Proposed AFT Constitutional Amendments and Resolutions

Presented to the 88th National Convention of the American Federation of Teachers, AFL-CIO

July 22–25, 2024
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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Rules of Conduct for the 2024 Convention

Rules Governing the 2024 Election of Officers of the AFT and Delegates to the AFL-CIO Convention

Parliamentary Motions Guide inside back cover
Provisions for submitting constitutional amendments to the 2024 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 2024 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, 2024, and resolutions were postmarked or received no later than June 10, 2024.

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.
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)

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.

Submitted by: AFT Executive Council

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

ARTICLE II—Objects (page 2)

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.

Submitted by: AFT Oregon Retirees

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by________________________    ☐ Referred to_____________
ARTICLE III—Membership (page 4)

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.

Submitted by: AFT-Oregon Retirees

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

ARTICLE IV—Charters (page 5)

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.

Submitted by: AFT-Oregon Retirees

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by_________________________ ☐ Referred to_________________________
BYLAWS

ARTICLE VIII—Per Capita, Budget and Audits (pages 21-23)

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 effectiv 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.

Submitted by: AFT Executive Council

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by____________________  ☐ Referred to __________
1. ARTIFICIAL INTELLIGENCE

WHEREAS, the AFT represents the collective voice and aspirations of a diverse body of professionals, including teachers, school and college support staff, public employees, higher education faculty and healthcare workers, advocating for equitable access to high-quality healthcare, public services, education, and the advancement of social justice; and

WHEREAS, the emergence and integration of generative artificial intelligence (AI) technologies, exemplified by innovations such as ChatGPT, machine learning algorithms and other AI-driven tools, have ushered in a new era of technology with the potential to foster transformative change across all sectors around the globe, particularly in education, healthcare and public services creating both remarkable opportunities and significant challenges that necessitate careful consideration and a strategic and immediate response; and

WHEREAS, the AFT advocates that any and all implementation of advanced technology must be guided by core commitments to ensure safety and privacy, promote human-centered implementation and individuality, advance equitable access, guarantee equity and fairness, advance democracy, and teach digital citizenship and balance; and

WHEREAS, the AFT has created the report “Commonsense Guardrails for Using Advanced Technology in Schools,”¹ which shares the expertise and collective voices of our members in the field as they navigate the integration of advanced technology and AI in the classroom and beyond; and

WHEREAS, the AFT champions the principle of participatory innovation, advocating for the meaningful involvement of workers and other relevant stakeholders in the design, development, procurement, application and ownership of AI technologies to ensure that AI-based tools enhance rather than replace human expertise, judgment and interpersonal interactions, and that they are tailored to meet the specific needs and challenges of the sectors in which they are employed; and

WHEREAS, critical decision-making must remain with teachers, paraprofessionals, higher education faculty, healthcare professionals, and public service workers, regardless of the AI tool being used, and must never allow the institutions where we work to become dependent on AI or the corporations that develop it; and

WHEREAS, the opportunities of AI in education hold the promise of personalized learning experiences, adaptive instructional design, increased access, and enhanced teacher and staff support. AI-driven innovations in healthcare have the capacity to optimize diagnoses, streamline treatment plans and improve patient outcomes. In addition,

AI technologies offer opportunities for more responsive government, data-driven decision-making, and enhanced service delivery, enabling governments to improve public infrastructure, and promote inclusivity and equity; and

WHEREAS, the challenges of technological development have, in some instances, been marked by a prioritization of technological advancement and profit over ethical considerations and societal welfare, leading to adverse outcomes, including the negative impacts of social media on young users; the proliferation of misinformation and disinformation, including deepfakes; creation of unreliable responses such as hallucinations and other nonsensical results; undermining of intellectual property rights; erosion of public trust; the loss of students’ and workers’ personal information and privacy; the widening of socioeconomic gaps; and the narrowing of workers’ rights; and

WHEREAS, the indiscriminate or ill-considered implementation of AI-based technologies, particularly in sensitive sectors such as education, healthcare and public services risks compromising the quality and integrity if these essential services, exacerbating exiting disparities and diminishing the role and efficacy of the professionals in these fields; and

WHEREAS, the international community, including the International Labor Organization, UNESCO and the U.N. High Commission on Technology continues to examine a global response to an emerging technology; and

WHEREAS, the current regulatory and policy landscape in the United States has proven inadequate in addressing the complex and evolving challenges posed by many technologies, including AI, evidenced by the failure to hold technology companies accountable, ensuring robust protections for personal privacy, enforcing ethical standards in AI development and use, and preventing potential harms associated with these technologies, leaving individuals, public workers and communities vulnerable;

WHEREAS, the AFT recognizes the profound implications of AI and social media on the professional practices and personal lives of our members, underscoring the need for a nuanced, informed approach that maximizes the benefits of these technologies while proactively addressing their potential risks and ensuring they serve to support, rather than undermine, the critical work of educators and school staff at all levels, healthcare workers and public employees; and

WHEREAS, the AFT stands firmly against any application of AI and social media technologies that may lead to displacement; that infringes upon the fundamental rights of workers, including the right to collective bargaining; that perpetuates or amplifies systemic biases; that contributes to the widening of the digital divide, or that in any way detracts from the core mission and values of the AFT and our members, advocating instead for the development and implementation
of these technologies in a manner that is ethical, equitable, transparent, inclusive and aligned with the public interest:

RESOLVED, that the AFT will endorse the responsible and principled development and use of AI and social media technologies, emphasizing the importance of transparency, accountability, corporate responsibility, respect for intellectual property and other creative outputs, the protection of workers’ rights and privacy, and the maintenance of professional integrity, and calls for the establishment of ethical guidelines and standards that govern the use of these technologies across all sectors; and

RESOLVED, that the AFT will emphasize the critical need for equitable access to AI and advanced technologies across all sectors, advocating for the democratization of technological benefits to ensure that no group is left behind in the digital age.

Recognizing that AI has the potential to significantly enhance education outcomes, healthcare delivery and public services, the AFT will call for intentional efforts to bridge the digital divide and provide equal opportunities for all individuals to benefit from these advancements, regardless of socioeconomic status, geographic location or other barriers; and

RESOLVED, that the AFT strongly will advocate for a union seat at the table during the development, procurement and implementation of comprehensive, forward-looking regulations and policies that directly address the multifaceted challenges and opportunities presented by AI and social media, ensuring that these technologies are harnessed to serve the public good in a manner that upholds the principles of quality, equity and accessibility in education, healthcare and public services, and that safeguards are in place to prevent potential harms; and

RESOLVED, that the AFT will assert that the impact of AI in the workplace is a mandatory subject of bargaining and will develop contract language, policies, procedures and practices to support our affiliates at the bargaining table and beyond, including specific measures to mitigate the displacement of workers due to the integration of AI or other advanced technologies; and

RESOLVED, that the AFT will call for robust regulatory and policy measures to address the ethical, legal and social implications of AI. These measures should prioritize the protection of personal privacy, enforce ethical standards in AI development and deployment, and prevent potential harms such as bias, misinformation, disinformation, deepfakes and the erosion of public trust. The AFT will urge policymakers to implement forward-thinking regulations that safeguard individual
rights and promote the responsible use of AI in ways that align with societal values and the public interest; and

RESOLVED, that the AFT will proactively engage with policymakers, technology developers, educational institutions, healthcare organizations, civil rights organizations and other key stakeholders in a concerted effort to establish clear, ethical guidelines and standards for the use of AI and social media within educational, governmental and healthcare settings, prioritizing the well-being, development and success of students, patients and the broader communities served by AFT members, and ensuring that these technologies are deployed in a manner that is respectful of the professional expertise and autonomy of educators, healthcare workers and public employees; and

RESOLVED, that the AFT will commit to facilitating ongoing research both in the United States and abroad, dialogue, professional development and training initiatives designed to empower our members with the knowledge, skills and competencies necessary to effectively navigate and leverage AI and social media in their professional practices, thereby enhancing the quality of education, healthcare and public service delivery, and ensuring that members are well-prepared to engage with these technologies in an informed, critical and constructive manner; and

RESOLVED, that the AFT will reaffirm our unwavering commitment to advocating for a future in which technological advancements, including AI, serve to enrich and enhance the professional endeavors of educators and staff, healthcare workers and public employees, fostering environments that are inclusive, equitable and conducive to high-quality, personalized learning and public service, and ensuring that technology acts as a catalyst for positive change, empowerment and innovation within society, thereby contributing to the fulfillment of the federation’s mission to improve the lives of our members and the communities they serve; and

RESOLVED, that all AFT members will be provided with the tools, time and trust necessary to learn and use AI technologies in an ethical, responsible and effective manner, ensuring that they are equipped to integrate these new tools into their professional practices in ways that enhance their work and uphold the highest standards of integrity and efficacy; and

RESOLVED, that the AFT will advocate for comprehensive training and professional development programs to equip our members with the necessary skills and knowledge to effectively utilize AI and advanced technologies. Such initiatives should focus on enhancing digital literacy, fostering critical thinking and promoting ethical considerations in the use of AI. By empowering
educators, healthcare workers and public employees with the tools to navigate and leverage these technologies, the AFT aims to improve service delivery and outcomes while maintaining the highest standards of professional integrity; and

RESOLVED, that the AFT will continue to ensure that the expertise of our members is front and center in any development and/or integration of advanced technology and AI in their workplaces by expanding the work of the Ad Hoc Committee on AI and widely sharing its work such as the report “Commonsense Guardrails for Using Advanced Technology in Schools,” conducting a back-to-school conference on AI highlighting the leadership of AFT school-based members, creating similar ad hoc committees, as necessary, in all AFT constituencies, and continuing to grow and disseminate user-ready resources and additional examples of productive use of advanced technology on dedicated sections of AFT’s Share My Lesson and e-learning platforms; and

RESOLVED, that the AFT executive council will periodically review and update this resolution to reflect the rapid evolution of AI technologies in the workplace. This ongoing review will ensure AFT policies remain current and effectively address the dynamic nature of today’s workplaces, thereby safeguarding the interests and enhancing the capabilities of our members in an increasingly digital world.

Submitted by: AFT Executive Council

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

2. IN SUPPORT OF OUR PROFESSION, OUR PUBLIC SCHOOLS, OUR STUDENTS

WHEREAS, public education is vital to safeguarding our democracy, is the manifestation of our civic values and ideals, and can help bridge differences between people with divergent backgrounds and beliefs; and

WHEREAS, we are at a critical moment requiring us to renew our commitment to public education and its central importance in the lives of students, their families and communities, and in maintaining a thriving democracy and healthy economy; and

WHEREAS, as educators, our job is to prepare our students for life, for careers, for college, for civic opportunities and engagement, and to

advocate for our expertise in our knowledge of content, context and the
students we serve; and

WHEREAS, educators are leading schools’ recovery in the midst of
their own pandemic challenges, including mental health and well-being
issues, while extremely focused on helping students overcome literacy
challenges, learning loss, behavioral health challenges, and social
media-induced isolation and loneliness; and

WHEREAS, families want their children to have access to a well-
rounded education; develop strong fundamental academic and life
skills; and have pathways to career, college and beyond; and

WHEREAS, challenging, well-rounded curriculum supported by
deeper learning that allows students to engage in robust, hands-on
learning experiences will enable students to leave school with the
ability to analyze, apply, synthesize, problem-solve, evaluate,
collaborate and create; and

WHEREAS, experiential learning—a process for students to learn
through hands-on experiences, also referred to as “learning by
doing”—is a powerful way to address students’ learning needs in an
engaging, relevant and fun manner; and

WHEREAS, experiential learning is crucial in helping students to
think and write, solve problems, apply knowledge, and discern fact from
fiction because it provides real-world life skills and builds background
knowledge, also referred to as content or prior knowledge, which allows
students to make meaning of what they are reading, and can boost
academic achievement; and

WHEREAS, teaching for deeper learning is essential for an
education system grounded in educational equity for all students;
research shows that schools focused on deeper learning demonstrate
stronger student achievement, with pronounced gains for students
from low-income families, new immigrants and students of color; and

WHEREAS, authentic systems of assessment that are culturally
and linguistically responsive; provide students with opportunities to
demonstrate their learning and development in a variety of ways; and
are designed to measure growth and progress are more equitable than
the narrow, annual high-stakes standardized tests that incite fear and
anxiety and undermine cognitive capacity; and

WHEREAS, research in neuroscience and the developmental and
learning sciences shows that students’ emotional and psychological
safety supports their ability to learn and take risks, and is undermined
when they feel threatened or unsafe; and

WHEREAS, research has documented that well-designed systems
of support communicate to students that they are respected, valued
and loved; can enable resilience and success for youth who have faced
serious adversity and trauma; and have significant positive effects on
student progress, attendance, mathematics and reading achievement,
and overall grades, in addition to measurable decreases in grade
retention, dropout rates and absenteeism;¹ and
WHEREAS, partnerships with parents, the community and
community-based organizations through the community schools model
offer schools and school districts additional capacity to improve
schools, by offering responsive programming for all students and
families; and
WHEREAS, the AFT is committed to these strategies, and has
pursued them through our Real Solutions for Kids and Communities
campaign this year. The campaign has also fought against the
undermining of public education through culture wars, denying honest
history, draining funds from public schools through voucher programs,
and de-professionalizing teaching; instead, the campaign works to
strengthen public schools through proven solutions and positive
supports:

RESOLVED, that the AFT and our affiliates will engage in
strategic actions and partner with families, communities, and
allied organizations to transform teaching and learning in
America’s public schools by continuing and building on the Real
Solutions for Kids and Communities campaign to:

- Create joyful and confident readers by helping teachers
  access, learn, use and advocate for evidence-based
  strategies for reading instruction; and
- Care for children’s mental health and well-being through
  school-linked supports and services and related specialized
  instructional support personnel such as school counselors,
  psychologists and social workers; and
- Expand community schools as a proven strategy for
  addressing academic learning and development along with
  well-being, providing needed services and deepening family
  and community engagement; and
- Provide all students as early as possible with opportunities
  to learn by doing via experiential and project-based learning
  that provides them with real-world, real-life skills as well as
  opportunities to demonstrate their knowledge through
  performance-based assessment; and
- Bring additional resources and attention to career and
  technical education, to link education to economic
development as well as to expand career pathways,
  internships and apprenticeships for students, by working
  with districts to offer high-quality pathways in areas of high
demand, such as cybersecurity, welding, healthcare,
  advanced manufacturing and robotics; and

¹ Gravel, J., Opatrny, L., & Shapiro, S. (2007). The intention-to-treat approach in
randomized controlled trials: Are authors saying what they do and doing what they
• Elevate the work of the Biden-Harris administration around investments made in infrastructure, manufacturing, energy and the environment that support well-paying, safe and sustainable jobs, and work with companies and school districts partnering to prepare youth for these opportunities; and

• Renew our focus on educator and school staff health and well-being to ensure they have the support, tools and strategies to make teaching and other school-based careers more sustainable so that staff can adequately care for themselves and their families, and remain in the profession; and

• Secure investments that public schools need for improved teaching and learning conditions, adequate staffing, fair pay for teachers and school staff, and other fundamentals for a high-quality education in every school; and

RESOLVED, the AFT will utilize new avenues and partnerships for accessing existing professional learning content that helps educators:

• Build on and refine student-centered practices grounded in a strong foundation in child and adolescent development and learning; and

• Learn to use data about school climate and other student outcomes to pursue continuous improvement; and

• Problem-solve around the needs of individual children; and

• Build their knowledge of how to create engaging, effective instruction that is culturally and linguistically responsive; and

• Strengthen skills for implementing and integrating social-emotional learning and restorative justice practices; and

• Work with families and community to create a shared supportive approach for teachers and school staff alike; and

RESOLVED, that the AFT will continue to advocate for equitable school environments that affirm student identities and include culturally and linguistically responsive pedagogy and curriculum that is inclusive of multdiverse groups’ history, contributions and insights by providing local affiliates with regular opportunities for educators to support their cultural proficiency and professional growth; and

RESOLVED, that the AFT will press for transformative accountability and assessment practices at the classroom, school, district and state levels that actually assess what students need to know and do, and lessen the damage of current standardized assessments practices, while large-scale change is being advocated for and worked toward at the federal level; and

RESOLVED, that the AFT will share best practices on:
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• Using pedagogical practices that ensure students are active, not passive, participants in learning, and infuse hands-on student-centered practices that foster student ownership of learning across grade levels; and

• Procuring resources for a variety of learning environments; and

• Extended learning outside the classroom; and

• Structuring school days to allow educators and school staff time to collaborate, plan, grade, and foster relationships with students and families and incorporating these practices in collective bargaining or memoranda of understanding where possible; and

RESOLVED, that the AFT will identify and disseminate information on how affiliates can:

• Negotiate practitioner-led district-level committees on curriculum, assessment and instructional strategies; and

• Provide input on the job descriptions for instructional coaches and other related roles that support the development of educators and school staff; and

• Collaborate with educators and school staff, families, community organizations, and municipal and/or regional partners to develop a variety of publications that provide actionable practices around social-emotional learning and restorative justice that families can use in the home and other learning environments; and

• Advocate for culturally and linguistically responsive teaching and curriculum that is developmentally appropriate, and inclusive of the history, contributions and insights of diverse groups; and

RESOLVED, that the AFT, with our affiliates, will work to remove barriers that impact students, teachers and schools, including access to broadband internet, negative effects of unchecked social media, culture wars and censorship laws, voucher and choice schemes that siphon public funds, underinvestment where it is needed most, and anything else that weakens the ability of public education to be a main avenue to freedom and prosperity for all; and

RESOLVED, that the AFT, with our affiliates, will continue our unwavering commitment to advancing opportunity, justice and freedom for every educator, as they are the basis for preparing all children for bright futures as active and engaged citizens in our democracy.

Submitted by: AFT Executive Council

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by__________________________ ☐ Referred to_____________
3. PROMOTE THE ETHICAL AND RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE IN SCHOOLS

WHEREAS, the rapid advancement of artificial intelligence (AI) technologies has led to their increasing adoption in educational settings; and
WHEREAS, AI-powered tools and systems have the potential to enhance learning experiences, personalize instruction, and streamline administrative tasks, but also raise concerns about privacy, bias and the dehumanization of education; and
WHEREAS, the integration of AI in schools must be carefully considered and implemented in a manner that prioritizes the best interests of students, teachers, and the broader educational community and society at large; and
WHEREAS, there is a need for clear guidelines, ethical frameworks, and robust safeguards to ensure the responsible and equitable use of AI in education; and
WHEREAS, the development and deployment of AI systems in schools should be transparent, accountable, and subject to ongoing evaluation and oversight:

RESOLVED, that the AFT recognizes the potential benefits and risks associated with the use of AI in educational settings and will call for a comprehensive, inclusive and transparent approach to its implementation; and
RESOLVED, that the AFT will advocate for the development of ethical guidelines and best practices for the responsible use of AI in schools, with input from educators, students, parents and relevant experts; and
RESOLVED, that the AFT will urge educational institutions to prioritize the protection of student and educator privacy, the prevention of algorithmic bias, and the preservation of human-centered learning experiences; and
RESOLVED, that the AFT will support ongoing professional development and training for educators to ensure they are equipped to effectively and ethically integrate AI technologies into their teaching practices; and
RESOLVED, that the AFT will remain committed to fostering a learning environment that values critical thinking, creativity and human interaction while leveraging AI’s potential to enhance educational outcomes in a responsible and equitable manner.

Submitted by: United Federation of Teachers, Local 2
4. PROMOTING PROFESSIONAL LEARNING FOR THE USE OF ARTIFICIAL INTELLIGENCE IN EDUCATION

WHEREAS, artificial intelligence is rapidly advancing and has the potential to revolutionize the field of education; and
WHEREAS, AI can be leveraged to personalize learning, automate tasks and provide valuable insights to educators, ultimately enhancing the learning experience for students; and
WHEREAS, the effective integration of AI in education requires educators to develop new skills and knowledge to harness its potential and navigate its challenges; and
WHEREAS, professional learning opportunities are essential for educators to gain the necessary competencies to effectively incorporate AI into their teaching practices; and
WHEREAS, the majority of educators across the country should receive professional development to use these new AI technological tools to support students in ways that do not perpetuate biases or discrimination; and
WHEREAS, the AFT recognizes the importance of empowering educators to embrace and utilize emerging technologies to serve their students better:

RESOLVED, that the AFT advocates for the development and implementation of comprehensive professional learning programs focused on AI in education; and
RESOLVED, that these professional learning programs should cover topics such as AI fundamentals, ethical considerations, practical applications and best practices for integrating AI in the classroom; and
RESOLVED, that the AFT encourages collaboration among educators, AI experts and educational institutions to create relevant and accessible professional learning resources; and
RESOLVED, that the AFT supports the allocation of necessary funding and resources to ensure all educators have equal access to professional learning opportunities related to AI in education; and
RESOLVED, that the AFT remains committed to fostering a culture of continuous learning and innovation, empowering educators to leverage AI to enhance educational outcomes and prepare students for the future.

Submitted by: United Federation of Teachers, Local 2
WHEREAS, all children deserve a rich, meaningful public education that prepares them for the opportunities, responsibilities and challenges that await them as contributing members of a democratic society and a global economy; and

WHEREAS, educators are called to this profession by a singular purpose: an unwavering, unequivocal commitment to our students' learning, well-being and potential. Our members do their jobs because they want to prepare students for future success; and

WHEREAS, the deeper learning we strive for is too often lacking the necessary support to make implementation a reality—and eclipsed by the misuse and overuse of standardized assessments required by policymakers fixated on accountability above all else; and

WHEREAS, the coupling of state standards and assessments to measure and report student and school performance under the No Child Left Behind Act narrowed curricula across the country; and

WHEREAS, the current test-and-punish accountability system has squeezed out vital parts of the curriculum that are not subjected to accountability testing, sacrificed student learning time to testing and test preparation, and has forced teachers—particularly those teaching our most vulnerable students—to focus their attention on students achieving just below the passing score; and

WHEREAS, despite a laudatory goal of shining the light on student needs, this emphasis on tests and accountability took us in another direction, away from valuing the essential skills of persistence, critical thinking and collaboration; and

WHEREAS, even under the heavy weight of federal testing requirements, many schools at all levels have implemented best practices in education—such as interdisciplinary, inquiry and project-based learning and career and technical education programs across a wide range of subjects and skills—that support the whole child; there is a better way:

RESOLVED, that the AFT will call on state and federal policymakers to affirm our commitment to a public education system that reflects the diversity of children's experiences and abilities, allows students to demonstrate what they know and are able to do throughout a child’s academic career, and ensure educational excellence and equity for every student; and

RESOLVED, that the AFT will support legislation that promotes improved assessments and accountability; allows states more flexibility to administer and design assessment systems that support teaching and learning; eliminates the current federally mandated testing schedule for summative assessments in math,
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reading and language arts, and science; and establishes options
such as grade-span testing, representative sampling, and
combination testing; and

RESOLVED, that the AFT will continue to work with our local
affiliates and state federations to mobilize members and support
an education system that fosters joy, collaboration, critical
thinking, problem-solving and creativity in every classroom; and

RESOLVED, that the AFT will advocate for multiple pathways
to graduation that may include, but are not limited to, the
inclusion of performance-based measures that demonstrate the
full spectrum of student experiences and learning; and

RESOLVED, that the AFT will support policies that prohibit the
use of federally mandated assessments as the sole or dominant
factor for retention policies, program placement, high school
graduation decisions, teacher evaluations, or school rating
systems; and

RESOLVED, that the AFT remains committed to ending the
overemphasis on high-stakes testing that has harmed children’s
learning experiences for far too long.

Submitted by: New York State United Teachers

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

6. CELLPHONES/SMARTWATCHES

WHEREAS, personal cellphones and smartwatches are now often
used by students at all grade levels; and

WHEREAS, cellphones and, more recently, smartwatches have
become a learning distraction, a tool for cyberbullying and an unhealthy
addiction; and

WHEREAS, screen addiction is changing the way students think
and decreasing their levels of concentration; and

WHEREAS, notifications and alerts on cellphones and
smartwatches are creating challenges for educators to keep students
focused and engaged; and

WHEREAS, cellphones and smartwatches may be used to record
in classrooms, violating personal privacy and potentially violating the
Family Educational Rights and Privacy Act; and

WHEREAS, some of these devices have user and parent
functionality to “focus” and limit the usage times, but these functions
are not often used or students find ways around them:

RESOLVED that the AFT will compile information regarding
best practices and develop and advocate for strong unambiguous
policies regarding the possession and use of cellphones and smartwatches in classrooms; and

RESOLVED that the AFT will support our local affiliates and state federations in advocating for the adoption and implementation of appropriate legislative guidelines to reduce the impact of cellphones and other devices on students and the classroom.

Submitted by: New York State United Teachers

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

7. SUPPORTING THE FREEDOM TO READ IN PUBLIC SCHOOLS AND PROTECTING OUR SCHOOL LIBRARIANS FROM HARASSMENT

WHEREAS, the freedom to read is under attack by well-funded right-wing organizations seeking to destroy foundational community organizations such as public schools and libraries; and

WHEREAS, both groups and individuals are employing harassment and targeting of school librarians, diverse reading materials, and students engaging in the freedom to read in furtherance of their goal of destroying public schools and libraries; and

WHEREAS, the harassment of school librarians and targeting of diverse reading material are an attempt to marginalize and eliminate the identities of LGBTQIA+ people and people of color; and

WHEREAS, the harassment of school librarians and targeting of diverse reading material are also part of a larger coordinated nationwide attack by special-interest groups, legislators, policymakers and politicians to gain support for anti-LGBTQIA+ and racist policies and laws:

RESOLVED, that the AFT will continue to support and advocate for policies and laws requiring that diverse reading materials and resources be available to all students; and

RESOLVED, that the AFT condemns the harassment and targeting of school librarians as they fulfill their duties to obtain and maintain diverse collections that promote equity and empathy; and

RESOLVED, that the AFT supports the right of all school librarians to work free from harassment and to fulfill their professional responsibilities to provide students with diverse texts; and

RESOLVED, that the AFT strongly believes in the right of every student to see themselves reflected in school and library reading
EDUCATIONAL ISSUES COMMITTEE

materials and to exist in the public school space free from targeting and harassment based on race, color, sex, gender identity/expression, age, religion, disability, national origin or sexual orientation; and

RESOLVED, that the AFT supports the freedom to read as outlined in the American Library Association’s Freedom to Read Statement.

Submitted by: Chicago Teachers Union, Local 1

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

8. PROTECTING PUBLIC EDUCATION FROM RIGHT-WING EXTREMISM

WHEREAS, our communities, schools and union are under attack by strategically funded extreme right and MAGA political factions that seek to dismantle public education as a public good through disinvestment, disenfranchisement and direct attacks on individual and community efforts to increase equity and transparency in school funding; and

WHEREAS, at the same time, these bad actors recharacterize their efforts and claim to be in service of low-income children and families of color, despite their long collective record of attacking and destroying neighborhood schools and other community-based support systems in the very same Black and brown communities; and

WHEREAS, efforts by these entities have included the voucher schemes across the country; and

WHEREAS, groups like the State Policy Network and Moms for Liberty, and school privatizers like Paul Vallas, seek to silence authentic curriculum to further obscure and exclude Black history (an effort gaining ground across 36 states1), ban books as part of a radical anti-Black and anti-LGBTQIA+ agenda, and exploit legal asylum-seekers as political props, enlisting support and engagement from documented hate groups; and

WHEREAS, attempts to ban books and tax schemes to rob public schools of funding come from the same people, the same groups, the same bank accounts, and they are connected with similar efforts nationwide; and

WHEREAS, conservative megadonors and their dark-money organizations seek to influence elections ranging from local library and school boards to Congress and the presidency, often explicitly campaigning on their plans to further attack, censor and dismantle

1 https://www.chalkbeat.org/22525983/map-critical-race-theory-legislation-teaching-racism
public education nationwide. Their goal is to elect radical extremists like Ron DeSantis and bring back the likes of Betsy DeVos; and

WHEREAS, all of these efforts aim to erode public trust in the rights and benefits of public education as a public good and advance a radical overhaul of our nation’s commitment to public education to inform our citizenry and strengthen our democracy; and

WHEREAS, the same groups attack public pension systems and exacerbate shortages of public educators; and

WHEREAS, our union democracy has faced and defeated threats from right-wing campaigns, lawsuits, social media attacks and other interference with our democratic processes; and

WHEREAS, our own members, from classroom teachers and support staff to union leadership, have experienced targeted threats and harassment from extremist groups and their supporters because of our work supporting schools as institutions of inclusive democracy:

RESOLVED, that the AFT stands in solidarity against well-funded forces that want to destroy our union and public education as we know it, and we will fight these entities in order to protect our students, our schools, our members, our profession and public education as a public good; and

RESOLVED, that the AFT will speak in one voice as a union when we condemn their attacks on libraries, LGBTQ+ students and their families, and our ability to teach an accurate and more complete history of our nation, including teaching about the insidious nature of white supremacy, about Black resistance, and about the contributions of other historically excluded populations such as the Asian American and Pacific Islander diaspora, Native nations, migrants and refugees, and others; and

RESOLVED, that the AFT will continue to support and advocate for policies and state laws requiring honest and inclusive curriculum such as Black history, Latino history, genocide and holocaust studies, reparations won and Native American history, among others; and

RESOLVED, that the AFT refuses to ignore the connections between the inflammatory, anti-inclusion rhetoric of right-wing politicians, their funders and their supporters, and the ongoing threats to and attacks on schools, libraries, other educational spaces, and the students and workers endangered each time such rhetoric incites action, ranging from personal attacks to system wide bomb threats; and

RESOLVED, that we recommit to educating ourselves as members of the AFT through workshops, webinars, resource groups and other professional development to better understand the history, role and threat of these groups attacking public education as a public good. We will work to better understand
their goals, how they operate, how they exploit our political and nonprofit systems to dismantle public education, how they seek to make educational spaces less inclusive and democratic for our students and families, and what we can do to protect our schools, our communities and our union from their attacks; and

RESOLVED, that as AFT leaders, we commit to engaging and supporting new educators in this work, sharing additional information with members at our committee and building-level meetings, and participating in union efforts to organize against these attacks; and

RESOLVED, that the AFT will support progressive revenue campaigns that force the same wealthy elite who fund attacks on our schools to pay their fair share so that we can fund schools and other community needs, and we will endorse and support candidates and elected officials who share our priority to protect public education as an institution of inclusive democracy; and

RESOLVED, that the AFT will increase our strength to defend against these attacks in partnership with our allies and coalitions, including United Working Families, Grassroots Collaborative and Black Lives Matter at School; and

RESOLVED, that the AFT commits to bargaining for the common good as a central value of the AFT.

Submitted by: Chicago Teachers Union, Local 1

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by ______________________ ☐ Referred to ____________

9. CREATING AN AFT-OWNED ACCREDITED ALTERNATIVE CERTIFICATION PROGRAM

1 WHEREAS, many trade unions offer apprenticeships that successfully launch workers into new careers with a pro-union mindset; and

2 WHEREAS, each state in the United States and the District of Columbia have varying alternative certification requirements for those interested in becoming certified teachers; and

3 WHEREAS, the AFT is filled with members, including retirees, who are experts in the craft of teaching and who would be excellent instructors for future teachers on pedagogy and instructional strategies; and

4 WHEREAS, teachers trained under an AFT-owned accredited alternative certification program would be more likely to have a positive view of the union:
RESOLVED, that the AFT will create an exploratory committee with the task of researching the feasibility of creating an AFT-owned accredited alternative certification program; and

RESOLVED, that the committee’s work would include, but is not limited to, researching the costs of creating and maintaining such a program, how different the program would need to be to accommodate the requirements of each state and the District of Columbia, which states may be the best choices for a pilot implementation of the program, the accreditation requirements for the program in each state, and an assessment of how difficult it would be for an AFT program to meet said accreditation requirements; and

RESOLVED, that the results of the committee’s research will be presented at the 2026 national AFT convention.

Submitted by: Alliance/AFT, Local 2260

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by_________________________  ☐ Referred to_________________________
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.

Submitted by: AFT Executive Council

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

11. SAVE SUNY DOWNSTATE HOSPITAL

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.

Submitted by: Public Employees Federation, Local 4053; United University Professions, Local 2190

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

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.

Submitted by: Public Employees Federation, Local 4053

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by _______________________ ☐ Referred to __________

13. FIGHTING CHILD POVERTY

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

WHEREAS, research indicates that child poverty has a detrimental impact on educational outcomes, health and social mobility;¹ and

¹ https://www.apa.org/topics/socioeconomic-status/poverty-hunger-homelessness-children
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
- 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.

Submitted by: New York State United Teachers

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

14. SOCIAL MEDIA

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 responsible social media use, online safety and the identification of misinformation; and

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.

Submitted by: New York State United Teachers

☐ Adopted      ☐ Adopted as Amended   ☐ Defeated     ☐ Tabled
☐ Precluded by ___________________________   ☐ Referred to ______________

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

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.

Submitted by: Chicago Teachers Union, Local 1

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by ___________________________  ☐ Referred to _______________
16. REAL SOLUTIONS FOR HIGHER EDUCATION

WHEREAS, our system of higher education—from community colleges and land grant institutions to research universities, from historically Black colleges and universities to other minority-serving institutions—is a public good that supports the future of society, by knowledge creation, economic prosperity of the communities and states it serves, strengthens civic and democratic institutions, and results in individual growth and prosperity; and

WHEREAS, there has been a huge assault on higher education, starting with its defunding which has increased the costs of college, including the long-term costs associated with student loan debt, creating barriers to accessing higher education and to completing programs of study; and

WHEREAS, even with the high cost to students and their families, the money flowing into higher education is not directed enough toward teaching, research and student support but rather toward a proliferation of executive positions and initiatives that prioritize generating revenue over education; and

WHEREAS, this focus on higher education as a commodity rather than as a means to a better life for all has resulted in institutional closures, program discontinuance, the rampant casualization of the academic workforce, and faculty and staff layoffs; and

WHEREAS, the attack on knowledge creation and on universities and colleges as sites of free and open debate and protest are part of a larger effort to undermine our colleges and universities and to weaken the very institutions that prepare students to engage in a robust, vibrant, multicultural, pluralistic democracy; and

WHEREAS, these attacks show up as targeting faculty, staff and students with racist, misogynistic, homophobic, transphobic and ableist harassment for their academic work and public stands, often based on bad-faith accusations of academic misconduct or purposeful misrepresentations of their work; and

WHEREAS, these same extremist activists are fighting to limit students’ right to learn, circumventing the academic freedom and shared governance rights of faculty, and limiting the professional autonomy of academic staff by attempting to outlaw academic disciplines that center on the lives and experiences of marginalized communities, and by banning diversity, equity and inclusion programs that support academic and professional success; and

WHEREAS, more than 70 percent of the instructional workforce are faculty in contingent positions who lack protection for academic freedoms, workplace voice and professional autonomy and the job security that are foundational to high-quality research and education and who, because of employment status, are more vulnerable to violations of their academic freedom and repression of their free
speech rights and more often face discipline and termination of employment for exercising these rights:

RESOLVED, that the AFT will reaffirm its commitment to combating these attacks on colleges and universities, and advancing real solutions that support and strengthen the public mission of all institutions of higher education; and

RESOLVED, that the AFT will continue its work to increase investment and public funding for higher education so that the cost of college is not a barrier to accessing higher education and a barrier to the mission of these universities and colleges, and to further ensure that resources are directed to instruction and support for students; and

RESOLVED, that the AFT will protect the right of students to learn and faculty to teach and research by vigorously defending academia from political interference and faculty from political harassment, and by advocating for programs and support staff that support academic opportunity and success for students from all backgrounds; and

RESOLVED, that the AFT will continue to fight for full-time college and university jobs with meaningful job security, so that all members of the higher education workforce have the economic security, professional autonomy and resources necessary to provide and support a high-quality higher education experience for all students; and

RESOLVED, that the AFT will continue to organize the higher education workforce both inside and outside of the collective bargaining context, and use the power of the union to help our affiliates defend knowledge creation and faculty and staff rights, achieve real solutions for sustainable higher education careers for all members of the higher education workforce, and to work with state legislatures and the federal government to secure the funding necessary for higher education to truly serve the public good.

Submitted by: AFT Executive Council

☐ Adopted       ☐ Adopted as Amended       ☐ Defeated       ☐ Tabled
☐ Precluded by_________________________  ☐ Referred to______________________
WHEREAS, according to the Centers for Disease Control and Prevention, the number of children with autism spectrum disorder has grown from 1 in 150 in the year 2000 to 1 in 36 currently; and

WHEREAS, in Illinois, 15 percent of all preK-12 students in school districts ages 6-21 have the support of an individualized education program. Of the students with an IEP in Illinois, 11 percent have IEPs related to autism (Illinois State Board of Education, Illinois Report Card); and

WHEREAS, in the national 2020-21 student preK-12 student population, 14.7 percent of students had a reported disability with autism accounting for 12.2 percent of this population (National Center for Education Statistics); and

WHEREAS, the Individuals with Disabilities Education Act, which requires providing eligible students with IEPs, does not apply to students once they graduate from high school; and

WHEREAS, neither the IDEA nor the Americans with Disabilities Act requires providing colleges or universities to seek out students with learning challenges or provide diagnostic services. Additionally, neither law provides prescribed requirements for documentation that colleges and universities must accept; and

WHEREAS, neither the IDEA nor the ADA requires more than reasonable accommodations with a few exceptions; and

WHEREAS, only 24 percent of students with autism spectrum disorders notify their institution of their disability, and approximately only 34 percent of students with autism spectrum disorders complete their postsecondary program, compared with 59 percent of the general population of students and 50 percent of students with all disabilities (Petcu, Zhang, & Li, 2021, Int. J. Environ. Res. Public Health); and

WHEREAS, students entering university and college-level institutions are largely on their own, and parents are kept out of conversations due to Family Educational Rights and Privacy Act provisions; and

WHEREAS, universities and colleges have limited resources to expand aid and support; and

WHEREAS, existing state laws and individual policies have hardly been able to keep pace with the fast growth of this population:

RESOLVED, that the AFT will create a member committee to identify, define and create specific legislative and preK-12 and university policy changes, such as instructional training for teaching students with autism spectrum disorder and related disabilities, changes to the IDEA and the ADA to require universities to actively reach out to students who may be in need
of support, changes to IEPs to require self-advocacy skills for high school students and similar reforms; and
RESOLVED, that the above committee will present its recommendations to the AFT, which will then advocate for strong legislative and institutional policy language pertaining to the individual needs of this growing population.

Submitted by: University Professionals of Illinois, Local 4100

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

18. IN SUPPORT OF AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY IN RESPONSE TO THE JUNE 2023 SUPREME COURT BAN ON THE USE OF AFFIRMATIVE ACTION IN COLLEGE ADMISSIONS

WHEREAS, affirmative action was established in 1961 to promote equal treatment regardless of race, color, religion and national origin, later expanded to include gender in 1971; and
WHEREAS, affirmative action addresses systemic discrimination by ensuring opportunities for marginalized groups and admitting qualified individuals traditionally excluded based on gender, race, ethnicity and disabilities; and
WHEREAS, affirmative action has significantly impacted employment patterns and diversity in educational institutions; and
WHEREAS, in 1978, the Supreme Court allowed race as a factor in college admissions but prohibited quotas; and
WHEREAS, the Supreme Court upheld diversity benefits in education but struck down quota-like admissions policies in 2003; and
WHEREAS, in June 2023, the Supreme Court banned the use of affirmative action in college admissions presenting Asian American applicants as victims of affirmative action and unfair admission policies disregarding their decades-long fight for equity:

RESOLVED, that the AFT will continue our support of affirmative action and calls for federal legislation to uphold its original intent; and
RESOLVED, that the AFT will reaffirm the need for affirmative action to ensure representation and promote diversity and opportunity for all marginalized groups in all sectors; and
RESOLVED, that the AFT will assert that affirmative action should continue until discrimination no longer exists in America,
and will address misconceptions and challenges to affirmative action policies.

Submitted by: New York State United Teachers; United Federation of Teachers, Local 2

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

19. AFT POLICY TOWARD DUAL CREDIT

WHEREAS, dual credit/dual enrollment provides a valuable path for students to jump-start a college career and receive college credit in advance of attending a university, college or community college; and

WHEREAS, competency-based education programs offered in secondary schools rely heavily on dual credit as a means of student academic and career advancement; and

WHEREAS, it is essential that the quality of these classes should be maintained by ensuring that the curriculum, instruction, academics, library resources, and technological support meet higher education institutions’ standards and provide students with an adequate opportunity for success in a higher education context; and

WHEREAS, states should provide the resources necessary to allow all students to pursue a college education; and

WHEREAS, dual enrollment career and technical education programs help keep disengaged students in school and create opportunity for knowledge and skills that result in well-paying jobs with dignity and drive the economy; and

WHEREAS, states should ensure that the price of a college education is affordable for all families and does not force families to compromise the social and instructional experience of students; and

WHEREAS, systemic and persistent underfunding of higher education has led to diluting the academic integrity of college classes in a dual credit environment; and

WHEREAS, the current dual credit system incentivizes inequitable teaching assignments for both high schools’ and higher education institutions’ full-time and part-time faculty; and

WHEREAS, collaboration between high school dual credit instructors, faculty from higher education institutions, and education administrators benefits students who participate in these classes; and

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

WHEREAS, regardless of who teaches or where dual credit is taught, academic freedom should be consistent with standards used in institutions of higher education; and
WHEREAS, admission into dual credit classes should include the student meeting academic requirements of the local higher education institution; and

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

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

RESOLVED, that the AFT will support policies that require dual credit instructors, including in CTE, regardless of institutional setting, to hold the minimum qualifications required by the local higher education institution and/or the specific industry experience to teach the courses; and

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

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

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

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

RESOLVED, that the AFT will support policies that recognize the need for students to have the benefits of a collegiate experience by supporting and advocating for policies that place an emphasis on students’ academic and social development; and

RESOLVED, that the AFT will advocate for dual credit being a supplement to secondary education and a transition into fully collegiate higher education; dual credit should not undermine regular high school courses and/or higher education; and
RESOLVED, that the AFT will encourage locals to establish systems that ensure high school students are paired with higher education counselors as part of the dual credit course experience; and

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

Submitted by: Illinois Federation of Teachers

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by________________________    ☐ Referred to________________________
20. SUPPORT FOR NEWCOMERS, ASYLUM SEEKERS AND REFUGEES

WHEREAS, the AFT recognizes the unique challenges faced by newcomer, asylum seeker and refugee students and their families in our schools, and AFT members have a proud history of welcoming students from vastly different backgrounds for generations to our public schools; schools are indeed a place of great pluralism and diversity; and

WHEREAS, we have a responsibility to all students, regardless of their immigration status, that they have access to a high-quality public education that is safe, inclusive and supportive; and

WHEREAS, migrant families, like successive waves of immigrants before them, are coming to the United States for a better life—to escape violence, natural disasters and extreme poverty; they’re in the United States to work hard and build a future that gives their children a fair shot at a decent life; and

WHEREAS, the federal government must address all aspects of our broken immigration system, including securing our border and dealing with the fentanyl crisis, while at the same time providing fair, efficient and humane pathways to immigration; providing protections for Dreamers; and addressing the increasing humanitarian crisis along the border and in cities like Chicago and New York; and

WHEREAS, those cities and other frontline communities need resources from the federal government to meet the pressing human needs of migrants, without straining the other needs of communities, including educational resources and housing:

RESOLVED, that the AFT will continue to advocate for additional federal, state and local funding and resources to support newcomer, asylum seeker and refugee students and their families in our schools; and

RESOLVED, that the AFT will work with local, state and federal agencies and school districts to welcome our migrant students and meet their needs and fight against the pitting of their needs against the needs of all our students; and

RESOLVED, to that end, that we will fight to:

1. Ensure that schools have access to culturally competent professional development and resources for educators and staff members;

2. Support initiatives that facilitate language acquisition and proficiency for newcomer students through programs for English language learners, bilingual education and targeted interventions;

3. Ensure the hiring and retention of qualified bilingual educators and support staff to serve the diverse linguistic needs of newcomer students;
4. Encourage schools to establish and/or strengthen partnerships with community-based organizations, nonprofits and governmental agencies to provide wraparound services and resources for newcomer students and their families; and

5. Promote the creation of safe and welcoming spaces within schools, free from discrimination or harassment, where newcomer students can thrive academically, socially and emotionally; and

RESOLVED, that the AFT will continue the long-term fight for a broad pathway to citizenship as well as comprehensive reform of our broken immigration system; and

RESOLVED, that the AFT will call on the administration to use every tool in its toolbox to prevent labor exploitation and help migrant families achieve self-sufficiency, including the use of expedited work permits, improved asylum processing, expanded refugee resettlement, and new and renewed TPS (temporary protected status) designations for all unsafe countries; and

RESOLVED, that the AFT will engage in outreach and education efforts to raise awareness about the needs of newcomer, asylum seeker and refugee students within our communities in ways that strengthen our communities; and

RESOLVED, that the AFT will work to amplify the voices of newcomer, asylum seeker and refugee students and their families in discussions surrounding education policy and practice.

Submitted by: AFT Executive Council

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
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21. GUIDELINES FOR EDUCATING STUDENTS AND SCHOOL STAFF ABOUT INDIGENOUS PEOPLE'S CULTURE AND HISTORY

WHEREAS, there are 574 federally recognized Native American tribes in the country, many of which have unique languages and cultures; and

WHEREAS, there are 326 Native American reservations in the U.S., making up almost 6.7 million people, according to the most recent U.S. census, making up about 2.02 percent of people in the U.S. who are registered to a federally recognized Native American Tribe; and

WHEREAS, many Americans are not registered under a federally recognized tribe, but identify as Indigenous, Native American or belong to a non-federally recognized tribe; and
WHEREAS, less than 1 percent of students (449,000 students) enrolled in public schools in the U.S. identify as Native American when enrolling in the 2023 school year; and

WHEREAS, many people arriving in the U.S. today from the Caribbean, Mexico, South and Central America speak an Indigenous language as their home language and/or identify as Indigenous; and

WHEREAS, many U.S. public schools lack guidelines regarding activities and discussions about Indigenous peoples that are historically accurate and culturally appropriate:

RESOLVED, that the AFT will charge its Native American and Indigenous Task Force to create culturally and academically affirming schools for Indigenous students; and

RESOLVED, that the AFT will encourage the U.S. Department of Education to work with educators to collaboratively develop guidelines regarding activities and discussions that pertain to Indigenous peoples and their history; and

RESOLVED, that the AFT will collaborate with our locals to educate teachers and administrators about culturally appropriate practices regarding the teaching of Indigenous people’s cultures and their history.

Submitted by: United Federation of Teachers, Local 2

22. COMMITTING TO THE END OF A ‘LIFETIME ON ALERT’ FOR PHYSICAL AND PSYCHOLOGICAL VIOLENCE AGAINST LGBTQIA+ YOUTH AND ADULTS

WHEREAS, in May 2024, U.S. State Department and joint FBI-Department of Homeland Security international travel alerts have been issued warning LGBTQIA+ Americans of increased risk of terrorist attacks aimed at June’s pride events worldwide; and

WHEREAS, in June 2023, the Human Rights Campaign declared a “state of emergency” for LGBTQIA+ people in the U.S., citing the more than 500 bills in state legislatures—more than 80 of which have been signed into law—targeting LGBTQIA+ people, primarily transgender youth; and

WHEREAS, in April 2023, Equality Florida issued a travel alert “warning of the risks posed to the health, safety, and freedom of those considering short- or long-term travel, or relocation to [Florida] … following the passage of laws that are hostile to the LGBTQIA+ community, restrict access to reproductive healthcare, repeal gun
safety laws, foment racial prejudice, and attack public education by banning books and censoring curriculum”; and

WHEREAS, in 2019, the American Medical Association alerted the nation to an “epidemic of violence” against transgender people, the FBI reported 20 percent of the 8,000+ reported hate crimes in the U.S. resulted from sexual orientation and gender identity bias aimed at LGBTQIA+ persons, the number of anti-LGBTQIA+ hate crimes have increased each year (2020-23) since, and Black trans women are the most likely victims of violent bias-motivated crimes; and

WHEREAS, incidents of anti-LGBTQIA+ hate crimes are rising faster in the 28 states that have laws that ban gender-affirming care, restrict the rights of K-12 transgender students (restrict bathroom use to one that matches their gender identity at birth, allow pronoun misgendering) and restrict classroom discussion of gender identity and sexual orientation; and

WHEREAS, LGBTQIA+ youth have more than double the risk of homelessness with a greater risk for LGBTQIA+ youth who are Black, Indigenous or people of color; and nearly half of homeless LGBTQIA+ youth run away because they were disowned by their family; 2 out of 5 are kicked out by their parents; and one-third face physical, emotional or sexual abuse; and

WHEREAS, suicide is a leading cause of death for LGBTQIA+ young people ages 10-24; LGBTQIA+ youth are four times more likely to attempt suicide than their heterosexual peers; transgender and nonbinary youth are two to five times more likely to attempt suicide than their cisgendered peers; 41 percent of LGBTQIA+ youth seriously considered attempting suicide, and nearly 14 percent of LGBTQIA+ youth attempted suicide in 2023; and

WHEREAS, LGBTQIA+ young people with at least one accepting adult in their life report significantly lower rates of attempting suicide, and LGBTQIA+ youth who experience supportive parents/caregivers are half as likely to report suicidal thoughts and half as likely to report attempting suicide; and

WHEREAS, LGBTQIA+ middle and high school students had 26 percent lower odds of attempting suicide in 2022 when they had access to at least 1 of 5 of these school-related protective factors: (1) learning about LGBTQIA+ people and experiences in sex education, (2) learning about LGBTQIA+ stories and people in history class, (3) having access to a gender-neutral bathroom, (4) the presence of an on-campus Gender and Sexuality Alliance or a Gay Straight Alliance, and (5) teachers who respect student’s pronouns:

RESOLVED, that the AFT acknowledges that LGBTQIA+ persons face a lifetime on alert due to greater risk of psychological and physical violence because of their sexual orientation, gender identity, gender and/or race; and
RESOLVED, that the AFT will survey and collect anti-violence and anti-bullying policies that specifically address anti-LGBTQIA+ bias and develop and make available model anti-violence and anti-bullying policies to local and state affiliates for adoption by state legislatures, educational boards, employer agencies and boards; and

RESOLVED, that the AFT will survey and collect school and school district policies that support LGBTQIA+ affirming and inclusive school environments for students, make available model policies to local and state affiliates, and provide support and strategies for the adoption of such policies by local educational boards; and

RESOLVED, that the AFT will continue to develop and disseminate to local and state affiliates LGBTQIA+ public relations content and strategies for adoption of LGBTQIA+ affirming policies by state legislatures, educational boards and employers; and

RESOLVED, that the AFT will survey and collect workplace policies that support LGBTQIA+ affirming and inclusive work environments, make available model policies to local and state affiliates, and provide support and strategies for the adoption of such policies by employers; and

RESOLVED, that the AFT will continue to respond with tangible and specific actions to help end the need for LGBTQIA+ people to live in a perpetual state of caution at their school, at their workplace, in their communities, and at times in their own homes; and

RESOLVED, that the AFT will continue our advocacy against the torrent of anti-LGBTQIA+ legislation, and will never end our fight for the dignity and civil and human rights of all persons.

Submitted by: California Federation of Teachers; Pittsburgh Federation of Teachers, Local 400

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23. BROWN V. BOARD OF EDUCATION: HONOR THE MILESTONE, FINISH THE WORK

WHEREAS, in 1954, following unyielding efforts by the NAACP and the courage of the petitioners who brought the case, the U.S. Supreme Court finally struck down the legal basis for racial discrimination in public facilities by ruling that segregated public schools were inherently unconstitutional in Oliver Brown, et al. v. Board of Education of Topeka, et al.; and
WHEREAS, at the national level, the Brown decision was pivotal in fueling and strengthening civil rights activism in the United States and must be considered foundational to the achievement of such transformational legislation as the Civil Rights Act of 1964 and the Voting Rights Act of 1965; and

WHEREAS, with regard to public schools, the Brown decision and the court’s subsequent directive in Brown to desegregate schools “with all deliberate speed” accelerated the movement toward realization of an equitable, multiracial democracy in the U.S. but also that such movement was immediately countered by opposition at individual, institutional and governmental levels by forces bent on defending and entrenching racial discrimination in education; and

WHEREAS, even as historic progress has been made in the desegregation of schools, continual and continuing resistance and backlash—what author Carol Anderson terms “white rage”—have impeded the complete dissolution of segregation in public schools, thus rendering fulfillment of the principles and practices embedded in Brown incomplete; and

WHEREAS, the metrics of public education—literacy, achievement, discipline, educator diversity, school funding, graduation rates, college enrollment—all confirm the persistence of dire racial and socioeconomic inequities in education; and

WHEREAS, some of the central moments in the Civil Rights Movement—from the 1963 March on Washington for Jobs and Freedom, which was organized by labor activist A. Philip Randolph, to Martin Luther King Jr.’s solidarity with striking Memphis sanitation workers at the time of his assassination in 1968—are testament to the symbiotic relationship between labor and civil rights:

RESOLVED, that the AFT will partner with our local affiliates and state federations throughout 2024 to commemorate and celebrate the 70th anniversary of the Brown v. Board of Education decision; and

RESOLVED, that the AFT will honor the authentic legacy of Brown v. Board of Education with teacher learning programs and resources designed to expand historical understanding of Brown but also forward-looking programs that document the degree of ongoing racial and socioeconomic divisions in public schools today, and thus underscore the urgency of educator and union advocacy to fully dismantle segregation in our schools.

Submitted by: New York State United Teachers

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24. SUPPORT FOR NEW FAMILIES

WHEREAS, the AFT is dedicated to the welfare and bright future of all students and members of our communities; and

WHEREAS, districts across the country have significant Latine populations; and

WHEREAS, cities across the country are experiencing the harsh reality of homelessness, including thousands of students, due to lack of affordability, racism and lack of investments in BIPOC [Black, Indigenous and people of color] communities; and

WHEREAS, Republican Texas Gov. Greg Abbott is playing politics with the lives of immigrant children, women and men by deporting them from his state to other cities across the country deemed sanctuary cities; and

WHEREAS, cities like New York City, Washington, D.C., and Chicago have received thousands of displaced immigrants; and

WHEREAS, cities have received insufficient support to assist new arrivals; and

WHEREAS, some schools are better equipped with resources and community infrastructure to receive students, in particular those deemed sustainable community schools that have community partners that house immigration services and have years of experience in doing immigration advocacy; and

WHEREAS, bilingual educators and educators in general are experiencing an increased number of newcomers each year without the resources to match; and

WHEREAS, interpretation and translation services are a necessity in schools, yet they are widely unavailable, and those who can interpret are facing increased difficulties to do so; and

WHEREAS, the cities could respond to this crisis by expanding affordable housing that would help not only address the incoming population but also the existing houseless:

RESOLVED, that the AFT will condemn the actions of Republican Texas Gov. Abbott; and

RESOLVED, that the AFT locals will provide support to displaced immigrants by coordinating hands-on volunteer opportunities, developing training to support bilingual educators and educators in general on the rights of immigrant and homeless students and parents; and

RESOLVED, that the AFT will engage with city and state elected officials and community organizations to advocate for the rights of the displaced immigrants; and

RESOLVED, that the AFT will demand more robust bilingual services, housing for homeless students, appropriate interpretation staffing, and filling critical vacancies to assist
incoming students displaced by right-wing governors with an
equitable and appropriate educational program representative of
an actual sanctuary city.

Submitted by: Chicago Teachers Union, Local 1

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25. SUPPORT FOR THE LGBTQIA+ COMMUNITY

WHEREAS, the LGBTQIA+ community should be able to teach,
learn, work, and live freely without fear of harassment and
discrimination; and
WHEREAS, our students deserve supportive, welcoming and
affirming school environments, regardless of their sex, sexual
orientation, gender identity or expression; and
WHEREAS, conversion therapy, which targets and harms
transgender individuals along with the rest of the LGBTQIA+
community, has been completely banned in Canada, and in New York
and other states, but remains—without law or policy—in over 20 states;
and
WHEREAS, many health plans are not allowed to exclude transition-
related care, and healthcare providers are required to treat a person
with respect and according to their gender identity; however, a study
by the Center for American Progress found that LGBTQIA+ patients
report experiencing discrimination in healthcare settings, ultimately
discouraging them from seeking medical care; and
WHEREAS, in many states, transgender athletes are unable to
compete in the sports teams that they identify with; and
WHEREAS, educators fostering positive LGBTQIA+ environments
are being met with baseless, unfair and hurtful accusations; and
WHEREAS, state school boards and school districts are being
pressured to renounce support for LGBTQIA+ clubs and school
activities; and
WHEREAS, a 2021 Centers for Disease Control and Prevention
survey indicated that 43 percent of transgender youth have been
bullied on school property; and 29 percent of transgender youth, 21
percent of gay and lesbian youth, and 22 percent of bisexual youth
have attempted suicide; and
WHEREAS, the Trevor Project, a national organization founded to
eradicate suicide and other mental health challenges facing the
LGBTQIA+ community, reports that affirming school environments
were found to have a positive impact in saving young LGBTQIA+ lives; and
WHEREAS, in 2023, a record 520 anti-transgender state laws and 23 national laws were introduced, including more than 30 anti-transgender bathroom bills, more than 100 anti-LGBTQIA+ curriculum censorship bills, and 45 anti LGBTQIA+ drag performance ban bills; and

WHEREAS, the Anti-Defamation League and GLAAD reported that from June 2022 to April 2023, there were over 356 anti-LGBTQIA+ hate and extremism incidents documented across 46 states and the District of Columbia (with California, New York and Texas seeing the highest number of incidents): 138 incidents relating to drag events and performers, 33 incidents relating to schools and educators, 23 incidents relating to healthcare facilities and providers, and 22 incidents relating to government buildings and elected officials; and

WHEREAS, these incidents create fear and divide our communities with mass disinformation and misinformation, continuing a cycle of hate and bigotry and dismantling the basic freedoms of the LGBTQIA+ community; and

WHEREAS, the proponents of the aforementioned laws have legislated and misused the courts to enact policies that promote discrimination against lesbian, gay, bisexual, transgender, and queer or questioning individuals; and

WHEREAS, the aforementioned restrictive and punitive measures make already vulnerable students even less secure, leading to missed classes, academic underperformance, increased dropout rates, and increasing their likelihood of homelessness:

RESOLVED, that the AFT will work with state federations and local affiliates to promote strong state and national protections for LGBTQIA+ youth and adults, including:

- Inclusive language in all schools;
- Proper use of identifying pronouns and a person’s chosen name;
- Equitable access to facilities that match gender identities;
- Respect for gender expression, including, but not limited to, attire and appearance;
- Policies that allow transgender athletes to compete in the sports teams that they identify with;
- Policies that protect and respect the gender identities of students and staff; and
- Inclusive anti-bullying and anti-harassment policies that protect students and staff; and

RESOLVED, that the AFT will advocate for the availability of gender-affirming medical care no matter an individual’s state of residence and that these services be fully covered by medical insurance; and
RESOLVED, that the AFT will advocate for the banning of conversion therapy throughout the United States; and

RESOLVED, that the AFT will continue to vigorously defend school, healthcare, and public employee workers who support LGBTQIA+ youth, their families and the broader LGBTQIA+ community, as well as those who teach about their existence, history and the fight for dignity, rights, and pride for LGBTQIA+ people; and

RESOLVED, that the AFT will consider supporting advocacy organizations—such as Pride at Work, PFLAG, GLSEN, the Human Rights Campaign, Lambda Legal and the Trevor Project; identify and support other local, community-based organizations that provide services to LGBTQIA+ youth and workers; hang pride flags; and celebrate holidays such as National Coming Out Day and Pride Month; and

RESOLVED, that the AFT will advocate for the inclusion of LGBTQIA+ history within history curriculum across the country; professional development, continuing education, and training for school staff; complaint procedures that are inclusive of LGBTQIA+ pupils; and the development and promotion of LGBTQIA+ safe space trainings.

Submitted by: New York State United Teachers

26. BLACK LIVES MATTER AT SCHOOL MONTH

WHEREAS, the closing of public schools and other school actions across the country have negatively and disproportionately impacted Black and brown communities; and

WHEREAS, Black educators have been at undue risk of losing their jobs; and

WHEREAS, mandates to teach Black history have been under attack by right-wing forces that want to distort and deny the vital history of Black people in the United States and across the world; and

WHEREAS, the implementation of ethnic studies and culturally sustaining curriculums is of critical importance to supporting the learning needs of all students, but particularly Black and brown students, as decades of research have demonstrated; and

WHEREAS, Black and brown students face suspensions from school at disproportionate rates even when risk factors such as poverty and low achievement are controlled for; and

WHEREAS, discipline, criminalization and over-policing of Black and brown students have proven to be ineffective in improving
outcomes and are damaging to their health and well-being, and
restorative practices have proven to be a powerful tool in reducing
disproportionate discipline and improving school climate; and
WHEREAS, school districts often ineffectively implement restorative
practices without adequate training, support and understanding of their
role in a developmentally appropriate system of accountability,
consequences and harm reparation; and
WHEREAS, increased staffing of social workers and nurses and the
protection of counselor time to do counseling work are vital and should
meet levels recommended by their respective national professional
organizations in order to support and address students’ social-
emotional and other needs:

RESOLVED, that the AFT endorses participation and
encourages members in all locals to participate in Black Lives
Matter at School Week to take place during Black History Month;
and
RESOLVED, that the AFT and its affiliates will host events
during or around this week and engage in advocacy, on an
ongoing basis, aligned to the national demands for hiring more
Black teachers and ending the pushout of Black teachers in our
schools, proper implementation of restorative practices in
schools and ending zero-tolerance discipline, teaching students
Black history and other ethnic studies curriculums, and funding
more counselors in schools as opposed to police officers; and
RESOLVED, that the AFT will encourage its members to wear
Black Lives Matter at School shirts to school that week and teach
lessons about related topics; and
RESOLVED, that the AFT executive council and AFT members
in classrooms will participate in the Black Lives Matter at School
Week(s) of Action by teaching one or more lessons in our
classrooms.

Submitted by: Chicago Teachers Union, Local 1

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☐ Precluded by______________________  ☐ Referred to__________________
27. OPPOSING THE WEAPONIZATION OF ANTISEMITISM

WHEREAS, the AFT is on record calling for an immediate end to the relentless bombing of Gaza. The AFT also reiterates our long-standing and uncompromising opposition to antisemitism, Islamophobia and all forms of hate and incitement to violence. The AFT defends the reasonableness of criticizing Israel while forcefully condemning the rise of antisemitism. It is equally reasonable to support Palestinian independence without opposing an Israeli state that lives in harmony with its neighbors and abandons the project of apartheid occupation; and

WHEREAS, as educators, healthcare professionals and public service professionals, we are sick at heart over the toll of the war on Gaza. As the bombing continues, despite orders from the International Court of Justice to desist, the death toll is now in the tens of thousands; and

WHEREAS, students across the U.S. have risked their scholastic standing and career prospects to oppose the killing. We are proud of them; and

WHEREAS, opponents of this burgeoning anti-war movement have levied charges of antisemitism against those who oppose the assault on Gaza. This is a false characterization of antisemitism; and

WHEREAS, right-wing antisemitism in the U.S. is a serious threat. It has led to synagogue shootings in 2018 and 2019. White nationalists in Charlottesville, Va., chanted “Jews will not replace us” in 2017; and in the 2021 siege on the Capitol, insurgents were seen with pro-Holocaust paraphernalia. Violent right-wing antisemitism has also been resurgent in Europe;¹ and

WHEREAS, the AFT opposes the International Holocaust Remembrance Alliance (IHRA) working definition of “antisemitism” (and similar definitions) in any proposed rule the U.S. Department of Education may formulate in response to Executive Order 13899, or in any other policy or practice to enforce civil rights law. This definition of antisemitism conflates protected political speech with unprotected discrimination, and enshrining it into regulation chills the exercise of First Amendment rights, undermining the agency's legitimate and important efforts to combat discrimination; and

WHEREAS, the American Association of University Professors correctly notes² the clear connection between silencing voices critical of Israeli state policy and censoring “teaching about racism” in the United States. Sadly, a partisan effort to weaponize civil rights law

¹ Eitan Hersh and Laura Royden, Political Research Quarterly, 2023, Vol. 76(2) 697–711
threatens to smother dissent and cast a pall of conformity over our campuses. It is not the role of the government to terminate political debates on campus; indeed, government must protect the right of universities and colleges to foster debates on pressing matters of the day. Disagreement and dialogue are central to both intellectual inquiry and democratic self-government; and

WHEREAS, the weaponization of accusations of antisemitism in campaigns to censor dissenting views of the war and the decades-long Palestinian efforts to govern their own affairs is deeply disturbing. In education, we insist on the freedom to have unfettered, intellectually honest, and respectful discussion and to freely debate ideas, even controversial ideas. That is the hallmark of both American education and American democracy. We will defend the rights of educators and their students to participate in intellectually honest discussions, to articulate and rally around their views, including the ongoing struggle for Palestinian self-determination; and

WHEREAS, any attempt to impose by legal means a highly polemical and widely contested definition of antisemitism amounts to reckless state overreach and directly undermines educators’ responsibility to educate. We call on our elected representatives to stand up in defense of the core values of free speech, free association and academic freedom that provide the foundation for democratic self-government and the realization of the academic mission of Washington’s colleges and universities; and

WHEREAS, antidiscrimination law appropriately ensures a safe and inclusive environment on university campuses. But it is not designed and should not be employed to foreclose the analysis of current conflicts or inequities and the historical conditions that gave rise to them. We believe the American Civil Liberties Union got it right in a recent letter to the Department of Education: “the federal government is equipped with the standards to address hostile environment harassment, including when speech is involved. But the IHRA definition of antisemitism is not rooted in the legal protections against hostile environments and instead seeks to prohibit speech based on viewpoint alone; and

WHEREAS, the ACLU has cautioned: If the Department of Education were to use the IHRA working definition of antisemitism in its investigations of Title VI complaints, protected speech would inevitably be chilled. In fact, the lead author of the original IHRA definition, Kenneth Stern, has himself opposed the application of this definition to campus speech, noting that codifying this definition would lead campus administrators to “fear lawsuits when outside groups complain about anti-Israel expression, and the University doesn’t punish, stop or denounce it.” Even if lawsuits and complaints are

dismissed, merely bringing them would likely be sufficient motivation for schools to censor their communities, fearing recourse from donors, faculty, political leaders and prospective students. In other countries that have adopted this definition, universities have routinely censored speech in a manner that would be unconstitutional if conducted by an American public university. For example, students in British universities were subjected to disciplinary proceedings for sharing a Human Rights Watch infographic, signing a letter in support of a former president of the UK National Students’ Union who was accused of antisemitism, and even liking and sharing a social media post, which stated “If you are silent when it comes to Palestine, you would have been silent at the time of the Holocaust.”:

RESOLVED, the AFT will oppose H.R. 6090, passed in the U.S. House of Representatives on May 1, 2024, which “provides statutory authority for the requirement that the Department of Education’s Office for Civil Rights take into consideration the International Holocaust Remembrance Alliance’s (IHRA’s) working definition of antisemitism when reviewing or investigating complaints of discrimination based on race, color, or national origin in programs or activities that receive federal financial assistance. According to the IHRA’s working definition, antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews.” We also oppose the companion Senate Bill 4127, introduced in April 2024, by Sen. Tim Scott of South Carolina; and

RESOLVED, that the AFT will oppose H.R. 6408, passed by the House on April 15, 2024, which would enable a new category of legal targeting of nongovernmental organizations, particularly those that engage with Palestinians or on Palestinian issues. It would also enable attacks on nonprofits working in any sector on any issue. The bill gives the Department of Treasury the right to remove the tax-exempt status of organizations based solely on an accusation of wrongdoing with virtually no accountability or recourse for those accused. If it were to become law, any presidential administration could use it as a tool to stifle free speech, target political opponents and punish disfavored groups or those seen as a political threat. We also oppose the companion Senate Bill 4136; and

RESOLVED, that adopting the IHRA working definition of antisemitism would lead to more censorship on campus, and change the nature of universities, which exist to promote the free flow of information and marketplace of ideas. While we wholly support efforts to fight discrimination and harassment through Title VI complaints and investigations, we strongly caution against adopting the IHRA definition, or any definition of
discrimination that threatens to censor or penalize political
speech laying at the heart of the First Amendment.

Submitted by: AAUP Advocacy, Local 6741

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28. ADOPT GENDER-NEUTRAL LANGUAGE

WHEREAS, gender-neutral language is a generic term covering
the use of non-sexist language and gender-inclusive language, and
the purpose of gender-neutral language is to avoid word choices that
may be interpreted as biased, discriminatory or demeaning by
implying that one sex or social gender is the norm;¹ and
WHEREAS, using gender-neutral language also helps reduce
gender stereotyping, promotes social change and contributes to
achieving gender equality;² and
WHEREAS, gender-neutral language is more than a matter of
political correctness—it powerfully reflects and influences attitudes,
behavior and perceptions;³ and
WHEREAS, a growing awareness exists that language matters,
especially in regard to the subtle and not so subtle, as well as the
intended and unintended consequences of language, including
implicit or explicit bias;⁴ and
WHEREAS, per our Constitution and Bylaws, the AFT is
committed to fighting “all forms of bias due to race, creed, color,
national origin, disability, sex, sexual orientation, gender identity or
expression, and social, political or economic status;”⁵ and
WHEREAS, the AFT is committed to promoting inclusivity and, per
our Constitution and Bylaws, avows that no “discrimination shall ever
be shown toward individual members or applicants for membership
because of race, creed, color, national origin, disability, sex, sexual
orientation, gender identity or expression, and social, political or
economic status;”⁶ and

² Ibid.
³ Ibid.
⁴ City of Urbana, “Draft resolution regarding the implementation of gender-inclusive
language in official written and verbal communications.”
https://urbanaillinois.us/sites/default/files/attachments/Discussion_Gender_Inclusive
Language_Resolution_DRAFT_updated.pdf
⁵ AFT, “2022 Constitution and Constitution and
Bylaws.”
⁶ Ibid.
WHEREAS, continued use of linguistic conventions that
differentiate and identify people by perceived gender may undermine
the AFT’s commitments to fighting bias and discrimination and
promoting inclusivity; and
WHEREAS, adopting gender-neutral language may help the AFT
affirm our commitment to building a safe, diverse, compassionate,
inclusive, respectful and welcoming community:

RESOLVED, that the AFT will prepare amendments to the AFT
Constitution and Bylaws that replace gender-specific language
(including the pronouns he, him, his, she, her, hers) with gender-
neutral language (they, them, theirs) and refer them to the 2026
AFT convention; and
RESOLVED, that the AFT will use gender-neutral language in
all new policies and that all policy documents up for revision be
edited to adopt gender-neutral language; and
RESOLVED, that all future communications from the AFT,
including new webpages, press materials, reports, recruiting
materials and fliers, use gender-neutral language; and
RESOLVED, that where gender-specific references are not
substantive to the document in question, gender-neutral
language revisions will be made administratively (in other words,
not requiring a vote of the AFT executive council); and
RESOLVED, that in the conduct of routine proceedings,
meetings, staff presentations, official videos and other verbal
communications, whenever practical and appropriate, the AFT
will utilize gender-inclusive positions, titles and forms of address
(for example, “supervisor,” “spokesperson,” “chair,”
“professor/officer emerit,” “alum,” “cousin,” “sibling,”
“Welcome, everyone!” and “Good evening, folks”); and
RESOLVED, that, in the furtherance of gender inclusivity, the
AFT will forward this resolution to our locals and state federations
and offer them support/advice in the process of revising language
in their own policies, documents and practices.

Submitted by: AFT-Oregon
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WHEREAS, in recent years, the world has witnessed the inhumane response of the Iranian regime as it violently attacked and terrorized people who protested the death of Jina Mahsa Amini—a young Iranian Kurdish woman arrested for not observing Iran’s dress code—while she was in custody. The Woman, Life, Freedom movement that has arisen in response from those protests continues the fight for a life of respect, dignity and justice; and

WHEREAS, the struggle for human rights in Iran has deep roots, reaching across all parts of civil society, including trade unions, which have long sought their rights to freedom of expression and association. Yet today, workers are still high-profile targets of government repression, subject to intimidation, violence and imprisonment; and

WHEREAS, Iran’s educators have been especially targeted, with authorities not allowing peaceful trade union demonstrations over teachers’ poor wages, the inadequate education budget and the jailing of educators in the country’s most notorious prisons. Hundreds of teachers have been summoned and interrogated on baseless and false national security charges, and hundreds more have suffered pay cuts and have been suspended from work, forced to retire, or dismissed outright; and

WHEREAS, although Iran is a member of the International Labor Organization, it has not yet ratified the ILO Conventions guaranteeing the right to organize and the right to collective bargaining. We remain steadfast in our belief that labor rights defenders play an important role not only in protecting workers but also in protecting the people’s right to have a voice in their societies:

RESOLVED, that the AFT will advocate to the United Nations Commission on the Status of Women for the courageous, history-making movement: Woman, Life, Freedom. We join its call for equality, dignity, development, democracy and peace; and

RESOLVED, that the AFT will urge the AFL-CIO to advocate for responses from Iran to a number of worker issues raised by the International Labor Organization’s Committee of Experts, including inquiries about basic labor rights, anti-discrimination and protection from exploitation at work; and

RESOLVED, that the AFT will inform the Department of State and relevant members of Congress that we condemn Iran’s brutality against its trade union movement. We will continue—despite the difficulties and the dangers—to work with Education International, Public Services International, global trade unions,
and local Iranian civil society organizations in finding ways to extend solidarity to teachers and other trade unionists in Iran.

Submitted by: AFT Connecticut

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30. FOR AN END TO THE WAR IN GAZA AND LASTING PEACE, SECURITY AND SELF-DETERMINATION FOR ISRAEL AND PALESTINE

resolved, that the AFT issue the following statement:

The histories of the Israeli Jewish and Palestinian peoples are filled with heart-rending stories of oppression and the terrible loss of human life. Over the last 100 years, those histories have been intertwined in an ongoing, shared tragedy, with the latest chapter beginning on Oct. 7 and the war in Gaza. Nearly 1,200 Israeli Jews, Israeli Palestinians, Israeli Bedouins and foreign guest workers, including children, died on Oct. 7: It was the most significant mass murder of Jews since the Shoah, the Nazi Holocaust during World War II. Over 35,000 Palestinians—and most painfully, over 8,000 Palestinian children—have died in the ensuing war in Gaza: This is more than double the number of Palestinians who died in the Nakba, the event of Palestinian displacement in 1948.

In the face of this unspeakable tragedy, the AFT says: the war, the violence and the bloodshed must end, and they must end now. We repeat our call of January of this year, which has only become more morally urgent over the subsequent months: for an immediate bilateral cease-fire, guaranteed by the international community; for the immediate delivery of desperately needed humanitarian aid—food, medical supplies, clothing and emergency shelter—to the people of Gaza; and for the immediate release of all Israeli hostages held by Hamas.

There are truths that define the path not only to an end of this horrific war, but also to a resolution of 100 years of conflict and bloodshed between Israel and Palestine. There is no military solution to this conflict, no way forward that rests on the domination of one people and the subordination of the other, no force of arms that can bring lasting peace and security. The only way forward is one that recognizes that there are two peoples of approximately equal size that reside in this small part of the world, each with historic ties to the land, each with the right to live in freedom and peace, and each with the right to national self-determination—including the right to govern themselves in their
own state. A cease-fire must be the first step on a journey that concludes with two states for two people: peace, freedom and self-determination will be possessed by both peoples, or they will remain out of reach for all.

We support a cease-fire accepted by both Israel and Hamas that will bring a permanent close to this war, as advocated by President Biden on May 31, and begin the process of achieving a lasting peace. Further, we support that U.S. aid to Israel should be used only for purposes that conform with American and international law: American military aid cannot be used in ways that facilitate the seizure of Palestinian land, the violent dispossession of Palestinian communities, and the annexation of occupied Palestinian territory. Nor can U.S. military aid be used to harm civilian populations.

An end to this war has proven so difficult because of the absence of a will to end it. Hamas has demonstrated a readiness to sacrifice Palestinian life on a massive scale when it thinks it will serve its ends: It began this war with its attacks on Oct. 7, and it has continually insisted that it be ended on its terms. The Palestinian people have suffered under the dictatorial rule of Hamas, which has brutally repressed and eliminated its Palestinian opponents. It is not a credible partner for peace, security or a two-state solution; the Palestinian leadership to accomplish these objectives will come from other sources.

Israeli Prime Minister Netanyahu and his far-right government are an obstacle to achieving lasting peace, freedom, and security. He has opposed a two-state solution, and stood idle as extremist setters have engaged in violence and land theft against Palestinians on the West Bank, and as they have cruelly blocked emergency food aid to Gaza. Netanyahu has an interest in prolonging the war to escape the public scrutiny of his colossal failure to protect Israel’s citizens and his own pending criminal prosecution. While Israel’s initial cause of war—self-defense against the criminal acts of Oct. 7—was just, the ways in which the Netanyahu government has prosecuted it—its sanctioning of indiscriminate and disproportionate violence, resulting in a massive civilian death toll—has made it unjust. It is past time for an election so that Israelis can choose leaders committed to democracy, security and a peace process.

The AFT supports those forces in Israel and in Palestine that seek a different future for themselves—a democratic future where Israelis and Palestinians can both live in dignity, with peace and self-determination for all. We reaffirm our work with civil society organizations and unions in Israel and Palestine—such as the Hand-in-Hand schools, Standing Together, and the Parents Circle-Families Forum—that are committed to that different
future, and working to bring it into a reality. Rather than turn away and divest from Israel and Palestine, now is the moment to rededicate ourselves to support for that future, starting with the reconstruction of Gaza and the West Bank, focusing on education and healthcare.

Submitted by: United Faculty of Miami Dade College, Local 4253

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31. HOPE AND RESILIENCE IN HAITI

WHEREAS, the AFT and Haiti have strong and enduring ties, as we are linked by family and profession, and many AFT teachers, nurses and students are proudly of Haitian descent; and

WHEREAS, the United Federation of Teachers and the Vermont Federation of Nurses and Health Professionals led early-response healthcare teams in the wake of Haiti's devastating earthquake; and

WHEREAS, then-Secretary-Treasurer Lorretta Johnson brought an AFT delegation to Port-au-Prince to help open a neighborhood free clinic serving the families of union workers; and

WHEREAS, we recognize that while Haiti was the first Caribbean nation to gain independence from European powers and was once one of the wealthiest colonies of the Americas, it is now the Western Hemisphere’s poorest country; and

WHEREAS, the challenges facing Haiti are daunting, and the Haitian people are trying to persevere amid political instability, social unrest, financial greed, financial profiteering from other countries, the central government’s inability to deliver much-needed public services for its people, and the devastation caused by climate change and natural disasters; and

WHEREAS, we acknowledge that the transformation of Haiti rests ultimately in the hands of its own people, who will need to initiate a multiparty dialogue and elect a new government that delivers human rights, civil liberties and equality—a solution for Haitians, by Haitians; and

WHEREAS, we assert that through all the years of civil strife, Haitian educators and nurses have functioned as strong voices for the protection of the people by denouncing the country’s episodes of violence against women and girls; fighting the recruitment of schoolboys into criminal gangs; fighting the illegal trafficking in arms, drugs and forced labor; and reaching across political lines to oppose the growing polarization of society; and
WHEREAS, we have seen that the government has tried to intimidate Haitian unions, but the government’s strong-arm tactics have failed because unions and their community allies stood in resistance for what is right and fair, and the fight continues for labor union rights and the right to organize; and
WHEREAS, despite all the challenges facing Haiti, we remain resolutely optimistic about the power of educators, healthcare workers, public sector employees and their unions to promote democracy and social justice in Haiti:

RESOLVED, that we stand in unity with the people of Haiti and remain committed to defending and promoting the vital work of the public sector, because we know that high-quality public services are the vehicle by which people gain opportunity and freedom; and
RESOLVED, that to monitor events in Haiti and to identify credible aid organizations to partner with, we will empower a committee of AFT leadership and members—including members from the Haitian-American AFT community, faith groups, our regional trade union network and other donors—to show humanitarian solidarity with the people of Haiti.

Submitted by: United Federation of Teachers, Local 2

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32. UKRAINE: TEACHERS’ AND STUDENTS’ SOCIAL AND EMOTIONAL WELL-BEING

WHEREAS, the AFT’s solidarity with the Trade Union of Education and Science Workers of Ukraine and its members is long-standing and was strongly expressed in our 2022 convention resolution “Solidarity with Ukraine”; and
WHEREAS, AFT President Randi Weingarten and Vice Presidents Dan Montgomery and Shari Obrenski have traveled to Ukraine at the invitation of TUESWU and met with hundreds of members and leaders and personally witnessed the impact of the war with Russia on teachers and students; and
WHEREAS, the AFT’s support for Ukraine’s teachers and students has been lifted through partnerships with TUESWU, Education International, the Solidarity Center, the Ukraine Children’s Action Project, Human Rights Watch, the Illinois Federation of Teachers, Save Ukraine, and the Kosciuszko Foundation; and
WHEREAS, the generational impact of the war has been devastating: More than 6 million Ukrainians have fled the country;
3,798 educational institutions have been bombed, of which 365 have been completely destroyed; and only 52 percent of students are optimistic about the future of Ukraine; and

WHEREAS, the AFT and TUESWU have worked with Human Rights Watch in Ukraine to document Russia’s attacks on Ukraine’s education sector—the loss of schools, the crises among teachers and the tragic impact on communities; and

WHEREAS, the AFT and many affiliates, including the IFT, have long experience in offering trauma-informed instruction training to teachers and staff, and the AFT is committed to working with TUESWU in the development of professional development methodology to address the social and emotional trauma experienced by teachers and students, using the tools developed by a team of trauma psychologists at Columbia University for the Ukraine Children’s Action Project:

RESOLVED, that the AFT will support TUESWU in developing and offering a union-sponsored professional development course for its members in trauma-informed education and social and emotional well-being. Over the next two to three years, in collaboration with the Solidarity Center and the Ukraine Children’s Action Project, TUESWU and the AFT will conduct focus groups and pilot, monitor, roll out, evaluate and refine a continuing series of online and in-person tools to address the social and emotional impact on teachers and students of the war and its aftermath. After initial focus groups and training of leaders, the Ukrainian teachers union will be well-positioned and have the capacity to cascade this training forward and reach its 1.5 million members throughout the country; and

RESOLVED, that the AFT will inform the Department of State, civil society organizations, global trade union partners and other stakeholder organizations of the ongoing impact of this project; further, the AFT will advocate among government and contracting agencies to include the concepts of trauma-informed education and educators’ social and emotional well-being in their development assistance programs; and

RESOLVED, that the AFT will broadly distribute the Human Rights Watch report on the impact of the war on Ukraine’s physical and education infrastructure, highlighting violations of the additional protocol to the Geneva Convention’s “fundamental guarantee” of protecting children, schools and education, even in areas of armed conflict.

Submitted by: Illinois Federation of Teachers

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33. SELL STATE OF ISRAEL BOND

WHEREAS, the AFT holds only one bond of a foreign government, which is the state of Israel, and WHEREAS, the AFT’s state of Israel bond is valued at $150,000:

RESOLVED, that the AFT will redeem its state of Israel bond and shall purchase no further bonds from the state of Israel.

Submitted by: AFT-Oregon

34. AFT DIVESTMENT FROM STATE OF ISRAEL BOND

WHEREAS, over 35,500 Palestinians have been killed since Oct. 7, 2023; and WHEREAS, among Palestinians killed by Israeli forces in their current offensive in Gaza, civilians are disproportionately and overwhelmingly represented, particularly Palestinian children who total almost half of all Palestinian deaths; and WHEREAS, the Palestinian General Federation of Trade Unions has issued an urgent global call to action, calling on unions everywhere to end funding to Israel; and WHEREAS, U.S. labor’s condemnation of the humanitarian crisis in Gaza created by Israel and subsequent calls for cease-fire includes over 200 locals from the United Auto Workers, Service Employees International Union, American Association of University Professors, United Steelworkers, Teamsters, UNITE HERE, AFL-CIO, Higher Education Labor United, Industrial Workers of the World, National Education Association and many more; and WHEREAS, Israeli military attacks have since October 2023 destroyed or damaged all 12 Palestinian universities that were operating in 2023 in Gaza and 80 percent of schools, leaving at least 625,000 children currently without access to education, a condition described by Palestinian and international scholars as “scholasticide”; and WHEREAS, Israeli forces have killed more than 480 healthcare workers since October 2023, destroyed most hospitals and healthcare centers in Gaza, leaving only 10 out of 36 hospitals “somewhat functional” and only 20 out of 80 of the primary healthcare centers still operational, with 75 percent of hospitals and 100 percent of primary healthcare centers in the North of Wadi Gaza nonfunctional; and
WHEREAS, as educators and healthcare workers, we condemn the destruction of schools and healthcare facilities in any and every part of the world; and

WHEREAS, The AFT holds only one bond of a foreign government, which is the state of Israel, a country internationally accused of committing war crimes, crimes against humanity and genocide; and

WHEREAS, The AFT’s state of Israel bond, which helps fund Israel’s scholasticide and genocide, and pays for Israel’s long-standing occupation of the Gaza Strip, the West Bank, including East Jerusalem, and the apartheid regime against Palestinians everywhere is valued at $150,000:

RESOLVED, that the AFT will redeem its state of Israel bond and will purchase no further bonds from foreign governments.

Submitted by: AAUP Advocacy, Local 6741; University of Illinois Chicago Graduate Employees, Local 6297; UVMMC Support Staff United, Local 5223

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35. SUPPORT WORKERS’ RIGHTS IN THE PHILIPPINES

WHEREAS, workers in the Philippines face an ever worsening economic situation, including low wages, high inflation, lack of job security, and attacks on their rights to organize; and

WHEREAS, these economic conditions lead to the forced migration of Filipinos in search of work abroad, including as nurses, teachers, caregivers, domestic workers, construction workers and seafarers where they often face discrimination, low wages and hazardous working conditions; and

WHEREAS, labor activists in the Philippines are routinely “red-tagged,” a practice where government entities label activists and critics as terrorists, which often leads to harassment, detention, imprisonment or extrajudicial killing; and

WHEREAS, red-tagging and other forms of state repression have led to the murders of Alex Dolorosa and Jude Fernandez, just two of over 72 labor-related killings since 2016; and

WHEREAS, the International Labor Organization has condemned the deadly practice of red-tagging, which continues under the government of Ferdinand Marcos Jr.; and

WHEREAS, the Marcos Jr. regime continues to open up the country to plunder and exploitation at the hands of foreign corporations, including Oregon-based NuScale Power by promoting neoliberal reforms that deregulate and privatize the economy, including changing

PROPOSED
the constitution to allow 100 percent foreign ownership of the energy, advertising and education sectors; and

WHEREAS, the U.S. provides security assistance to the Philippines in the form of military aid, intelligence and training, including over $1.14 billion in military aid since 2015, and conducts regular joint military exercises with the Armed Forces of the Philippines, which is responsible for war crimes, including ongoing indiscriminate aerial bombings in the countryside and the harassment, red-tagging, forced disappearance, detention, torture and extrajudicial killing of activists, including labor organizers; and

WHEREAS, this U.S.-backed state repression has a chilling effect on the ability of workers to organize and fight for their basic rights; and

WHEREAS, the Philippine Human Rights Act (PHRA) would halt U.S. military aid to the Philippines until there are accountability measures in place; and

WHEREAS, workers’ rights at the international level are laid out in a number of human rights conventions and treaties, including the Universal Declaration of Human Rights (1948) and the International Covenant on Economic, Social and Cultural Rights (1966); and

WHEREAS, the AFT mission statement reads: “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”; and

WHEREAS, 24 cents of every U.S. tax dollar goes to the U.S. military, while 2.2 cents of every U.S. tax dollar goes to education;¹ and

WHEREAS, the AFL-CIO awarded the Philippine labor movement with its 2023 George Meany-Lane Kirkland Human Rights Award for its “dedication and courage” in the face of “aggressive surveillance, mistreatment, torture, imprisonment and even killings of workers”; and

WHEREAS, AFT members have thus far demonstrated their support for workers’ struggles in the Philippines through:

• Mobilizing to Seattle to protest the Asia-Pacific Economic Cooperation and the negative effects of neoliberal reforms on workers both in the U.S. and in countries like the Philippines;
• Attending the speaking tour of Kilusang Mayo Uno labor leader Elmer Labog;
• Signing a letter in support of Justice for Jude in the wake of the murder of Kilusang Mayo Uno labor organizer Jude Fernandez by the Philippine National Police;
• Rallying outside Sen. Jeff Merkley’s office in support of the PHRA;
• Struggling against military aggression by rallying and opposing JROTC in their schools in solidarity with students, veterans and victims of U.S. aggression; and
• Planning, participating in, and speaking at International Human

¹ https://www.nationalpriorities.org/analysis/2019/tax-day-2019/where-your-tax-dollar-was-spent-2018/
Rights Day in Portland:

RESOLVED, the AFT will commit to building solidarity for the fight for workers’ rights in the Philippines through:

- Demanding an end to U.S. military aid to the Philippines by supporting the passage of the PHRA;
- Continuing to provide education about the conditions facing workers in the Philippines and the role of the U.S. in supporting the brutal anti-worker policies of Ferdinand Marcos Jr.;
- Partnering with the International Coalition for Human Rights in the Philippines in continuing to build solidarity for the fight for workers’ rights in the Philippines;
- Opposing all unequal military and economic agreements between the U.S. and the Philippines;
- Supporting the demands and campaigns of Filipino workers, many of whom work dangerous, underpaid jobs as teachers, nurses, caregivers and seafarers;
- Committing to AFT participation in labor solidarity missions to the Philippines and support in future U.S. tours of labor leaders from the Philippines.

Submitted by: Portland Federation of School Professionals, Local 111

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
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36. STOP ENABLING GENOCIDE: HALT U.S. MILITARY AID TO ISRAEL

WHEREAS, the AFT has long championed human rights in Central and South America, Southeast Asia, China, Russia and many other parts of the globe. As educators, paraprofessionals, nurses, and those who serve our youth and communities, responding to and advocating for the communities we serve extends beyond the walls of a classroom, school, school bus or hospital. We are more tightly connected across the planet than ever before; our jobs and our union are called to address world crises that extend beyond local, state or national borders. This is especially true of the unprecedented humanitarian crisis facing Palestinian civilians and children from Israel’s invasion and occupation of Gaza; and
WHEREAS, the International Court of Justice in January issued an interim ruling\(^1\) that Israel is plausibly committing genocide, ordering them to stop genocidal acts and take measures to guarantee that humanitarian assistance is provided to civilians in Gaza.\(^2\) Francesca Albanese, the U.N. special rapporteur on human rights in the occupied Palestinian territories, issued a report on an “Anatomy of a Genocide,”\(^3\) that says she believes Israel has committed “acts of genocide in Gaza.” She presented her report to U.N. member states in Geneva;\(^4\) and

WHEREAS, the United Nations Human Rights Council passed a resolution on Friday, April 5, condemning Israel’s treatment of civilians in Gaza and demanding a halt in all arms sales to Israel.\(^5\) Canada, the Netherlands, Japan, Spain and Belgium have all announced their intention to stop shipping weapons to Israel;\(^6\) and

WHEREAS, a coalition of a dozen labor unions and liberal organizations, including the National Education Association, Service Employees International Union, MoveOn and NextGen America sent a letter to the White House on April 11, 2024, demanding that President Biden end military aid to Israel until its government lifts restrictions on humanitarian aid to Gaza. The letter calls on President Biden to enforce the Foreign Assistance Act, which bars military support from going to any nation that restricts the delivery of humanitarian aid;\(^7\) and

WHEREAS, the U.N. agency for Palestinian refugees (UNRWA) released a statement in March 2024 on the astronomical human toll of Israel’s invasion and occupation in Gaza, especially on Palestinian children. The report stated that, “more children have been killed there in recent months than in four years of conflict worldwide.” As of March

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2024, 12,300 children had died in Gaza in the last four months, compared with 12,193 globally between 2019 and 2022;\(^8\) and

WHEREAS, the United Nations Relief and Works Agency (UNRWA) Commissioner-General Philippe Lazzarini cited the recent Gaza health authority data as “staggering” and stated, “This war is a war on children. It is a war on their childhood and their future.”\(^9\) As a result of this war, in Gaza, “a child is killed every 15 minutes, one out of every 100 children in Gaza”;\(^10\) and

WHEREAS, this war has been utterly devastating for Palestinians; as of March 2024, more than 35,000 people in Gaza\(^11\) have died—70 percent of whom are women and children—and more than 70,000 people have been injured since October, the local health ministry said in its latest report.\(^12\) A report from the World Bank, the European Union and the United Nations issued in early April states that, “Palestinians in Gaza now make up 80 percent of all people facing famine or severe hunger worldwide”\(^13\); and

WHEREAS, international concerns for Israeli abuses of Palestinians in Gaza and the West Bank predate Oct. 7, 2023, going back decades. Just in the span of 2008 and the first half of 2023, over 6,000 Palestinians have been killed in confrontations “in the context of the occupation and conflict” with “... many incidents raising concerns over violation of international law and lack of accountability.”\(^14\) Between 2000 and 2019, more than 10,000 Palestinian children were arrested, detained, abused and prosecuted by Israeli security forces in the Israeli military court system;\(^15\) and


\(^9\) Ibid.


WHEREAS, American tax dollars have been and are being used to kill tens of thousands of Palestinians. The U.S. is the Israeli government’s No. 1 supplier of military weapons, accounting for 68 percent of Israel’s foreign-sourced weaponry.\textsuperscript{16} Not only does the U.S. have a 10-year agreement to provide Israel with $38 billion in military aid over 10 years (Reuters Staff 2024),\textsuperscript{17} they also supply Israel with another half billion dollars to replenish their missile defense system;\textsuperscript{18} and

WHEREAS, according to Robert Tait of the \textit{Guardian}, “Israel has been the biggest recipient of American financial support to a foreign country since the second world war, receiving by 2023 a cumulative sum of $158bn, in current inflation-adjusted prices”; and

WHEREAS, since October 2023, the Biden administration has bypassed Congress to send $253.5 million worth of weapons to Israel to execute their war in Gaza.\textsuperscript{19} Our nation’s policy of arming the Israeli government has made us complicit in carrying out genocide. Time is of the essence. This policy must end now:

RESOLVED, that as long as Israel continues to block substantive and meaningful aid to Gaza, the AFT calls for the U.S. to halt military aid to Israel; and

RESOLVED, that the AFT will vigorously advocate to President Biden, Vice President Harris and members of Congress to immediately end U.S. military aid to Israel.

Submitted by: Berkeley Federation of Teachers, Local 1078

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\textsuperscript{17} “What Military Support Does the US Give Israel?” \textit{Times of Israel}. 8 April 2024. https://www.timesofisrael.com/what-military-support-does-the-us-give-israel/


37. AFT SUPPORTS THE CALL FOR DIVESTMENT FROM EXPLOITATION AND GENOCIDE

WHEREAS, thousands of innocent lives have been lost in Gaza, Israel and the West Bank; and
WHEREAS, the state of Israel has created a dire humanitarian crisis and famine conditions in Gaza by committing the following:
- enacted collective punishment on the Palestinians; carpet-bombed Gaza, including residential buildings, hospitals, U.N. schools,
- evacuation routes and religious institutions; killing thousands of children; used internationally banned white phosphorus against civilians; forcibly displaced over 1.7 million people; and imposed a deadly blockade on Gaza; and
WHEREAS, The United Nations has found that Israel is committing war crimes by its bombing and blockade of Gaza, and the International Criminal Court is considering issuing arrest warrants for war crimes committed by some of Israel’s top officials, including Benjamin Netanyahu; and
WHEREAS, Israel’s military campaign would not be possible without the political, financial and military support given by the United States, including $3.8 billion per year and the additional $14 billion that was approved by the U.S. Congress; and

6 https://www.savethechildren.net/what-we-do/emergencies/gaza-emergency
7 https://www.hrw.org/news/2023/10/12/israel-white-phosphorus-used-gaza-lebanon
8 https://www.haaretz.com/israel-news/2023-11-20/ty-article/1.7-million-palestinians-displaced-from-their-homes-in-gaza-un-says0000018b-ee55-d6a0-a7ff-ee779f3f0000
10 https://www.nytimes.com/2024/05/04/world/middleeast/israel-gaza-starvation-icc.html
11 https://www.axios.com/2024/05/02/israel-icc-warrants-us-senators-meeting
WHEREAS, free speech is being severely suppressed in universities and workplaces, empowered by governmental institutions, by falsely conflating anti-Zionism with antisemitism; and

WHEREAS, students across the country are calling for their universities to divest from companies involved in Israeli war crimes and are being expelled, harassed, silenced and physically attacked for supporting Palestine; and

WHEREAS, multiple companies, churches, and recently two California cities have divested from companies involved in Israeli war crimes; and

WHEREAS, labor unions across the country have joined the call for a cease-fire and are increasingly considering divestment; and

WHEREAS, many parallels have been made between the movement for a Free Palestine and the movement against apartheid in South Africa. In response to the global movement to end apartheid in South Africa, in 1990 the AFT passed a resolution supporting economic sanctions and a policy of disinvestment in companies that continue to invest in [South Africa]; and

WHEREAS, the AFT, has a history of taking principled stances on pressing issues and, therefore, passed a resolution in 2022 calling on pension fund managers to “divest from fossil fuels and reinvest in workers and communities”; and

WHEREAS in January 2024, the AFT executive council passed a resolution calling for a cease-fire in Gaza and for the end of the Israel-Hamas war and promoting steps toward a two-state solution for Israeli and Palestinian self-determination; and

WHEREAS, AFT’s 1.75 million workers participate in public and private pension plans totaling roughly $5.8 trillion that include companies that have been identified as contributing to various human rights violations, militarization and even genocide. For example:

21 https://uaw.org/uaw-statement-israel-palestine/
22 https://www.aft.org/resolution/south-africa
23 https://www.divestoregon.org/nationwide-teachers-union-calls-on-pension-fund-managers-to-divest
1. Boeing’s products have enabled deaths and devastation in communities around the globe, including Palestine.
2. General Dynamics has been accused of assisting in the militarization of the U.S.-Mexico Border and providing unlawful surveillance of immigrant communities.
3. Caterpillar Inc. stands accused of providing the giant bulldozers that have been and continue to be responsible for the illegal home demolitions of thousands of Palestinians and the infamous murder of American Rachel Corrie.
4. Palantir Technologies Inc. provides data analysis for police departments and government agencies and stands accused of enabling wholesale violations of human and civil rights.
5. Valero Energy is known for poisoning communities, endangering the climate and providing jet fuel for Israeli warplanes:

RESOLVED, that the AFT recognizes the rights of all people, and especially children, to dignity, freedom, safety and peace; and AFT members do not want to benefit in any way from profits derived from exploitation and genocide; and

RESOLVED, that the AFT will call on teachers’ pension fund managers to divest these funds of investments in companies that consistently, knowingly, and directly facilitate and enable human rights violations and violations of international law as part of prolonged military occupations, apartheid and genocide; and

RESOLVED, that the AFT will call on all members to support this call for divestment.

Submitted by: Berkeley Federation of Teachers, Local 1078

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25 https://afsc.org/gaza-genocide-companies
26 Ibid.
27 Ibid.
38. NATIONAL LABOR NETWORK FOR CEASEFIRE STANDS IN SOLIDARITY WITH CAMPUS PROTESTERS, DEMANDS THEIR RIGHTS TO PROTEST AND FREE SPEECH BE RESPECTED

WHEREAS, unions formed the National Labor Network for Ceasefire out of a shared call for a ceasefire in Gaza, the safe return of Hamas’ hostages, and safe passage for urgently needed humanitarian aid to those displaced, starved and injured by Israel’s campaign in Gaza. We see that demand broadly reflected in campus protests; and

WHEREAS, as trade unionists, we can never support efforts to repress, intimidate or deploy state-sanctioned violence against those exercising their democratic rights of free speech and who protest, strike or demand justice; and

WHEREAS, the repressive response of certain university administrators and local police to these protests is also a labor rights issue. Faculty, student workers and other campus workers—many of whom belong to our unions—are among those who have been arrested and forcibly removed from the protests, or suspended from their work. University staff have been ordered to clear protests led by students, their fellow workers and union members:

RESOLVED, that the AFT expresses its solidarity with those students, faculty and other academic workers across the United States who have faced a repressive and violent crackdown of their protests of the war in Gaza; and

RESOLVED, that the AFT demands that campus administrators cease their campaign of threats, suspensions and expulsions against peaceful protesters and cease using law enforcement agencies to disrupt and attack them. Academic freedom, free speech, the right to assemble and the right to protest are fundamental rights, and they must be respected on campuses and across the country. The time for peace is now.

Submitted by: Chicago Teachers Union, Local 1

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by__________________________  ☐ Referred to_____________
39. FIGHTING THE HARMFUL IMPACTS OF PRIVATE EQUITY ON OUR ECONOMY, PUBLIC PENSION FUNDS AND HEALTHCARE SYSTEM

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; and

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 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

\(^1\) https://pitchbook.com/news/reports/q2-2024-pitchbook-analyst-note-private-capitals-path-to-20-trillion
\(^2\) https://pestakeholder.org/issues/labor-and-employees/
\(^3\) https://jamanetwork.com/journals/jama/article-abstract/2813379
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 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 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;

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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.

Submitted by: AFT Executive Council

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

40. TAX DEDUCTIONS FOR EDUCATION SUPPLIES

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 K-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.

Submitted by: Illinois Federation of Teachers

☐ 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

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

WHEREAS, in state² after³ state⁴, 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 percent⁵ 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 studies⁶ have shown⁷ that voucher programs⁸ often subsidize students from wealthy families already

¹ https://www.brookings.edu/articles/research-on-school-vouchers-suggests-concerns-ahead-for-education-savings-accounts/
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
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\(^{13}\) are\(^{14}\) going\(^{15}\) to\(^{16}\) private\(^{17}\) schools\(^{18}\) that\(^{19}\)
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


\(^{8}\) https://www.ideastream.org/education/2023-06-05/school-vouchers-now-going-to-more-wealthy-private-school-students


\(^{11}\) https://nepc.colorado.edu/blog/new-research-vouchers


\(^{15}\) https://ncnewsline.com/2016/07/27/more-taxpayer-funding-for-voucher-schools-that-openly-discriminate-against-lgbt-students-and-parents/

\(^{16}\) 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
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.\(^\text{20}\) 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

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.

Submitted by: Illinois Federation of Teachers

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by  ☐ Referred to

\(^{20}\)https://static1.squarespace.com/static/582f7c15f7e0ab3a3c7fb141/t/63d162c3ae7bc31595b41397/1674666706305/2023+++NCPE+Voucher+Toolkit+FINAL.pdf
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.

Submitted by: AFT-Oregon Retirees

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

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

WHEREAS, big business and their political allies have waged a
civil 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 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 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
31 bargaining fair contracts, and in anticipated or active labor
32 disputes.

Submitted by: Baltimore Teachers Union, Local 340

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

44. MAY 1

1 WHEREAS, the United Auto Workers established a May 1, 2028,
2 expiration after its wildly successful stand-up strike and contract
3 campaign for their Big Three contracts; and
4 WHEREAS, the UAW’s president, Shawn Fain, has encouraged
5 the entire labor movement to adopt the same contract expiration to
6 win more for working families and unify our forces ahead of the next
7 presidential election; and
8 WHEREAS, the Chicago Teachers Union has adopted May 1,
9 2028, as the expiration for our next contract with the Chicago Public
10 Schools; and
11 WHEREAS, it is not clear if Donald Trump will win a second term
12 and to what extent labor will be on the offensive or defensive over the
13 next four years; and
14 WHEREAS, our members and the broader society would benefit
15 from national healthcare, expansion of the right to organize a union,
16 debt forgiveness, free college and child care for all, strengthened
17 retirement security and fortifying our democracy:
18
19 RESOLVED, that the AFT will encourage all our locals to
20 consider this common expiration as a useful tactic in the fight to
21 advance racial, economic and social justice.

Submitted by: Chicago Teachers Union, Local 1

□ Adopted □ Adopted as Amended □ Defeated □ Tabled
□ Precluded by______________________ □ Referred to____________
45. REAFFIRMING THE AFT’S COMMITMENT TO ORGANIZING

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.

Submitted by: AFT Executive Council

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

46. RURAL CONNECTION AND ENGAGEMENT

WHEREAS, the AFT represents 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 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 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 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 and public services.

Submitted by: Ohio Federation of Teachers

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by_________________________  ☐ Referred to_________________
47. CLIMATE-SMART AND SUSTAINABLE SCHOOLS

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.

Submitted by: New York State United Teachers

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

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

WHEREAS, multibillion-dollar companies—including 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.

Submitted by: Oregon Federation of Nurses and Health Professionals, Local 5017

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

49. IN SUPPORT OF ORGANIZING LOCALS FOR STRIKE READINESS

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.

Submitted by: Washington Teachers’ Union, Local 6

☐ Adopted       ☐ Adopted as Amended       ☐ Defeated       ☐ Tabled
☐ Precluded by_______________________ ☐ Referred to_____________
WHEREAS, the AFT and our 1.75 million members are committed
to making a difference in the lives of the students, patients and
communities we serve by the work we do, the advocacy we pursue,
and the real solutions we bring; and
WHEREAS, the AFT and our members make meaningful change
through that work, and through organizing and activism; and
WHEREAS, the AFT and our members engage in politics not as a
partisan tactic or destination, but as a means to turn our values and
aspirations for a better life into a reality for all people; and
WHEREAS, the 2024 elections are a battle for what kind of
country we seek to be: one of community, or one of chaos; one of
hope, or one of fear; one of democracy, or one of autocracy; and the
stakes are existential, with our freedoms, rights and democracy
hinged on the outcome of the election; and
WHEREAS, Joe Biden and Donald Trump are the leading
presidential candidates, and the contrast could not be starker or their
records more clear; and
WHEREAS, Joe Biden and Kamala Harris have fought for the
middle class, built an economy from the bottom up by enabling
increased wages and economic growth of more than 6 percent;
creating more than 15 million new jobs; and reaching the lowest
unemployment in 50 years; Donald Trump turned his back on working
families during his presidency, the country lost almost 3 million jobs,
while cutting taxes on the rich and paying for it with middle-class tax
increases like SALT (State and Local Tax deduction limitations); and
WHEREAS, Biden-Harris strengthened the Affordable Care Act,
weakened the stranglehold of Big Pharma and the healthcare
companies by requiring Medicare to negotiate prescription drug prices
and capping the price of insulin, saving families more than $800 per
year; Trump supports Big Pharma and the healthcare companies over
working families, and ignored skyrocketing healthcare costs while
trying to eliminate the Affordable Care Act, risking the health
insurance for millions of Americans; and
WHEREAS, Biden-Harris value the role of public education and
the freedom of youngsters to thrive by providing record funding for
public education to reopen schools safely, to address the myriad
issues caused by the pandemic, including school staffing shortages
and low pay, crumbling buildings, mental wellness, and to transform
schools for students through investments in technical education and
community school programs; Trump and his secretary of education,
Betsy DeVos, sought to demonize, defund and destabilize public
education, and to open public schools during the once-in-a-century pandemic without appropriate safeguards; and

WHEREAS, Biden-Harris delivered for working families, eliminating crushing student debt for millions of Americans, by canceling over $1.5 billion in student loans for public service workers; Trump and DeVos tried to eliminate the Student Loan Forgiveness program and made it impossible to get student debt relief that was already law; and

WHEREAS, Biden-Harris fight for the right for people to retire with dignity, have protected and strengthened Social Security and Medicare, and saved the pensions of hundreds of thousands of union workers and retirees whose private pensions were at risk; Trump has repeatedly sought to undermine Social Security and Medicare, and is saying he is “open” to cutting Social Security and Medicare, putting at risk the retirement security of millions of working families; and

WHEREAS, the Biden-Harris administration’s judicial appointments include Ketanji Brown Jackson, the first African American female Supreme Court justice, and reflect the diversity of our country and protect our freedoms, rights and democracy; Trump’s judicial appointees have served as an ideological sledgehammer to unprecedentedly attack the rights and protections of people who have historically been discriminated against, including people of color and the LGBTQIA+ community; and

WHEREAS, Biden-Harris have been vigilant in protecting reproductive freedoms and calls for federal law to codify the protections of Roe v. Wade; Trump deliberately appointed three Supreme Court justices for the purpose of overturning Roe v. Wade resulting in putting women’s health and lives at risk and ending reproductive freedom for millions of women; and

WHEREAS, Biden-Harris know that immigration strengthens our country, and although there is still much work to be done to fix our nation’s broken immigration system, they support comprehensive, compassionate reform, with increased lawful pathways to the United States, while promoting family unity and stability for noncitizens; Trump demonizes people seeking a better life through immigration and pledges to continue building his border wall; and

WHEREAS, the executive council of the AFT on Oct. 3, 2023, “demanded that President Biden take bold action by declaring a national climate emergency in order to address the human-caused crisis brought about by the burning of fossil fuels.” The contrast between presidential candidates is clear: Biden and Harris understand the imminent risk of climate change, and while acknowledging there is more to be done, have made the largest investment in clean energy in history and protected millions of acres of federal land from drilling; conversely, Trump has promised a “drill,
baby, drill” policy and to repeal responsible climate change policies; and

WHEREAS, Biden-Harris know that union membership can be transformative and provides the pathway to the middle class, and President Biden became the first president in U.S. history to walk a picket line; Trump relentlessly attacks unions and sought to weaken workers’ voice through appointing anti-worker voices to the National Labor Relations Board; and

WHEREAS, there is still much work to be done on important economic, climate, healthcare, education and civil rights issues—here and abroad—including inflation, and the cost of food, gas and housing; it is clear that Biden and Harris understand these issues, share our values and are the right choice in 2024; and

WHEREAS, the choice between Joe Biden and Donald Trump is clear. Biden has been a president who shares our values, fights for the middle class, understands that government can help people and that you must accept the decisions of people in elections and in the courts; Donald Trump, a convicted felon himself, again is not promising to accept the outcome of the 2024 election, calls the Jan. 6 insurrectionists “patriots,” and has even promised to provide a presidential pardon for them; and he has said he would be a dictator on Day One; and

WHEREAS, this election is about one who believes in the rule of law vs. the rule of one; and

WHEREAS, this election is expected to be very close; and apathy, chaos and voter suppression are the tools of autocrats who seek power for their own self-interests; the AFT and our members cannot afford to sit on the sidelines; and

WHEREAS, the AFT’s greatest resource is our members and their trusted role in their workplaces and communities, which makes them important messengers in every election; and

WHEREAS, the AFT and our affiliates must educate, organize, and mobilize members and allies to get out the vote in a manner that meets this time of peril and elect leaders who will represent everyone and see solutions to our shared challenges:

RESOLVED, that for all these reasons and for our students, our patients, our families, our communities, our democracy and ourselves, the AFT endorses the re-election of Joe Biden for president and Kamala Harris for vice president in the November 2024 general election; and

RESOLVED, that the AFT and our state and local affiliates will recruit and engage members in a coordinated get-out-the-vote effort to ensure they and their families are registered to vote, informed of the positions of President Joe Biden, former
President Donald Trump and other presidential candidates, and turn out on Election Day; and

RESOLVED, that the AFT and our affiliates will provide the necessary resources and undertake the necessary comprehensive get-out-the-vote programs to educate and organize allies and the general public about the issues and the candidates in the 2024 election; and

RESOLVED, that the AFT, in solidarity, will continue to work with and build a broad coalition effort with the AFL-CIO, other labor unions, and community partners in our collective effort to re-elect Joe Biden and Kamala Harris.

Submitted by: AFT Executive Council

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by__________________________  ☐ Referred to_____________________

51. WHAT IS AT STAKE IN THE 2024 ELECTIONS:
A DEMOCRATIC REPUBLIC COMMITTED TO LIBERTY AND JUSTICE FOR ALL

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’etat, 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 recommit 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.

Submitted by: AFT Executive Council

☐ 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

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

Submitted by: AFT Massachusetts; AFT-Oregon; AFT Washington; Boston Teachers Union, Local 66; Chicago Teachers Union, Local 1; Patchogue-Medford Congress of Teachers, Local 1430; University Council AFT, Local 1474

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
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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

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  
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54. IN SUPPORT OF STATEHOOD FOR WASHINGTON, D.C.

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

¹ http://www.dcstatehoodcoalition.org/supporters/
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

□ Adopted □ Adopted as Amended □ Defeated □ Tabled
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55. IN SUPPORT OF SENSIBLE FEDERAL GOVERNMENT PRIORITIES

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.

Submitted by: Faculty and Staff Federation Community College of Philadelphia, Local 2026; Retiree Chapter of the Faculty and Staff Federation Community College of Philadelphia, Local 2026R; United University Professions, Local 2190
56. ADDRESSING STAFF SHORTAGES IN THE
GOVERNMENT WORKFORCE

WHEREAS, public workers provide the services Americans need; and
WHEREAS, public employee wages and benefits increasingly have fallen behind the private sector since the 2008 Great Recession—a fact that was exacerbated when the global pandemic began in March 2020; and
WHEREAS, public sector workers have retired and left public service in record numbers in the past decade; and
WHEREAS, the majority of work in federal, state and local governments is done by knowledge workers who often incur student debt to qualify to work in their public profession. In May 2020, entry-level jobs requiring a postsecondary education comprised over 63 percent of state government jobs and 61 percent of local government jobs, compared with 35 percent of private sector employment1; and
WHEREAS, vacant government positions continue to be unfilled due to a lack of qualified candidates or a lack of awareness of government employment by those seeking work, causing important public services to be discontinued or to fall dramatically behind so that citizens lose faith in the government; and
WHEREAS, it’s become clear that without dramatic changes in how the public sector operates, in this very tight labor market where unemployment is at historic lows, our democracy is challenged with a lack of resources and workers to maintain our system of government; and
WHEREAS, according to Harvard research, there are 27 million “hidden workers”2 who are working one or more part-time jobs, unemployed for a long time but seeking employment or willing to work under the right circumstances, who might be attracted to public work:

RESOLVED, that the AFT will educate locals on these issues and on solutions, including how union leaders and management can work together to ensure that government work becomes a “destination” employment opportunity for workers, and that new hires can begin building careers in public service that transform communities and strengthen our democracy; and
RESOLVED, that the AFT will continue efforts to work with the federal government to expand avenues for underemployed and unemployed people in the “hidden workforce” to seek

employment in government service; and

RESOLVED, that the AFT will help locals work with
management to attract a new workforce to the public sector, to
build a better life for themselves and to help strengthen our
communities; and

RESOLVED, that the AFT will develop resources to support
affiliate work addressing inadequate compensation in the
government sector through collective bargaining and publicizing
the comparative research and analysis that makes this point; and

RESOLVED, that the AFT will research and lift up critical
employment benefits such as pensions, paid parental leave, child
care and student debt relief that may make working for the people
in government service more attractive; and

RESOLVED, that the AFT will assist locals in an in-depth
examination of the root causes of high vacancy rates in all levels
of public service and work to address them to fill positions; and

RESOLVED, that the AFT will adopt the report “Making
Democracy Work: Real Solutions for Recruiting and Retaining
Public Employees,” and recommendations made by the AFT
Public Employees Short Staffing Task Force; and

RESOLVED, that the AFT Public Employees Program and
Policy Council will build on the work of the Short Staffing Task
Force to develop a comprehensive strategy to address
government employee shortages.

Submitted by: AFT Executive Council

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

57. AFFIRMING THE FIRST RESPONDER STATUS OF
OPEN WATER LIFEGUARDS

WHEREAS, every day AFT public employees make a difference in
the lives of others through service to their communities; 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 places of employment, 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, "Emergency Response Provider"; 6 U.S.C. 101(6)
clearly states that emergency response providers include by example
all federal, state, local government and non-government public fire, law
enforcement, emergency response, EMS and hospital agencies and
"related personnel agencies and authorities"; and
WHEREAS, "Emergency Response Employees"; 42 U.S.C. 30FF-133(a) states that emergency response employees are defined by their duties, which include responding and attending to a victim, treating a victim, assisting a victim and transporting a victim; and

WHEREAS, the Homeland Security Act of 2002 defines the term "first responders" as "individuals who, in the early stages of an incident, are responsible for the protection and preservation of life, property, evidence, and the environment; and

WHEREAS, Current federal law, clearly without exception, allows for open water lifeguards to qualify as first responders/emergency response providers; and

WHEREAS, the AFT counts among its many public employee members open water lifeguards acting as first responders/emergency response providers without the designation:

RESOLVED, that the AFT will affirm that open water lifeguards qualify as first responders and emergency response providers, and recognizes the essential, lifesaving work performed by these brave individuals; and

RESOLVED, that the AFT will support House Concurrent Resolution 41 being offered in the Subcommittee on Economic Development, Public Buildings and Emergency Management.

Submitted by: New York State Lifeguard Corps, Local 7956

58. IN SUPPORT OF JUST, RESPECTFUL AND SAFE PUBLIC SAFETY PRACTICES FOR ALL

WHEREAS, as public school educators, it is our responsibility to protect the safety and well-being of all students and to promote equity and justice for all students, families and communities we serve; and

WHEREAS, the relationship between the police and the public in the United States is complex and multifaceted, such that, in some communities, there is a strong sense of trust and cooperation between the police and residents, while in others, there is a history of mistrust and tension; and

WHEREAS, in some communities, residents experience interaction with police whose tactics are too aggressive, which leads to feelings of intimidation and fear in the neighborhoods where they live; and

WHEREAS, such violence undermines the trust between communities of color and law enforcement, and creates fear and trauma for students, families and educators; and
WHEREAS, incidents of police violence have been shown to negatively affect the mental well-being of society overall, including students and the educators who serve them; and

WHEREAS, research has shown that exposure to police violence can have negative impacts on students’ mental and physical health, academic performance and overall well-being:

RESOLVED, that the AFT condemns all forms of police violence, particularly against Black individuals; and

RESOLVED, that the AFT demands that the United States Justice Department immediately and thoroughly investigate the proliferation of elite, barely supervised anti-crime tactical units in local police departments across the nation; and

RESOLVED, that the AFT stands firm against those who, through legislation and educational policies, seek to erase our nation’s history and our collective memories, resulting in widespread miseducation about the systemic barriers to safety, security, advancement and achievement; and

RESOLVED, that the AFT encourages ongoing education and dialogue within our schools and communities to raise awareness about the impact of police violence and to work together to build a more just and equitable society for all; and

RESOLVED, that the AFT supports consistent, ongoing professional development on racial competence for every public employee working with and in our schools and their surrounding communities.

Submitted by: United Federation of Teachers, Local 2

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

59. OPPOSITION TO THE TRADING OF CALIFORNIA’S WATER SUPPLY ON WALL STREET

WHEREAS, in 2020, Wall Street began trading water futures, specifically in California, as a commodity. The country’s first water market launched on the Chicago Mercantile Exchange on Dec. 7, 2020, with $1.1 billion in contracts tied to water prices in California, according to Bloomberg News; and

WHEREAS, the United States is the second biggest consumer of water in the world, with California accounting for 9 percent of the nation’s daily consumption. The size of California’s water market is four times larger than any other state; and

WHEREAS, the market allows farmers, hedge funds and municipalities to hedge bets on the future price of water and water
availability in the American West. The new trading scheme was announced in September 2020, prompted by the region’s worsening heat, drought and wildfires fueled by climate change. We must also consider the effects of population growth and pollution; and

WHEREAS, the California State Constitution requires that the water be used “reasonably” for a “beneficial use;” and

WHEREAS, some experts say treating water as a tradable commodity puts a basic human right into the hands of financial institutions and investors, a dangerous arrangement as climate change alters precipitation patterns and increases water scarcity; and

WHEREAS, the CFT has an obligation to address social justice, racial justice, and climate issues that could put its members as well as the general population in the State of California at risk; and

WHEREAS, water is a life-sustaining natural resource that is necessary for the survival of the human race; it should not be treated as a common commodity, like that of gold or oil; and

WHEREAS, if the trading of water on Wall Street continues unopposed, we may find that this natural resource becomes more at risk and less plentiful for poor people, working people, people of color, and people living in less affluent communities; and

WHEREAS, if the trading of water continues unopposed in the state of California, it may become a trend, and other drought-affected and agricultural states throughout the United States could begin to do the same; and

WHEREAS, the world has already seen these types of blatant racial differences in Flint, Mich., the Navajo Nation and, most recently, northeastern Oregon. The move to sell water futures in California stands as a foreboding indicator of the transformation of water from a basic right into a limited-access luxury. It is a frightening expansion of a reality that already exists for poor, Black and brown, and Native American communities across the country; and

WHEREAS, the CFT represents communities that will be affected by the trading of water futures:

RESOLVED, that the AFT will publicly oppose the commodification of water in the state of California; and

RESOLVED, that the AFT will work with legislators and other public figures to address the concerns of this resolution; and

RESOLVED, that the AFT will commit to making its members aware of the commodification of water in the state of California; and
RESOLVED, that the AFT will consider running a public campaign against the current trading of water futures in the state of California.

Submitted by: California Federation of Teachers

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

60. SWATTING

WHEREAS, swatting is a dangerous and malicious practice in which false reports of emergencies are made to law enforcement with the intent of prompting a large-scale police response, often involving SWAT teams; and

WHEREAS, swatting incidents have been on the rise, posing significant threats to public safety, causing unnecessary panic, and diverting valuable resources away from genuine emergencies; and

WHEREAS, the safety and well-being of students, educators and staff in our schools are of paramount importance; and

WHEREAS, our nation’s school districts must take proactive measures to prevent and respond to potential swatting incidents in order to ensure a secure learning environment:

RESOLVED, that the AFT will call for a collaboration of enforcement agencies and relevant stakeholders for the purpose of developing and updating comprehensive guidelines and procedures aimed at preventing and responding to swatting incidents in schools; and

RESOLVED, that the AFT will advocate for legislation imposing severe penalties on adults who are found guilty of engaging in swatting activities, with a focus on deterring such malicious behavior; and

RESOLVED, that the AFT will encourage the development of a reporting mechanism for the purpose of compiling information about swatting incidents and the effectiveness of prevention measures and evaluating the collected data for areas of risk and response improvement.

Submitted by: New York State United Teachers

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by_____________________    ☐ Referred to_____________
61. ADDRESSING THE HARS EXACERBATED BY STATE-LEVEL TAX CUTS

WHEREAS, in 2022 and 2023, the 50 states and the District of Columbia passed more than 500 separate tax and other revenue cuts with a value of more than $37 billion, equal to approximately 2.5 percent of state tax collections in 2022;¹ and

WHEREAS, the majority of these revenue reductions represent a significant step away from fiscal responsibility that will leave states ill-equipped to deal with future downturns in the economy; and

WHEREAS, in addition to the revenue cuts made in 2022 and 2023, 31 additional tax and revenue cuts were made that phase in, in 2025, totaling an additional $1.4 billion; and

WHEREAS, tax cuts have an initial value that is much smaller than their subsequent value in future years; and

WHEREAS, according to analysis done by the Albert Shanker Institute, 39 states devote a smaller share of their economic resources to public schools than they did before the Great Recession leaving about 60 percent of U.S. public school students in districts that are "chronically underfunded,"² and

WHEREAS, the government workforce at every level is underfunded further exacerbating the problem of filling vacancies to run our government systems. In 2008, there were 19.7 million people working in state and local government. If that workforce had grown at the same rate as the population, it would have totaled 21.6 million in 2022; instead employment fell to 19.3 million;³ and

WHEREAS, states have not maintained the same level of investment in public higher education than they did prior to the Great Recession, fueling increases in tuition and an expansion of adjunct faculty; and

WHEREAS public hospitals that serve both teaching and safety net purposes face chronic funding issues:

RESOLVED, that the AFT will support affiliates as they educate and lobby state legislatures to stop the race to significantly reduce or eliminate state income taxes; and

RESOLVED, that the AFT will continue to support efforts such as combined reporting to prevent corporations from using subsidiaries in states with particular tax shelters to avoid paying

¹ Taken from NCSL and AFT research. Baseline 2022 number is from: https://www.census.gov/data/tables/2022/econ/state/historical-tables.html
³ This data includes education workers: https://cepr.net/report/trends-in-state-and-local-government-employment/
taxes rightfully owed from operations in another state; and
RESOLVED, that the AFT will support affiliates as they educate
and lobby state legislatures to adopt worldwide combined
reporting for corporate income tax to prevent offshoring of tax
revenue; and
RESOLVED, that the AFT and our affiliates will work to
eliminate tax haven states and countries where corporations
shelter income from taxation; and
RESOLVED, that the AFT will remain actively involved in Public
Services International to advocate for a fair and equitable tax
administration program around the world to fund quality public
services.

Submitted by: Federation of Public Health and Human Services, Local 4573;
North Dakota Public Employees, Local 4660

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by_________________________ ☐ Referred to_____________
62. IN SUPPORT OF SCREENINGS/TRAINING ON ELDER ABUSE

WHEREAS, the World Health Organization expects the global population of older adults to approximate 22 percent by 2050, a percentage that continues to rise every year. Moreover, 1 in 10 older adults and many AFT members report having experienced elder mistreatment. However, only 1 in 1,000 older adults in emergency departments are diagnosed with elder mistreatment; and

WHEREAS, the Administration on Aging within the U.S. Department of Health and Human Services reports that 5 million adults experience abuse, neglect and self-neglect every year. And the National Institute on Aging reports hundreds of thousands of adults over the age of 60 experience some form of abuse, whether physical, financial or emotional exploitation. Healthcare costs from violence and abuse to older adults are estimated to be over $5.3 billion annually; and

WHEREAS, hospitals are not consistently screening for the detection of elder abuse. Medicare has required providers to perform certain routine screenings, but not yet mandated any screenings for elder abuse. Caregivers are not receiving consistent and adequate training on elder abuse; and when elder abuse is identified, there is not often the training on how to properly report it; and

WHEREAS, that the AFT, throughout our history, has committed to the defense of the most vulnerable members of our communities:

RESOLVED, that the AFT will renew our commitment to the senior population across the United States. The AFT will work with our partners in the labor movement to advocate for our aging population; and

RESOLVED, that the AFT will commit to being a voice for older adults and to speaking for this population on a national level. The AFT will identify stakeholders to sit on the various councils and boards identified by or germane to the Elder Justice Act of 2010, and charge our local affiliates to improve elder care delivery through public policy advocacy and professional education, training, research in aging, and collaboration across all healthcare settings; and

RESOLVED, that the AFT will use its influence with the Centers for Medicare & Medicaid Services and the U.S. Department of Health and Human Services to require screenings for elder abuse at Medicare wellness visits, and that employers provide the time needed for healthcare providers to perform these screenings and adequately follow up; and

RESOLVED, that the AFT will support all those who do the work for the elderly, including in-home caregivers, by organizing those not yet represented by a union and building model language
for local unions to propose in contract bargaining that will improve the standards of care for the aging and senior population.

Submitted by: Oregon Federation of Nurses and Health Professionals, Local 5017

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

63. SUPPORT CALSTRS AND CALPERS USING ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) CRITERIA IN MAKING INVESTMENT DECISIONS

WHEREAS, institutional investors, because of the size of their portfolios, can influence the behavior of firms in how they deal with their impact on the environment (E), how they treat their workforce (S), and how the governance structure of the firm (G) affects the decision-making of the firm; and

WHEREAS, the CFT for several decades has been pushing CalSTRS (California State Teachers’ Retirement System) and CalPERS (California Public Employees’ Retirement System) to incorporate ESG impacts when making their investment decisions; and

WHEREAS, CalSTRS has committed the organization to making its portfolio carbon neutral by 2050 or before; and

WHEREAS, CalSTRS has committed itself to reducing the carbon footprint of its portfolio by at least 50 percent by 2030; and

WHEREAS, CalSTRS and CalPERS have become international leaders in the movement by institutional investors to respond to the problems being caused by climate change and the corporations that are fueling that problem; and

WHEREAS, CalSTRS Board Vice-Chair and CFT member Sharon Hendricks recently joined the board of Principles for Responsible Investment (PRI) supported by the United Nations addressing investment risk related to climate change and the just transition for workers; and

WHEREAS, a corporation’s carbon emissions create a direct, long-term, material risk to investors; and

WHEREAS, at present there is no requirement that corporations report their carbon emissions; and

WHEREAS, the Securities and Exchange Commission (SEC) is considering a new rule that would require all publicly traded corporations to report their Scope 1 and Scope 2 carbon emissions; and

WHEREAS, former Rep. Chris Stewart (R-Utah), who sat on the House Appropriations Committee, stated a priority to block the SEC from implementing this rule; and
WHEREAS, the fossil fuel industry, their allies in other industries and their political allies are now reacting to significant progress being made by the engagement efforts of institutional investors to force corporations to reduce their carbon emissions; and

WHEREAS, the Texas Legislature passed legislation to block the state’s pension funds from using ESG criteria in making their investment decisions; and

WHEREAS, regulators in Texas sent letters to 20 banks doing business in Texas to force them to stop using the material risk from climate change as part of the criteria for denying loans to fossil fuel companies based on the risk they face from the damage they are doing to the environment; and

WHEREAS, the American Legislative Exchange Council has released a model policy, titled the State Government Employee Retirement Protection Act, that forms the basis for legislation to block any state or local pension fund in a state from using ESG criteria in making investment decisions; and

WHEREAS, this draft legislation has already led leaders in several fossil fuel-producing states to discuss policies that would bar the state from doing business with any company that takes the risks associated with climate change into consideration when making its business decisions; and

WHEREAS, investment management firms such as Vanguard and BlackRock, through their active engagement, have led many firms to reduce their carbon footprint and reduce other ESG risks; and

WHEREAS, the attorneys general of 13 states, including Kentucky, Indiana and Utah, have filed motions to the Federal Energy Regulatory Commission to stop Vanguard from purchasing shares in publicly traded utilities because they might use their ownership stake to encourage these utilities to reduce their reliance on fossil fuels and reduce their overall carbon footprint; and

WHEREAS, West Virginia and Florida dropped BlackRock Inc. funds from their portfolios over the asset manager’s embrace of ESG investing; and

WHEREAS, using ESG criteria in investment decisions has repeatedly shown material benefit to the returns of pension investments; and

WHEREAS, investment management advisory firms are rapidly developing tools to measure the material impact of climate and other ESG risks to guide institutional investors to both decarbonize their portfolios and increase their direct investment in climate solutions; and

WHEREAS, these advisory firms are also developing tools to measure the material risks associated with declining biodiversity and water scarcity; and

WHEREAS, many corporations have recognized the long-term risk of climate change and other ESG risks, such as human rights abuses
embedded in their supply chains, and are actively seeking advice on how to measure their ESG risks and how to incorporate these risks into their business decisions:

RESOLVED, that the AFT will support the proposed Securities and Exchange Commission regulation to require all publicly traded corporations to report their carbon emissions; and

RESOLVED, that the AFT will support CalSTRS’ and CalPERS’ efforts in the process of creating standardized metrics for measuring the material effects of ESG factors on investment returns; and

RESOLVED, that the AFT will support legislation that would block pension fund investors from using ESG criteria in making investment decisions; and

RESOLVED, that the AFT will oppose legislation that would penalize any companies for using ESG criteria to guide their business decisions.

Submitted by: California Federation of Teachers

64. RECOGNITION FOR BEA LUMPKIN

WHEREAS, Beatrice “Bea” Lumpkin began her career in the labor movement nearly 90 years ago with a factory job at age 14, and helped organize for the Metal and Machinery Workers Industrial Union, a part of the newly formed Congress of Industrial Organizations; and

WHEREAS, upon her college graduation, Bea Lumpkin became an organizer for the United Electrical, Radio and Machine Workers of America; and

WHEREAS, she and her second husband, Frank Lumpkin, who led the Wisconsin Steel Save Our Jobs Committee, moved to Gary, Ind., and she worked first as a journalist and later as a member of the United Steelworkers; and

WHEREAS, Bea Lumpkin took part in historic civil rights struggles in Chicago, marching with the Rev. Dr. Martin Luther King Jr. in Marquette Park, and working as an ally of the Black Panther Party; and

WHEREAS, she was a founding member of the Coalition of Labor Union Women in 1974, the year after Roe v. Wade confirmed a woman’s constitutional right to an abortion; and

WHEREAS, she returned to school and became a math teacher both in Chicago Public Schools and at Malcolm X College, where she served as an inspiration to many students; and
WHEREAS, Bea Lumpkin has continued to maintain her activism as a retiree on many fronts, including the Chicago Teachers Union Retiree Committee, the Illinois Alliance for Retired Americans, and the Steelworkers Organization of Active Retirees, where she has focused on intergenerational work with youth activists; and

WHEREAS, she has continued to expand her activism in new fields with such critical work as the Chicago Teachers Union Climate Justice Committee and its fight against metal scrap company General Iron:

RESOLVED, that the AFT will salute our sister Bea Lumpkin for her lifetime of tireless struggle on behalf of workers and other oppressed people and for a better world for all; and

RESOLVED, that the AFT will designate Bea Lumpkin as the esteemed recipient of an AFT lifetime achievement award.

Submitted by: Chicago Teachers Union, Local 1

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

65. SUPPLEMENTAL PENSION PLAN PROTECTIONS FOR EDUCATION WORKERS

WHEREAS, AFT members are routinely targeted by financial institutions trying to sell them supplemental pension plans; and

WHEREAS, AFT members in the public sector have employer-provided email addresses that are accessible to the public, including financial institution vendors; and

WHEREAS, there are multiple low-fee options for CFT members who choose to invest in a 403(b) or 457(b) plan (e.g., Fidelity, Vanguard and CalSTRS), but the vendors who contact AFT members frequently sell high-fee plans such as variable annuities with surrender charges; and

WHEREAS, the fees for these plans can be as much as five times as high as the fees on typical 401(k) plans; and

WHEREAS, the plans are often complex and impossible for nonprofessionals to understand, but are marketed in high-pressure sales pitches by salespeople earning high commissions; and

WHEREAS, the high fees associated with many of these plans are costing AFT members tens of thousands of dollars (or more) over their careers, and collectively cost all U.S. workers with these plans as much as $10 billion per year; and

WHEREAS, AFT members can become trapped in these plans as surrender fees make it financially unfeasible to leave; and

WHEREAS, the Employee Retirement Income Security Act of 1974 (ERISA) has largely eliminated the sale of high-fee 401(k) products to
private employees, but its protections do not extend to accounts used by public employees; and

WHEREAS, Assembly Bill 1949 (2012) provided a process by which "public education employers may select specific 403(b) products offered by four or more vendors through due diligence and [a] competitive review process;" and

WHEREAS, these issues also impact other government workers, nonprofit workers and clergy:

RESOLVED, that the AFT will research, educate and communicate to AFT members their options regarding supplemental pension plans; and

RESOLVED, that the AFT will sustain these efforts until such time as our members enjoy the same or similar protections as private employees with 401(k) plans; and

RESOLVED, that the AFT will support and/or sponsor federal legislation that extends ERISA protections to public employees nationwide, or give public employees or K-12 school employees access to 401(k) plans, or provide a mechanism for locals to limit the plans available to their members to those that have been vetted by the local and their employers.

Submitted by: California Federation of Teachers

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by____________________☐ Referred to___________
66. RESPONDING TO HEALTHCARE WORKERS
MORAL INJURY, MENTAL HEALTH AND WELL-BEING
NEEDS

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.

Submitted by: AFT Connecticut

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by____________________    ☐ Referred to________________
67. NURSES, PHYSICIANS AND OTHER HEALTHCARE PROFESSIONALS DEMAND SAFER AND HEALTHIER WORKPLACES

WHEREAS, the healthcare industry is one of the most hazardous industries in the United States, with nonfatal injury rates surpassing those for construction and manufacturing. Healthcare workers face multiple physical hazards regularly, including workplace violence, ergonomic injuries, infectious disease, and exposure to hazardous chemicals, stress and fatigue; and

WHEREAS, threats and assaults against healthcare workers have been rising steadily for many years in parallel with the rise in inadequate staffing. Between 2007 and 2022, the rate of injuries from workplace violence rose 181 percent in private hospitals, 143 percent in psychiatric and substance use facilities, and 50 percent in home health agencies. One study found that nurses and patient care aides 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.

Submitted by: Backus Federation of Nurses, Local 5149

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by_________________________  ☐ Referred to_____________
68. DEFENDING THE RIGHTS OF INTERNATIONALLY EDUCATED HEALTH PROFESSIONALS

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;


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.

Submitted by: Washington State Nurses Association, Local 5901

☑ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by_________________________ ☐ Referred to_____________
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);¹² 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 to ensure that the voices of frontline nurses are heard and respected in the Magnet Certification process.

Submitted by: Ohio Nurses Association, Local 5903

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by_________________________    ☐ Referred to______________________
70. PSRP BILL OF RIGHTS

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.

Submitted by: AFT Executive Council

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

71. CHAMPIONING HEALTHY SCHOOL MEALS FOR ALL: A REAL SOLUTION FOR HUNGRY STUDENTS

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

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

health outcomes and greater academic success than students who lack food security; 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

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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.

Submitted by: Oklahoma City Federation of Classified Employees, Local 4574

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by ______________________  ☐ Referred to ______________

72. ENSURING OPTIMAL ROOM TEMPERATURES FOR ALL STUDENTS AND EDUCATORS IN PUBLIC SCHOOLS

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;
and

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.

Submitted by: United Federation of Teachers, Local 2

☐ Adopted    ☐ Adopted as Amended    ☐ Defeated    ☐ Tabled
☐ Precluded by ___________________________    ☐ Referred to ____________
73. CONTINUUM OF SPECIAL EDUCATION SERVICES
THROUGH IDENTIFICATION OF ACADEMICALLY
APPROPRIATE PLACEMENT AND SUPPORT

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.

Submitted by: California Federation of Teachers

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

74. SUPPORTING A HEALTHIER SCHOOL TRANSPORTATION SYSTEM

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; 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; 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; 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

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

Submitted by: Oregon School Employees Association, Local 6732

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

75. PREVENTING MASS VIOLENCE BY INCREASING STUDENT SERVICES IN SCHOOLS

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.

Submitted by: Illinois Federation of Teachers

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by__________________________  ☐ Referred to_____________
WOMEN'S RIGHTS COMMITTEE

76. PAID FAMILY LEAVE

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 doctors’ appointments. Research also shows paid family leave helps recovery times for those suffering from serious illness; and

WHEREAS, the AFT has long endorsed the FAMILY Act 2024, which, if passed, would establish a national paid family leave system inclusive of nearly all workers; and
WHEREAS, as of the enactment of this resolution, just 14 states and the District of Columbia have enacted state paid family leave programs, some of which include employees working in public schools, colleges, universities, state and local governments; and

WHEREAS, paid family leave enjoys overwhelming bipartisan public support. However, only 27 percent of workers in the United States have access to paid family leave through their employers; this is particularly significant given the fact that 47 percent of American workers are women; and

WHEREAS, many AFT affiliates have fought tirelessly to win paid parental and family leave benefits at the bargaining table. Achieving national or state paid family leave systems would help all working families, both union and unorganized, and would alleviate the need for unions to bargain for a benefit that should be guaranteed to all workers by the federal government:

RESOLVED, that the AFT will continue advocating for federal legislation that establishes a national paid family leave system, including the FAMILY Act. Concurrently, the AFT will support affiliates engaging in state and local efforts to enact state paid family leave programs; and

RESOLVED, that the AFT will support affiliates as they fight for paid family leave benefits at the bargaining table by providing technical support and facilitating the exchange of lessons learned between affiliates.

Submitted by: AFT Executive Council

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

77. REDUCE UNITED STATES MATERNAL MORTALITY RATES

WHEREAS, over 76 percent of the membership of AFT are women; and

WHEREAS, reproductive and maternal health is a primary concern for many of our members and the families and communities we serve; and

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, 15 percent are Black and about 52 percent are economically disadvantaged, and their mothers of childbearing age are at risk:

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.

Submitted by: New York State United Teachers; United Federation of Teachers, Local 2

☐ Adopted ☐ Adopted as Amended ☐ Defeated ☐ Tabled
☐ Precluded by _________________ ☐ Referred to ____________

78. URGING REPEAL OF THE COMSTOCK ACT

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

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.

Submitted by: United Federation of Teachers, Local 2

☐ Adopted  ☐ Adopted as Amended  ☐ Defeated  ☐ Tabled
☐ Precluded by____________________  ☐ Referred to_____________
80. IT’S BEYOND TIME TO PUBLISH THE 28TH AMENDMENT

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.

Submitted by: New York State United Teachers

☐ Adopted       ☐ Adopted as Amended       ☐ Defeated       ☐ Tabled
☐ Precluded by ______________________       ☐ Referred to _______________
81. IN SUPPORT OF NATIONAL PAID FAMILY LEAVE

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 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; and

WHEREAS, parents who take paid family leave are less likely to experience symptoms of postpartum depression and less likely to report parenting stress; 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 savings. 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.

Submitted by: Chicago Teachers Union, Local 1


\(^6\)https://www.urban.org/sites/default/files/publication/90201/paid_family_leave_0.pdf
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.
Parliamentary Motions Guide

The motions below are listed in order of precedence. Any motion can be introduced if it is higher on the chart than the pending motion.

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>§21 Close meeting</td>
<td>I move to adjourn</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>§20 Take break</td>
<td>I move to recess for</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§19 Register complaint</td>
<td>I rise to a question of privilege</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>§18 Make follow agenda</td>
<td>I call for the orders of the day</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>§17 Lay aside temporarily</td>
<td>I move to lay the question on the table</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>§16 Close debate</td>
<td>I move the previous question</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>§15 Limit or extend debate</td>
<td>I move that debate be limited to ...</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>2/3</td>
</tr>
<tr>
<td>§14 Postpone to a certain time</td>
<td>I move to postpone the motion to ...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§13 Refer to committee</td>
<td>I move to refer the motion to ...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§12 Modify wording of motion</td>
<td>I move to amend the motion by ...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§11 Kill main motion</td>
<td>I move that the motion be postponed indefinitely</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>§10 Bring business before assembly (a main motion)</td>
<td>I move that [or “to”] ...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
</tbody>
</table>

Incidental Motions - No order of precedence. Arise incidentally and decided immediately.

| §23 Enforce rules | Point of order | Yes | No | No | No | None |
| §24 Submit matter to assembly | I appeal from the decision of the chair | Yes | Yes | Varies | No | Majority or tie sustains |
| §25 Suspend rules | I move to suspend the rules which ... | No | Yes | No | No | 2/3 |
| §26 Avoid main motion altogether | I object to the consideration of the question | Yes | No | No | No | 2/3 against consideration |
| §27 Divide motion | I move to divide the question | No | Yes | No | Yes | Majority |
| §29 Demand rising vote | I call for a division | Yes | No | No | No | None |
| §33 Parliamentary law question | Parliamentary inquiry | Yes (if urgent) | No | No | No | None |
| §33 Request information | Request for information | Yes (if urgent) | No | No | No | None |

Motions That Bring a Question Again Before the Assembly - No order of precedence. Introduce only when nothing else pending.

| §34 Take matter from table | I move to take from the table ... | No | Yes | No | No | Majority |
| §35 Cancel or change previous action | I move to rescind/amend something previously adopted ... | No | Yes | Yes | Yes | Varies |
| §37 Reconsider motion | I move to reconsider the vote ... | No | Yes | Varies | No | Majority |