



Education
Healthcare
Public Services

**REAL SOLUTIONS
FOR A BETTER LIFE**

Program

AFT CONVENTION
HOUSTON 2024 JULY 22-25

#RealSolutions



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Carl Williams
Sarah Wofford

Our Mission

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

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AFT Code of Conduct

Statement of Values

The AFT executive council has adopted the AFT Code of Conduct (www.aft.org/codeofconduct), which prohibits discriminatory, harassing or otherwise unacceptable behavior in the workplace and at any AFT activity, event or meeting, even if the conduct has not risen to a violation of law. There will be zero tolerance for harassment of any form, including but not limited to the use of racial epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate to sex, race, age, disability or other protected categories. This behavior will be called out. The AFT takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the AFT activity, event or meeting.

The AFT is a democratic organization that values open and vigorous discussion of the issues facing the AFT, our members, working people and the labor

movement. The Code of Conduct is not intended to restrict free and open debate, but rather is intended to ensure a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic protected by law. We ask all meeting participants to conduct themselves consistent with the values of equity and equality.

The AFT encourages you to report any offending conduct as soon as possible; there will be no retaliation or adverse action taken against an individual who makes a complaint. Reports may be made to Gria Hernandez-Curtis, human resources director; Tear Jones, chief of staff; Daniel McNeil, general counsel; the designated manager for the meeting; or any other supervisor or manager.



Education
Healthcare
Public Services

REAL SOLUTIONS HUB

Take action! Visit the Real Solutions Hub for all the latest info from the AFT and our partners to engage and support you, your members and your community!

Take action!

**Share
your story!**

**Learn
more!**



REAL SOLUTIONS HUB HOURS:

Sunday, July 21

1-7 p.m.

Monday, July 22

8-9 a.m. and noon-6 p.m.

Tuesday, July 23

Noon-2:30 p.m.

Learn more about:

- PSRP Bill of Rights
- Real Solutions for Higher Education
- AFT Professional Learning
- AFT's Code Red campaign
- AFT Retirees
- AFT Organization and Field Services
- AFT Human Rights and Community Relations
- Reading Opens the World
- First Book
- Union Leadership Institute
- AFT Book Club
- Reading Universe
- AFT Membership Data and Analytics
- Summer Student Debt Relief
- Teachers Unify Against Gun Violence
- AFT International
- AFT Health and Safety
- AFT Votes*
- Real Solutions for Kids and Communities*
- Rapid Responders*
- AFT Member Benefits*

Booths marked * are located in **Hall B3** and have extended hours on **Tuesday**, 5 p.m.-6 p.m., and **Wednesday**, 8-9:30 a.m. and 12:30-2 p.m.

The **AFT Votes booth** will also be open **Thursday**, 8-9 a.m.



Identification

Your name badge must be worn for all convention activities.

If you lose your badge or leave it at your hotel, please return to the registration counter with photo ID to get a new one.

Wear your badge!



COVID-19 Safety

The AFT continues to follow the recommendations of the Centers for Disease Control and Prevention to provide a safe environment for members and guests at AFT meetings.

Please note these safety reminders and recommendations:



If you are feeling unwell, do not attend convention meetings or events.



Masks are optional and voluntary. Please be respectful of those who choose to wear one.



Self-administered rapid antigen tests are available upon request for any attendee who feels they need one. Stop by the convention office in Hall B3.

General Information

George R. Brown Convention Center

1001 Avenida De Las Americas
Houston, TX 77010
713-853-8000

AFT Offices in Hall B3

Convention office

713-853-8555
For non-medical emergency assistance, contact Kitty Owens.

Political office

713-853-8556

International Affairs office

207-340-8378

Registration in Hall B3

To be eligible to vote on Wednesday, July 24, delegates must be registered no later than 5 p.m. on Tuesday, July 23.

- Sunday, July 211 – 7 p.m.
- Monday, July 228:30 a.m. – 5 p.m.
- Tuesday, July 238:30 a.m. – 5 p.m.
- Wednesday, July 249 a.m. – 3 p.m.

Texas AFT Hospitality Desk

Members of Texas AFT will be on hand to welcome you to Houston. Stop by their hospitality desk in the Level 3 foyer to say hello, learn the lay of the land, and get advice on where to go and what to see.

Identification

Your name badge must be worn for all AFT convention activities. If you lose your badge or leave it at your hotel, you will have to return to the registration counter with photo ID to get a new one.

Convention visitors and guests must present valid identification at the visitor registration counter to get a badge and must be accompanied by one of the following: a convention delegate displaying a valid delegate badge, a current AFT member, an affiliate staff member or an AFT staff member.

Getting Around the George R. Brown Convention Center

AFT activities will be held in Halls A3 and B3 and in meeting rooms throughout Level 3 of the convention center.

Hall A3 General Sessions	Rooms 310-372 Committee and divisional meetings
Hall B3 Registration AFT Offices Concessions	Meal functions
Level 3 Foyer Real Solutions Hub Texas AFT hospitality desk Caucus tables Concessions	Skybridges To Hilton: Level 3 To Marriott: Level 2

ADA Questions
Accommodation questions can be addressed by AFT staff in the convention office in Hall B3. The phone number is 713-853-8555.

Scooters
A limited number of scooters for those requiring assistance are available on a first-come, first-served basis while in the GRB only. Scooters will be available July 21-25 and must be returned at the end of each day. Delegates wishing to borrow a scooter should come to the convention office in Hall B3. Identification is required.

Medical Services
In case of emergency, dial 911. For non-emergencies, stop by the convention office in Hall B3 or call 713-853-8555 and we will connect you with on-site medical services. An EMT is on duty during the following hours:

Sunday, July 21	7 a.m. – 10 p.m.
Monday, July 22	6:30 a.m. – 9 p.m.
Tuesday, July 23	6:30 a.m. – Midnight
Wednesday, July 24	6:30 a.m. – Midnight
Thursday, July 25	7 a.m. – 8 p.m.

GRB Facilities and Amenities

- Look for signs with the code to connect to AFT-provided Wi-Fi in Halls A3 and B3. Basic free public Wi-Fi is also available, but in GRB public areas and meeting rooms only.
- Water bottle filling stations are readily available.
- Gender-neutral restrooms are located in Hall A3 and near room 351.
- A lactation pod for nursing parents is located on Level 3 near the Hilton Skybridge.
- The convention center is a smoke-free facility.

Get the App!

Access the AFT convention app for schedules, convention news and more. Download **Cvent Events** from the Apple App Store or Google Play Store. Search for "**AFT Convention 2024**."



Handguns Prohibited at GRB

Handguns, both open and concealed carry, are prohibited within AFT's leased space at the GRB. This decision complies with Texas state law. Required signage will be displayed at the convention center.

Nominations and Elections Procedures

Nominations for AFT office require a petition signed by at least 50 delegates and presented to the AFT secretary-treasurer no later than 8 a.m. on Wednesday, July 24. Declination of nominations must be made prior to 8:30 a.m. on Wednesday, July 24. Candidates will then be introduced at the nominating session between 8:30 a.m. and 10 a.m.

To be eligible to vote on Wednesday, July 24, delegates must be registered no later than 5 p.m. on Tuesday, July 23.

Balloting for elections of officers will take place on Wednesday, July 24, from 4:30 p.m. until 7:30 p.m. Ranking delegates should pick up the ballots for their delegation in the registration area.

Ticketed Meal Functions

Tickets required, advance purchase only. The purchase deadline was Friday, July 5. Pick up your pre-purchased tickets in the registration area.

AFT Higher Education Breakfast

Tuesday, July 23 | 7:30 a.m. | Room 320

This year's breakfast features a conversation with **Astra Taylor**, writer and co-founder of the Debt Collective, about the meaning and practice of solidarity in an unequal world. Taylor is the co-author of *Solidarity: The Past, Present, and Future of a World-Changing Idea*. Many factors in academia promote individualism and isolation, especially as colleges and universities are increasingly brand-conscious, customer-serving and debt-leveraged. As we face attacks by extremists in our state capitals and Washington, D.C., higher education will need fresh approaches to the fundamental concept of solidarity.

AFT Public Employees Breakfast

Tuesday, July 23 | 7:30 a.m. | Room 372 BCEF

To celebrate the 20th anniversary of the first Jim McGarvey Public Employees Breakfast, this year's topic is Artificial Intelligence and the Future of American Labor, featuring **Steven Greenhouse**, labor journalist and author of *Beaten Down, Worked Up: The Past, Present, and Future of American Labor* and *The Big Squeeze: Tough Times for the American Worker*.

AFT PSRP Breakfast

Tuesday, July 23 | 7:45 a.m. | Room 310 BC

Paraprofessionals and school-related personnel are known for their grit, determination and passion for the work they do. But the fight for dignity, respect and a living wage, among other things, is a work in progress. Our panel will share modern-day stories of heroism and union power and honor the work of civil rights and union activists **Velma** and **Norman Hill**, authors of *Climbing up the Rough Side of the Mountain*.

AFT Nurses and Health Professionals Breakfast

Tuesday, July 23 | 8:00 a.m. | Room 370 BCEF

This year's breakfast features **Wendy Dean, M.D.**, a leading expert on the issues of burnout, stress and moral injury in healthcare. Dean is the author of a book on this topic called *If I Betray These Words: Moral Injury in Medicine and Why It's So Hard for Clinicians to Put Patients First*. She's also the host of two podcasts and a renowned researcher.

AFT Human Rights Luncheon

Tuesday, July 23 | 12:30 p.m. | Grand Ballroom B

This year's luncheon is a celebration of the powerful victories in activism and organizing shared by AFT members, community activists and partners on the front lines for Real Solutions. Highlights include the presentation of the Drum Major for Justice awards to AFT and community activists, and a panel discussion on building lasting political power with diverse communities moderated by *New York Times* and *Daily Beast* writer and host of the *Democracy-ish* podcast **Wajahat Ali**.

AFT Women's Rights Breakfast

Thursday, July 25 | 7:30 a.m. | Grand Ballroom B

This year's breakfast is a celebration of AFT's "Dangerous Women" who are on the front lines for Real Solutions. Highlights include a keynote address by **Danielle Atkinson**, founding director of Mothering Justice and Mothering Justice Action Fund, and the presentation of AFT's "Living the Legacy" awards in honor of women with 30, 40 or 50 years of union service.



**REAL SOLUTIONS
FOR A BETTER LIFE**



Houston Community College's Southeast College
6815 Rustic St., Houston, TX 77087

Shuttle service from the George R. Brown Convention Center,
Avenida South Garage at 1710 Polk Street to
Houston Community College available 10 a.m. - 5 p.m.

JULY 21

10 A.M.-5 P.M. | Citizenship Clinics

1-5 P.M. | Community Fair



JOIN US FOR TEXAS TOGETHER WE RISE CITIZENSHIP CLINICS & COMMUNITY FAIR



FREE BOOKS *

Children's multicultural
and bilingual books



SUPPLIES *

Student backpacks
and school supplies



COMMUNITY RESOURCES

Bilingual resources for
parents and students



HEALTH

Blood pressure, cholesterol
and glucose screenings



FOOD

Lunch and snacks



APPRENTICESHIP OPPORTUNITIES

Labor unions and
building trades

**While supplies last*



**Come and see citizenship clinics
in action, providing free legal
assistance and support**



**Scan to
volunteer!**



First Book works to remove barriers to education and level the playing field for kids in need by providing high-quality books and resources, and access to research and classroom support materials, to move the needle in educational equity.

At the heart of First Book are the 575,000 members of the First Book Network, the largest online community of individual educators, professionals and volunteers dedicated to supporting children in need across North America. The AFT represents more than 190,000 members of the First Book Network.

Learn more about how to become a member of the First Book Network by going to info.firstbook.org/aftconvention24 or visiting us in the Real Solutions Hub.



Education | Healthcare | Public Services

CODE RED
Understaffing = Patient Care Crisis 



#CodeRed

Workplace Violence Prevention Toolkit for State and Local Leaders >>

Your source for model contract language, policy guidance, workplace safety resources and more.



AVENIDA HOUSTON

Avenida Houston is Texas' largest convention and entertainment campus located in the heart of downtown — here, you are only steps away from dining, shopping, live music, nightlife, and professional sports venues.

COME READY TO PLAY!

www.avenidahouston.com



Convention Hotels

All hotels are within walking distance of the convention center. No transportation is provided.
Skybridge connections to the GRB are available from the Hilton and the Marriott Marquis.



George R. Brown Convention Center

1001 Avenida De Las Americas
Houston, TX
713-853-8000



Marriott Marquis Houston

1777 Walker Street
Houston, TX
713-654-1777



Hilton Americas-Houston

1600 Lamar Street
Houston, TX
713-739-8000



Hampton Inn Houston Downtown

710 Crawford Street
Houston, TX
713-224-0011



Embassy Suites Houston Downtown

1515 Dallas Street
Houston, TX
713-739-9011



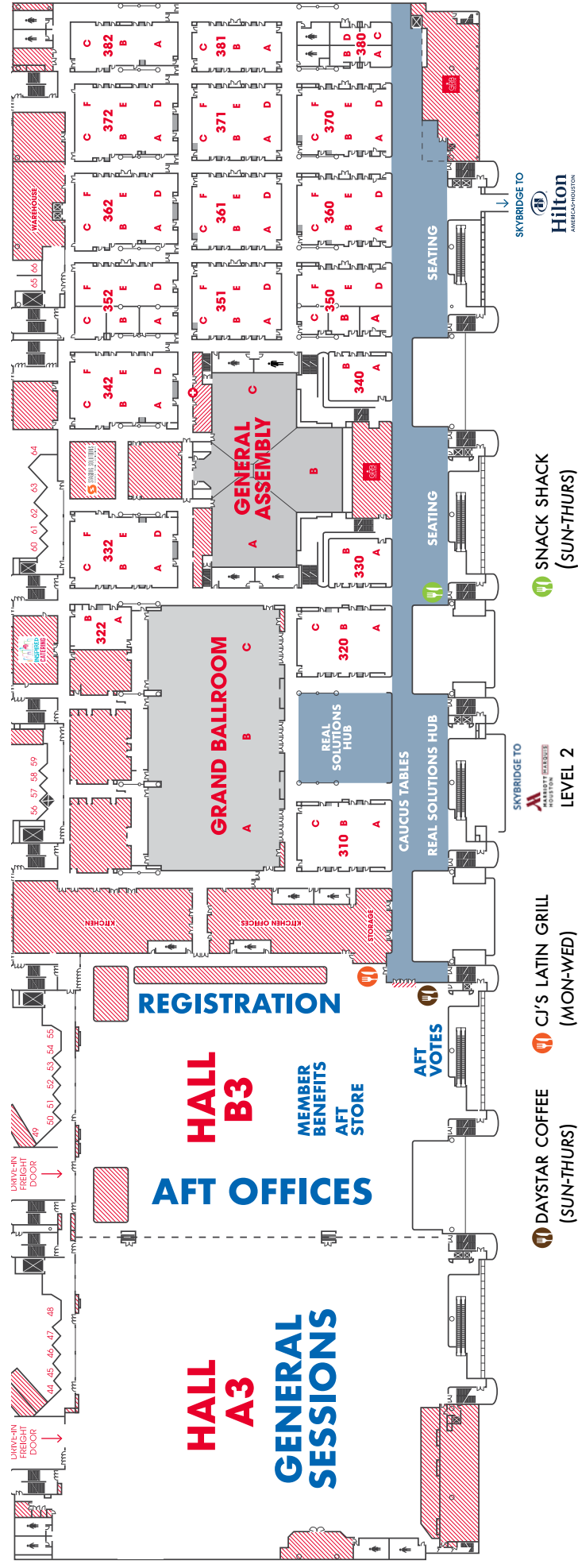
Homewood Suites Houston Downtown

710 Crawford Street
Houston, TX
713-224-0710



George R. Brown Convention Center

Level Three



The **aft** is on flickr



Discover the **vibrant moments** captured at the **AFT convention!** Follow our Flickr account for stunning images showcasing our events, achievements and community impact. Join us on this visual journey and stay inspired by the stories behind each photo.

Scan to explore
and share!



Divisional Meetings

Monday, July 22 | 1 p.m. – 2:30 p.m.

The names of AFT's six divisions show the breadth of work done by AFT members to promote AFT's mission in education, healthcare and public services. Don't miss these engaging sessions highlighting topics of importance to members across the AFT.

AFT Higher Education

Room 351

Agenda

- Facilitated discussion with leaders running Real Solutions for Higher Education campaigns
- Group work on developing affiliate level campaigns

AFT Nurses and Health Professionals

Room 372 AD

Agenda

- Division and industry review
- National campaign: Code Red
- Healthcare StorySlam

AFT PSRP

Room 340

Agenda

- State of the division
- AFT PSRP resources
- Artificial Intelligence (AI) and its impact on our work
- Introduction of PSRP-related resolutions
- PSRP Bill of Rights and poster-making activity

AFT Public Employees

Room 370 AD

Agenda

- Public Employees activities update
- Use of algorithms, machine learning and AI in government service: dialogue with delegates
- Resolution roundup: Public Employees
- Committee meetings process and resolution floor procedures

AFT Retirees

Room 330

Agenda

- National program overview
- Panel discussion
- Q&A

AFT Teachers

Grand Ballroom C

Agenda

- Author Josh Cowen on the case against vouchers
- New research on the role of AI in schools, improving assessment and more
- Updates on Real Solutions for Kids and Communities



AFT READS!

Come to the Real Solutions Hub and check out how the AFT is opening up a world of opportunities through our literacy initiatives!

- ▶ Enter the AFT Book Club and First Book raffles.
- ▶ Learn about the latest tips, tools and resources from Share My Lesson, Reading Universe and AFT Professional Learning.
- ▶ Interact with world-class authors.
- ▶ Discover how Reading Opens the World is spreading the joy of reading
- ▶ Take a selfie next to the 10 MILLION BOOKS lighted sign!

Convention Committee Meetings

Monday, July 22 | 3 p.m. – 5 p.m.

Delegates have a letter code on their badges denoting the convention committee to which they are assigned. Delegates are allowed admittance only to their assigned committee.

(E) Educational Issues

Grand Ballroom C

Chair: Donna Chiera, AFT New Jersey

(N) Healthcare Access/Quality

Room 342 AD

Chair: John Brady, AFT Connecticut

(T) Higher Education

Room 351

Chair: Lacy Barnes,
California Federation of Teachers

(C) Human Rights

Room 352 DEF

Chair: LaBrina Hopkins, AFT-Maryland

(I) International Relations

Room 310 BC

Chair: Peter Goodman,
United Federation of Teachers, Local 2

(H) Labor and the Economy

Room 370 BCEF

Chair: Shari Obrenski,
Cleveland Teachers Union, Local 279

(O) Organizing and Collective Bargaining

Room 320 BC

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

(P) Political Action/Legislation

Room 371

Chair: Andrew Spar,
Florida Education Association

(F) Public Services

Room 370 AD

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

(R) Retirement

Room 330

Chair: Thomas Brown,
United Federation of Teachers, Local 2

(K) RNs/Healthcare Workers

Room 372 AD

Chair: Anne Goldman,
United Federation of Teachers, Local 2

(S) Schools and Colleges Support Staff Issues

Room 340

Chair: Carl Williams,
Lawndale Federation of
Classified Employees, Local 4529

(W) Women's Rights

Room 342 BCEF

Chair: Karla Hernandez-Mats,
United Teachers of Dade, Local 1974

Panel Conversation: Discussing Real Solutions to the Crisis in Our Schools with Educators

Sunday, July 21 | 4:30-5:30 p.m.

Room 330, George R. Brown Convention Center

Billionaire mega donors have been pouring political dollars into state legislative races across the country to push a far-right education agenda. Too often, educators don't have a voice in policymaking. But at the AFT convention, they will.

This panel conversation will be moderated by **Sonal Shah**, the chief executive officer of the *Texas Tribune*, and include perspectives from:

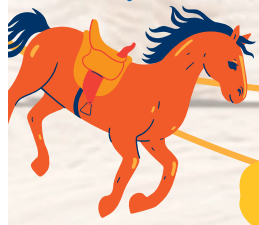
- **Randi Weingarten**, AFT president
- **Zeph Capo**, Texas AFT president
- **Josh Cowen**, Michigan State University professor and expert on school privatization
- **Jessica Campos**, Houston ISD parent and advocate with Community Voices for Public Education

Register here: www.mobilize.us/texasaft/event/643176

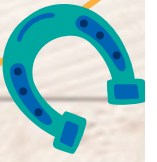
Space is limited.



REAL SOLUTIONS
FOR A BETTER LIFE



WELCOME TO
TEXAS



THIS AIN'T OUR FIRST RODEO. Y'ALL...
IT'S OUR 88TH (CONVENTION)!

GET ALL GUSSIED UP IN YOUR BEST TEXAN GEAR—THINK BIG BOOTS,
BIG HATS, BIG HAIR, BIG BELT BUCKLES—FOR THE

Delegate Reception

MONDAY, JULY 22  6:30 – 8 P.M.

HILTON AMERICAS-HOUSTON



PRIZES FOR THE BEST TEXAN OUTFITS



SECOND CITY PERFORMANCES



TEXAN FOOD STATIONS AND LIBATIONS



DJ AND LINE DANCIN'

COME MIX 'N MINGLE. Y'ALL!

Sunday, July 21

9:30 - 11 a.m.

Sergeants-at-Arms Training

Room 310 BC

Chair: Ronald Beaupre, Pawtucket (R.I.)

Teachers' Alliance, Local 930

10 a.m. - Noon

Credentials and Elections Committee Meeting

Room 332 BCEF

Chair: David Kazansky, United Federation of Teachers (New York City), Local 2

1 - 7 p.m.

Registration open

Hall B3

1 - 7 p.m.

Real Solutions Hub open

Level 3 foyer and Hall B3

3 - 4 p.m.

Sergeants-at-Arms Walkthrough

Hall A3

Chair: Ronald Beaupre, Pawtucket (R.I.)

Teachers' Alliance, Local 930

3:30 - 5 p.m.

Pride of the Union Reception

(by invitation only)

Room 310 BC

4:15 - 5:15 p.m.

Orientation for New Delegates

Room 351

Speakers: Fedrick Ingram, AFT secretary-treasurer

Sarah Wofford, AFT vice president;

president, Oregon School Employees Association

Tish Olshefski, senior assistant to the AFT secretary-treasurer

A must for newcomers!

If you are a delegate or alternate attending your first AFT convention, find out how to get the most out of your experience. This session provides an overview of the program, purpose, major issues and how business is conducted at the convention

Coming Soon!

AFT Digital Membership Card for Apple iPhone Wallet & Android Wallet

In late July/early August, every member of the AFT will get an email to download their digital membership card.

Beginning in August, all NEW members with valid emails will get a digital card and the option to request a card in the mail.

Members with no email but a valid mailing address will still get a card in the mail. New members with no email or valid address will get a card when their record is updated with that information.





Stand with paraprofessionals and school-related personnel as they advocate for a living wage, safe working conditions and job security!

SHOW YOUR SUPPORT BY:

Telling Congress to pass the Paraprofessionals and Education Support Staff Bill of Rights.



Becoming a PSRP Bill of Rights ambassador.



The AFT's Real Solutions for Higher Education is a multiyear campaign to ensure that our two- and four-year colleges and universities are accessible and affordable for all students, are fair employers for the faculty and staff who work on our campuses, and are beacons of academic freedom, free speech and knowledge creation.

We are advancing Real Solutions for Higher Education by:

- ▶ Fighting for increased investment in higher education.
- ▶ Defending campus free speech and academic freedom.
- ▶ Improving job security and ending contingent employment for academic workers.

Join our movement to defend our democracy and secure our nation's future economic and social prosperity by fighting for what our faculty and staff, students, and communities need to thrive.



Monday, July 22

8 - 9 a.m.

Real Solutions Hub open

Level 3 foyer and Hall B3

8:30 a.m. - 5 p.m.

Registration open

Hall B3

9:30 a.m.

Opening General Session

Hall A3

Performance

STUDENT PERFORMERS

John Jay High School and John Paul Stevens High School
San Antonio

Welcome

ZEPH CAPO

AFT vice president; president, Texas AFT

Invocation

RABBI SHARON KLEINBAUM

Congregation Beit Simchat Torah
New York City

BISHOP LEAH D. DAUGHTRY

Presiding Prelate
The House of the Lord Churches

Anthem

THE STAR-SPANGLED BANNER

WANDA LONGORIA

Secretary-treasurer, Texas AFT

LIFT EVERY VOICE

RENETTE BROWN

Houston Federation of Teachers, Local 2415

Greetings

FEDRICK INGRAM

AFT secretary-treasurer

REP. SYLVIA GARCIA (D-Texas)

REP. COLIN ALLRED (D-Texas)

Candidate for U.S. Senate

EVELYN DeJESUS

AFT executive vice president

MUGWENA MALULEKE

President, Education International

ANNIE GERON

Vice president, Public Services International

Speakers

DR. JESSICA SAINT PAUL, DMSc, PA, MPH, MCHES

Doctor of Medical Science, Physician Associate,

Public Health Practitioner

Los Angeles Community College District

AMY DONOFRIO

High school English teacher

Jacksonville, Fla.

RAQUEL WEBB GEDDES, MSN/Ed, RN-BC

VNS Health Chapter Leader/Federation of Nurses/

UFT Chapter Chair

Federation of Nurses/UFT, Local 2

State of the Union

RANDI WEINGARTEN

AFT president

Noon

Constitutional Amendments Committee

Room 332 BCEF

Chair: Zeph Capo, Texas AFT

Noon - 6 p.m.

Real Solutions Hub open

Level 3 foyer and Hall B3

1 - 2:30 p.m.

Divisional Meetings

See page 11 for locations and agendas.

3 - 5 p.m.

Convention Committee Meetings

See page 12 for locations.

6:30 - 8 p.m.

Reception for delegates and guests

Hilton Americas-Houston

Grand Ballroom



AFT +
Member Benefits

Peace of Mind with AFT Insurance*

No-Cost Term Life for New Members

New AFT members are entitled to \$5,000 of term life insurance coverage for one year with no premium payment. To obtain the coverage, complete and return the application.

Term Life

This provides financial protection for your loved ones in the event of a premature death.

Senior Term Life

Help pay final expenses and ensure peace of mind.

Disability Income

This is a voluntary insurance program that provides income if you are unable to work due to a covered accident or extended illness.

* New York State United Teachers members have insurance through NYSUT Member Benefits Trust. To obtain more information about these plans, members can call 800-626-8101.

aftbenefits.org + 888-423-8700



Becoming an OSHA-Authorized Outreach Trainer: Empowering CTE Teachers

Are you a career and technical education teacher who is passionate about student safety and preparing the future workforce with essential skills? Join us for a free workshop on becoming an OSHA-authorized outreach trainer through AFT's Health & Safety Program.

Learn about the process, the requirements and the benefits of this prestigious designation, and discover how it can positively impact your students' educational journey and career readiness.

Key topics include:

- Overview of OSHA's Outreach Training Program in CTE;
- Eligibility criteria for becoming an OSHA-authorized outreach trainer;

- Trainer authorization areas (construction, general industry, maritime) and selecting the relevant certification for your discipline;
- Step-by-step guidance on required training courses and examinations; and
- Strategies for integrating OSHA standards and safety practices into CTE curriculum.

Whether you teach construction, healthcare, manufacturing or any other vocational field, this workshop will equip you with the tools to elevate safety standards and empower your students with industry-recognized credentials. No prior experience with OSHA training is required.

Tuesday, July 23
12:30 p.m.
Location: GRB 352 A

Tuesday, July 23

7:15 a.m.

Community Schools Breakfast

(by invitation only)

Room 310 A

7:30 a.m.

AFT Higher Education Breakfast

Ticket required, advance purchase only

Room 320

Program: See page 5 for details.

7:30 a.m.

AFT Public Employees Jim McGarvey Breakfast

Ticket required, advance purchase only

Room 372 BCEF

Program: See page 5 for details.

7:45 a.m.

AFT PSRP Breakfast

Ticket required, advance purchase only

Room 310 BC

Program: See page 5 for details.

8 a.m.

AFT Nurses and Health Professionals Breakfast

Ticket required, advance purchase only

Room 370 BCEF

Program: See page 5 for details.

8:30 a.m. - 5 p.m.

Registration open

Hall B3

9:30 a.m.

General Session

Hall A3

Blessing

AALIYAH JOHNSON

2024-25 Alabama-Coushatta Tribal Princess

Credentials Report and Adoption of Rules

DAVID KAZANSKY

United Federation of Teachers (New York City), Local 2

Constitutional Amendments Committee Report

ZEPH CAPO, AFT vice president; president, Texas AFT

Panel of Scholars

DR. EDDIE GLAUDE

New York Times Bestselling Author and James S. McDonnell

Distinguished University Professor, Princeton University

MICHAEL KAZIN

Professor of History, Georgetown University

STEVEN GREENHOUSE

Journalist, Author and Senior Fellow

at The Century Foundation

AFT Voices

Speakers

LINA KHAN

Chair, Federal Trade Commission

JOSH COWEN

Professor, Michigan State University; Author, *The*

Privateers: How Billionaires Created a Culture War and

Sold School Vouchers

Convention Committee Reports

Noon - 2:30 p.m.

Real Solutions Hub open

Level 3 foyer and Hall B3

12:30 p.m.

AFT Human Rights Luncheon

Ticket required, advance purchase only

Grand Ballroom B

Program: See page 5 for details.

2:30 p.m.

General Session

Hall A3

Fireside Chat:

ROHIT CHOPRA

Director, U.S. Consumer Financial Protection Bureau

Convention Committee Reports

Women's Rights Award

Speakers

ANNE TAN PIAZZA

Executive Director, Oregon Nurses Association, Local 5909

CHRISTIAN FERN

Executive Director,

University of Hawaii Professional Assembly

AFT Voices

Convention Committee Reports

Performance

Second City and Association of International

Comedy Educators members

Organizing Celebration



AFT TEACH

TOGETHER EDUCATING AMERICA'S CHILDREN

Save the Date! ▶ AFT TEACH 2025 ▶ July 24-27 ▶ Washington, D.C.

Join us for the professional learning conference that inspires and supports educators for the year ahead!

Delve deep into important topics and focus on tools and strategies to improve teaching and learning. Attend inspirational sessions that will invigorate you for the year ahead. Connect and learn with other educators from across the country.

TEACH 2025 is an excellent way to engage newer members and to support them in improving their practice and in becoming activists and leaders in their schools, communities and union. We hope you will consider sending a delegation next July!

aft.org/TEACH

AI Educator Brain

Join the team from the AI Educator Brain, which includes AFT's Share My Lesson director Kelly Booz, New York City Public Schools teacher Sari Beth Rosenberg and EdBrAI'n, our AI teammate (yes, it named and designed itself!). In this community, we will dissect the pros and cons of AI tools in education. Our mission: to determine how AI can support teaching and learning, and when it might be best to stick with tried-and-true methods.

We'll share AI and education resources from the broader Share My Lesson community as we all navigate artificial intelligence in the classroom.



EDBRAIN

Wednesday, July 24

7:15 a.m.

CTE Breakfast

(by invitation only)

Room 310 A

8:30 a.m.

Nominating Session

Hall A3

All nominations for AFT office will be by petition signed by at least 50 delegates and presented to the AFT secretary-treasurer no later than 8:00 a.m. on Wednesday, July 24. Declination of nominations must be made prior to 8:30 a.m. Candidates will then be introduced to the convention between 8:30 a.m. and 10 a.m.

9 a.m. - 3 p.m.

Registration open

Hall B3

10 a.m.

General Session

Hall A3

Performance

SARAH GROSS
Musician

Credentials Report

DAVID KAZANSKY
United Federation of Teachers (New York City), Local 2

Speaker

SHAWN FAIN
President, United Auto Workers, AFL-CIO

CODE RED

AFT Voices

Convention Committee Reports

Welcome

REP. SHEILA JACKSON LEE (D-Texas)

AFTvotes

Speakers

MELINDA PERSON
AFT vice president;
President, New York State United Teachers

SEN. JOHN MANNION

New York State Senator
Candidate for U.S. House of Representatives

STACY DAVIS GATES

AFT vice president;
President, Chicago Teachers Union, Local 1

BRANDON JOHNSON

Mayor, Chicago

AFT Voices

Human Rights Award

RACHELLE HOROWITZ
Former AFT Political Director;
Transportation Director, March on Washington

2 p.m.

General Session

Hall A3

Election Rules

DAVID KAZANSKY
United Federation of Teachers (New York City), Local 2

Convention Committee Reports

REAL SOLUTIONS FOR KIDS AND COMMUNITIES

AFT Voices

Convention Committee Reports

REAL SOLUTIONS FOR HIGHER EDUCATION

AFT Voices

Convention Committee Reports

PSRP BILL OF RIGHTS

AFT Voices

Convention Committee Reports

4:30 - 7:30 p.m.

Voting for Officers

Hall B3 registration counters

During this time, ranking delegates are responsible for securing ballots for their delegation from the Credentials and Elections Committee in Hall B3, delivering them to the delegates and returning the executed ballots to the committee.

6:30 - 8 p.m.

COPE Reception

(by invitation only)

Grand Ballroom B

AFT STORE

Visit the AFT Store to purchase AFT apparel, accessories and other great items.

The **AFT Store** is located Hall B3.



Education | Healthcare | Public Services

COPE Committee on Political Education

Please Join Us in Houston
for a Reception Honoring
the AFT's Partners in Political Education

Wednesday, July 24, 6:30-8 p.m.
George R. Brown Convention Center
Grand Ballroom B

Attendance at this event is by invitation only.

Thursday, July 25

7:30 a.m.

AFT Women's Rights Breakfast

Ticket required, advance purchase only

Grand Ballroom B

Program: See page 5 for details.

9 a.m. until close of convention business

General Session

Hall A3

Speaker

REV. DR. FREDERICK D. HAYNES, III

Senior Pastor, Friendship-West Baptist Church,

Dallas

REAL SOLUTIONS IN PUBLIC SERVICES

AFT Voices

Election Report

DAVID KAZANSKY

United Federation of Teachers (New York City), Local 2

Installation of Officers

Convention Committee Reports

Adjournment

Join Our Movement to Support Members in Managing Debt

Host an AFT Student Debt Clinic at Your Local

How? Find out how to save monthly and achieve student loan relief!

- **Learn how to enroll in:**
 - The SAVE (Saving on a Valuable Education) plan
 - The Public Service Loan Forgiveness plan
 - Other options for repayment
- **Discover the free resources** your union provides for student loan borrowers and how they are lowering payments and reaching loan forgiveness.
- **Take part in our union's initiative** to expand repayment options and opportunities for student debt relief.

Schedule your clinic today!



**REAL SOLUTIONS
FOR STUDENT DEBT**

www.aft.org/pslf

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AFT members

Francia Phillips
 Delia Pless
 Cory Potts
 Lillian Randall
 Samantha Urquiza



Union Leadership Institute

The Union Leadership Institute at the AFT has been offering training to union leaders for over 20 years. ULI provides a vast offering of trainings and courses on a wide variety of subjects designed to help our union leaders. This includes topics such as collective bargaining, building a strong union, community engagement, and union leadership governance and administration.

Stop by the ULI booth at the Real Solutions Hub to learn more about these and many more courses and see how ULI can offer training that best serves the needs of union leaders.



Education
Healthcare
Public Services



STAY CONNECTED

Follow us on Facebook, Threads and Instagram to hear from and be heard by the AFT community.

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YouTube.com/AFThq
Instagram.com/AFTunion
Threads.net/AFTunion
Twitter.com/AFTunion

President Randi Weingarten
@rweingarten (Facebook and Twitter)
@randiweingarten (Threads)

Secretary-Treasurer Fedrick C. Ingram
@fedingram

Executive Vice President Evelyn DeJesus
@AFTEVPDeJesus

STAY IN TOUCH

You do important work and have great ideas. We want to hear from you! Here's how to get started:

BE INFORMED AND ACTIVE

Need tools to help you do your job better? Want to keep up with the latest and greatest from the AFT? Subscribe to our e-newsletters at aft.org/enews. Then, join hundreds of thousands of member activists just like you. Be part of the AFT e-activist network and receive alerts on current issues and ways you can use your voice for justice. Visit aft.org/action.

GET THE FULL PICTURE AT AFT.ORG

Find out information on the issues that matter to you. Access reports and research to inform your work. Gain access to workplace tips and professional development resources. Visit aft.org.

SHARE YOUR STORY WITH AFT VOICES

Your voice is important. The AFT shares stories and perspectives in blog format from members like you who care, fight and show up for the students, patients, colleagues and communities they serve. Read their stories at aftvoices.org and prepare to be amazed.

DIG DEEPER WITH THE AFT'S JOURNALS

American Educator, available at aft.org/ae, is a quarterly journal for educators and policymakers from early childhood through higher education. *AFT Health Care*, available at aft.org/hc, is a biannual journal with articles of interest to professionals in healthcare, public health and health policy.



Your

VOICE

and your

VOTE

COUNT!

 **AFTvotes**

**Make your
voice heard!**

Tell the AFT Reporter why
this election is so important
and what you are doing to
help protect our future and
America's democracy!

**Monday, Tuesday and
Wednesday, 1-2 p.m.**



Come to the AFT Votes Political Action booth

and be empowered by all the opportunities to help
protect our democracy as the election season heats up.
Take action to win exciting prizes!

- Learn about who's on the ballot this year.
- Understand what's at stake at the local, state and national levels.
- Find out what YOU can do.
- See what we've accomplished in the last four years.

Don't wait until it's too late—be a democracy defender!

AFT Votes location and hours

HALL B3

Sunday, July 21

1-7 p.m.

Monday, July 22

8-9 a.m. and noon-6 p.m.

Tuesday, July 23

Noon-2:30 p.m. and 5-6 p.m.

Wednesday, July 24

8-9:30 a.m. and 12:30-2 p.m.

Thursday, July 25

8-9 a.m.

Convention at a Glance

All events take place at the George R. Brown Convention Center unless otherwise noted.

Sunday, July 21

7:30 – 11 a.m.

Freedmen's Town
beautification project
Fourth Ward

9:30 – 11 a.m.

Sergeants-at-Arms training

10 a.m. – Noon

Credentials and Elections
committee meeting

10 a.m. – 5 p.m.

Citizenship Clinics
HCC Southeast College

1 – 5 p.m.

Community Fair
HCC Southeast College

1 – 7 p.m.

Registration and
Real Solutions Hub open

3 – 4 p.m.

Sergeants-at-Arms walkthrough

3:30 – 5 p.m.

Pride of the Union reception
(by invitation only)

4:15 – 5:15 p.m.

Orientation for new delegates

Monday, July 22

8 – 9 a.m.

Real Solutions Hub open

8:30 a.m. – 5 p.m.

Registration open

9:30 a.m.

Opening general session

Noon – 6 p.m.

Real Solutions Hub open

1 – 2:30 p.m.

Divisional meetings

3 – 5 p.m.

Convention committee meetings

6:30 – 8 p.m.

Reception for delegates and guests
Hilton Americas-Houston

Tuesday, July 23

7:15 a.m.

Community Schools Breakfast
(by invitation only)

7:30 a.m.

AFT Higher Education Breakfast
(ticketed event)

7:30 a.m.

AFT Public Employees
Jim McGarvey Breakfast
(ticketed event)

7:45 a.m.

AFT PSRP Breakfast
(ticketed event)

8 a.m.

AFT Nurses and
Health Professionals Breakfast
(ticketed event)

8:30 a.m. – 5 p.m.

Registration open

9:30 a.m.

General session

Noon – 2:30 p.m.

Real Solutions Hub open

12:30 p.m.

AFT Human Rights Luncheon
(ticketed event)

2:30 p.m.

General session

Wednesday, July 24

7:15 – 9 a.m.

CTE Breakfast
(by invitation only)

8:30 a.m.

Nominating session

9 a.m. – 3 p.m.

Registration open

10 a.m.

General session

2 p.m.

General session

4:30 – 7:30 p.m.

Voting for officers
*(ranking delegates pick up ballots
in registration area)*

6:30 – 8 p.m.

COPE Reception
(by invitation only)

Thursday, July 25

7:30 a.m.

AFT Women's Rights Breakfast
(ticketed event)

9 a.m.

General session and installation
of officers
(until close of convention)



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