrence.

WHEREAS, the Equal Rights Amendment was first introduced in Congress over 100 years ago to commemorate the struggle for constitutional gender equality and enshrine the principle of gender equality under the law; and

WHEREAS, the ERA, once published, will have a profound impact on shaping policies and fostering an environment that is conducive to
fairness, equity and inclusivity in all areas of public life, including education; and
WHEREAS, the U.S. Constitution does not explicitly codify the rights of individuals regardless of sex; and
WHEREAS, on March 22, 1972, the ERA passed Congress with the needed 213 votes, and Congress set a seven-year deadline for the necessary 38 states to ratify; and
WHEREAS, although 30 states ratified within a year, it was not until 2020 that the 38th state ratified; and
WHEREAS, Congress had extended its deadline previously, and could potentially extend it again; and, under a 1984 law, the Archivist of the United States is charged with issuing a formal certification after three-quarters of the states have ratified an amendment:

RESOLVED, that the AFT will call upon the Archivist of the United States to print the amendment and see that the Equal Rights Amendment is published; and
RESOLVED, that the AFT will educate our members about the history, evolution, importance and current status of the ERA and constitutional protections against sex-based discrimination; and
RESOLVED, that the AFT will affirm our commitment to championing the rights of all individuals within the education system and beyond, and believes that the publication of the federal Equal Rights Amendment will contribute to the realization of a more just and equitable society.

Committee recommends concurrence.

WHEREAS, the Comstock Act, a 150-year-old sexist and invasive law, remains on the books despite being dormant, presenting a potential threat to reproductive freedom and access to abortion medication and contraceptives; and
WHEREAS, being able to control one’s fertility was a critical advance in both women's health and economic mobility, allowing women to make informed decisions about their bodies and futures, and contributing significantly to their social and economic empowerment; and
WHEREAS, recent oral arguments before the Supreme Court, featuring references to the Comstock Act by conservative justices, signal a concerning willingness to turn back the clock on reproductive
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rights and potentially use the act as a tool to restrict access to abortion medication and contraceptives; and

WHEREAS, the potential enforcement of the Comstock Act under a right-wing administration poses a serious threat to reproductive healthcare, including abortion medication, and could serve as a backdoor to banning abortion and limiting access to vital contraceptives:

RESOLVED, that the AFT will urge for the immediate repeal of the Comstock Act to safeguard reproductive freedom and ensure access to safe and effective abortion medication and contraceptives for all individuals; and

RESOLVED, that the AFT will demand action to prevent the enforcement of the Comstock Act and any attempts to use it as a tool to restrict reproductive healthcare options; and

RESOLVED, that the AFT will call upon lawmakers and advocacy groups to take proactive measures to protect reproductive rights, including advocating for comprehensive reproductive health legislation and opposing any efforts to undermine access to essential reproductive healthcare services.

Submitted by: United Federation of Teachers, Local 2

□ Adopted □ Adopted as Amended □ Defeated □ Tabled
□ Precluded by____________________ □ Referred to_____________

79. ADDRESSING DOMESTIC VIOLENCE AND INTIMATE PARTNER VIOLENCE

Committee recommends concurrence.

WHEREAS, according to the National Coalition Against Domestic Violence, more than 27,000 (often unreported) incidents of domestic violence and intimate partner violence occur every day across the United States; and

WHEREAS, according to the U.S. Department of Justice, over 60 percent of children in America were exposed to violence, crime or abuse in their homes, schools and communities, with 40 percent of those children being direct victims of two or more violent acts; and

WHEREAS, domestic violence and intimate partner violence result in countless occurrences of physical, emotional and psychological harm, and even death, nationwide; and

WHEREAS, 12.1 percent of high school students in the United States reported having been physically hurt (excluding sexual violence) by a significant other in just the past year, and 11.8 percent reported experiencing sexual dating violence; and
WHEREAS, 1 in 3 women and 1 in 4 men in the United States have experienced some form of physical violence by a significant other; and
WHEREAS, countless numbers of students and educators fall victim to domestic violence and intimate partner violence; and
WHEREAS, domestic violence and intimate partner violence have myriad negative effects on individual victims, family units, communities and young people; and
WHEREAS, various states have designated October as Domestic Violence Awareness Month and have increased funding and support for state-licensed service providers to assist survivors of domestic violence and their families; and
WHEREAS, states such as Georgia, Ohio, Tennessee, Texas and Virginia already offer training to educators on domestic violence indicators and interventions, and such training nationwide would ensure adherence to best educational practices for ending domestic violence and intimate partner violence:

RESOLVED, that the AFT will work with local, state and national coalition partners to educate young people, AFT members, and the American public about the dangers of domestic violence and intimate partner violence and to offer resources to combat, prevent and eliminate these violent incidents in the future; and
RESOLVED, that the AFT will disseminate to its members and other educators information and resources to fight and end domestic violence and intimate partner violence; and
RESOLVED, that the AFT will provide members, caregivers, students and others with opportunities designed to help recognize and eradicate domestic violence (including, but not limited to, learning warning signs, forms of domestic violence, patterns, and interventions to eliminate domestic abuse, teen dating violence and intimate partner violence); and
RESOLVED, that the AFT will work with educational institutions to identify and assist students who are victims of domestic violence or live in households where incidents of domestic violence and intimate partner violence occur; and
RESOLVED, that the AFT, along with dedicated personnel, will seek to offer counseling and other resources to assist victims of domestic violence and intimate partner violence and to work to eradicate domestic violence and intimate partner violence in the future.
81. IN SUPPORT OF NATIONAL PAID FAMILY LEAVE

Precluded by recommendation of concurrence with Resolution #76.

WHEREAS, the United States is one of the only wealthy nations in the world that does not have a nationally mandated paid parental leave policy for all citizens; and

WHEREAS, many school districts have family leave policies with insufficient recovery times; and

WHEREAS, findings from the American Academy of Pediatrics\(^1\) have shown that longer parental leaves show decreased odds of malnutrition and respiratory conditions in babies; and

WHEREAS, less than eight weeks of paid leave is linked to a reduction in overall health status and increased depression. Every additional week of paid leave a mother takes reduces the likelihood of reporting poor mental well-being by 2 percent. Longer paid leave significantly increases breastfeeding initiation and duration, which has innumerable benefits for nursing parents and babies, including improving the function of the digestive and immune system of the child, and reduces risk of breast and ovarian cancer, diabetes and obesity for the nursing parent. Paid leave greater than 12 weeks increases infant immunization uptake;\(^2\) and

WHEREAS, parents who take paid family leave are less likely to experience symptoms of postpartum depression and less likely to report parenting stress;\(^3\) and

WHEREAS, research shows that paid parental leave policies significantly improve the birthing parent’s physical and mental health by allowing birthing parents time to recover from childbirth and adjust to new caregiving responsibilities; and

WHEREAS, providing new parents with paid time off to care for newborn or recently adopted children contributes to healthy development, improves parental health and enhances families’ economic security; and

WHEREAS, unpaid leave is not affordable for many workers, especially those living paycheck to paycheck without adequate


\(^3\) https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families#_ftn26
savings.\(^4\) In a recent evaluation of the Family and Medical Leave Act, two-thirds of workers who did not take needed family and medical leave reported that they could not afford to take leave unpaid.\(^5\) Black, Hispanic and Native American workers are less likely to be able to afford unpaid leave from work than white workers, reflecting racial disparities in access to wealth-building opportunities and higher-paying jobs; and

WHEREAS, paid parental leave also improves household economic security for families in the year following the birth of a child. These effects are particularly strong for low-income parents, who have access to fewer resources that help parents juggle caregiving responsibilities and employment; and

WHEREAS, job-protected paid leave keeps parents connected to their employers when some otherwise would have exited the labor force to care for their newborns, and increases the likelihood that they return to work within a year of giving birth.\(^6\)

RESOLVED, that the AFT will support a national paid parental leave policy of a minimum of 12 weeks for birthing and non-birthing parents; and

RESOLVED, that the AFT will advocate for such a policy in Congress; and

RESOLVED, that the AFT and our affiliate locals will organize other unions and their affiliates to increase the amount of paid parental leave throughout the U.S.

\(\square\) Adopted \(\square\) Adopted as Amended \(\square\) Defeated \(\square\) Tabled

\(\square\) Precluded by__________________________ \(\square\) Referred to_____________

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\(^4\) https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families\(^\_\)_ftnref26
\(^6\) https://www.urban.org/sites/default/files/publication/90201/paid_family_leave_0.pdf