



AFT Convention 2026

# Fighting for a Better Life for All

# Proposed AFT Constitutional Amendments and Resolutions

Presented to the National Convention of the AFT, AFL-CIO  
Washington, D.C. | July 16–19, 2026



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### **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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**Provisions for submitting constitutional amendments to the 2026 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 2026 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, 2026, and resolutions were postmarked or received no later than June 4, 2026.**

## **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.**

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## PROPOSED CONSTITUTIONAL AMENDMENTS

*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 IX—Revenues (page 14)

1 **Section 1.** ~~Effective September 1, 2021, 95 cents and effective~~  
2 ~~September 1, 2023, \$1.00 of each member's per capita~~ Effective  
3 September 1, 2026 \$1.05 of each member's per capita shall be set aside  
4 for a joint AFT Militancy/Defense Fund. The executive council shall  
5 establish clear guidelines and procedures that guarantee that the benefits  
6 available through the fund shall be distributed on an equitable basis. Strike  
7 benefits shall not be provided unless the strike action is in conformity with  
8 the AFT strike policy. An annual financial report of the Militancy/Defense  
9 Fund shall be made to the AFT executive council and to the convention,  
10 the purpose of which shall be in part to ensure that there is an adequate  
11 reserve to pay anticipated strike benefits.

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## PROPOSED BYLAWS AMENDMENTS

*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—Special Rules of Order for Conventions (page 17)

- 1 **Section 3.** Limitations of speeches in debate shall be three minutes  
2 instead of 10 minutes as provided in *Robert's Rules of Order Newly*  
3 *Revised* unless time is extended by majority vote of the convention. The  
4 order of speeches, nor use of the mic, will be controlled by ushers nor the  
5 sergeant at arms, allowing the first person to get to the mic on the motion  
6 the opportunity to speak in compliance with the established rules. When  
7 applicable, an equal number of pro-con speakers shall be allowed.

*Submitted by: Washington Teachers' Union, Local 6*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

### Article V—Convention Committees (page 20)

- 1 **Section 6.** Credentialed members of the convention committee shall not  
2 be denied access while the committee is in session.

*Submitted by: Washington Teachers' Union, Local 6*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

**Article VIII—Per Capita, Budget and Audits (pages 21-22)**

1 **Section 1.** (a) ~~Effective September 1, 2023, each local shall pay a per~~  
2 ~~capita tax of \$20.18 per month of which \$1.25 shall be dedicated to a~~  
3 ~~special AFT fund to engage members and to assist locals in crisis.~~  
4 ~~Effective September 1, 2025, each local shall pay a per capita tax of~~  
5 ~~\$20.43, of which \$1.25 shall be dedicated to a special AFT fund to engage~~  
6 ~~members and to assist locals in crisis. Effective September 1, 2026, each~~  
7 ~~local shall pay a per capita tax of \$20.68 of which \$1.25 shall be dedicated~~  
8 ~~to a special AFT fund to engage members and to assist locals in crisis.~~  
9 ~~Effective September 1, 2027, each local shall pay a per capita tax of~~  
10 ~~\$20.93, of which \$1.25 shall be dedicated to a special AFT fund to engage~~  
11 ~~members and to assist locals in crisis.~~ The national office shall pay back  
12 to the office of each state federation for each member of the state a per  
13 capita of 20 cents per month.

14 **Section 7.** ~~Effective September 1, 2023, \$2.80 and effective September 1,~~  
15 ~~2025, \$2.90 Effective September 1, 2026 \$2.95 and effective September~~  
16 ~~1, 2027 \$3.00 of each member's per capita tax shall be set aside each~~  
17 ~~month in a special fund that will function to assist the AFT and its affiliates~~  
18 ~~in participating in legislative and political activities with significant potential~~  
19 ~~impact on members of the AFT and the institutions where they work. Such~~  
20 ~~assistance shall be collected and utilized in accordance with the~~  
21 ~~provisions of applicable state and federal law. The executive council will~~  
22 ~~adopt guidelines to implement this provision, including the development of~~  
23 ~~criteria and an application for assistance. Where a state affiliate has a~~  
24 ~~fund that is approved by the AFT and similar to the Solidarity Fund, in that~~  
25 ~~it functions to assist the affiliate in participating in legislative and political~~  
26 ~~activities with significant potential impact on the members and the~~  
27 ~~institutions where they work, then the AFT will pay effective ~~September 1,~~~~  
28 ~~2023, \$1.06 per member per month to be deposited in such similar state~~  
29 ~~fund. Effective September 1, 2025, \$1.09 September 1, 2026 \$1.11 per~~  
30 ~~member per month to be deposited in such similar state fund. Effective~~  
31 ~~September 1, 2027, \$1.13 per member per month to be deposited in such~~  
32 ~~similar state fund.~~

*Submitted by: AFT Executive Council*

- Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 1. Supporting Student and Educator Well-Being to Strengthen Teaching and Learning

1 WHEREAS, educators are the foundation of public education, and  
2 their well-being is essential to a healthy, stable and effective learning  
3 environment. Educator well-being is not a luxury; it is a prerequisite  
4 for student well-being. And yet, educators across the country continue  
5 to face occupational hazards, including chronic stress, heavy  
6 workloads, staff shortages, violence and inadequate policies that  
7 undermine their mental, emotional and professional well-being,  
8 resulting in burnout and an educator shortage at precisely the  
9 moment our schools need more support, not less;<sup>1</sup> and

10 WHEREAS, student mental health needs have intensified  
11 nationwide, and many schools and communities continue to lack  
12 sufficient counselors, social workers, psychologists and other  
13 specialized instructional support personnel (SISP) to meet those  
14 needs;<sup>2</sup> and

15 WHEREAS, the harmful effects of excessive screen time and  
16 addictive algorithms embedded in social media platforms and digital  
17 applications on student mental health are well-documented and  
18 widely recognized as leading to depression, anxiety, diminished  
19 academic engagement and displacement of in-person peer  
20 interaction, which is critical for social-emotional development;<sup>3</sup> and 43  
21 states and Puerto Rico have implemented laws or policies on K-12  
22 classroom or school cellphone use as of April 10, 2026<sup>4</sup> (reflecting  
23 broad public recognition that this crisis demands urgent, coordinated  
24 action); and

25 WHEREAS, recent legislative and administrative curbs on  
26 educator speech have created a “chilling effect,” undermining  
27 professional autonomy and the ability of educators to employ  
28 pedagogically sound teaching methods that develop critical-thinking  
29 skills, which require an environment of open inquiry and protected  
30 speech; and

31 WHEREAS, educators across the country face unprecedented  
32 and coordinated efforts to silence their voices—in their classrooms,  
33 their communities and their private lives—through curriculum

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<sup>1</sup> H. Kurtz, “The Teachers Are Not All Right,” [www.edweek.org/research-center/reports/the-teachers-are-not-all-right-improving-the-mental-well-being-of-teachers-and-their-students/2024/08](http://www.edweek.org/research-center/reports/the-teachers-are-not-all-right-improving-the-mental-well-being-of-teachers-and-their-students/2024/08).

<sup>2</sup> A. Prothero, “Schools Feel Less Equipped to Meet Students’ Mental Health Needs Than a Few Years Ago,” [www.edweek.org/leadership/schools-feel-less-equipped-to-meet-students-mental-health-needs-than-a-few-years-ago/2024/05](http://www.edweek.org/leadership/schools-feel-less-equipped-to-meet-students-mental-health-needs-than-a-few-years-ago/2024/05).

<sup>3</sup> R. Santos et al., “The Associations Between Screen Time and Mental Health in Adolescents,” <https://doi.org/10.1186/s40359-023-01166-7>.

<sup>4</sup> Ballotpedia, “State Policies on Cellphone Use in K-12 Public Schools,” [https://ballotpedia.org/State\\_policies\\_on\\_cellphone\\_use\\_in\\_K-12\\_public\\_schools](https://ballotpedia.org/State_policies_on_cellphone_use_in_K-12_public_schools).

34 censorship laws, book bans, restrictions on open inquiry and state-  
35 sponsored investigations and retaliation targeting educators for  
36 constitutionally protected speech; these attacks on educator voice  
37 create a climate of fear and self-censorship that undermines  
38 professional autonomy, drives moral injury and burnout, and  
39 destabilizes the trusted educator-student relationships that are  
40 foundational for student well-being and academic success; and

41 WHEREAS, research powerfully confirms that educator well-being  
42 is directly and positively linked to student well-being, learning and  
43 achievement; a 2024 review of empirical studies found positive  
44 relationships between teacher well-being and student well-being in 93  
45 percent of studies, and positive relationships between teacher well-  
46 being and student learning and achievement in 84 percent of  
47 studies—making the case that investing in educator well-being is  
48 inseparable from investing in student success;<sup>5</sup> and

49 WHEREAS, the AFT’s *Beyond Burnout* report in partnership with  
50 Educators Thriving<sup>6</sup> demonstrates that when educators receive  
51 meaningful, system-level support through structured labor-  
52 management collaboration, their well-being improves in measurable  
53 ways, including a 97 percent return rate the following year among  
54 participants, a 10 percent decrease in emotional exhaustion, and  
55 universal gains in job satisfaction among professional learning  
56 participants;<sup>7</sup> and

57 WHEREAS, evidence also shows that when educators are  
58 supported and thriving, they are better able to build stronger  
59 relationships with students, deliver more effective instruction, manage  
60 classrooms productively and sustain positive school climate; and

61 WHEREAS, policies that improve educator well-being must  
62 address the systemic conditions that drive burnout—including working  
63 conditions, staffing levels, responsive leadership, collaboration time  
64 and access to mental health supports—rather than relying solely on  
65 individual resilience strategies that place the burden of a structural  
66 problem on individual educators:

67 **RESOLVED, that the AFT calls for robust federal, state and**  
68 **local investment in educator well-being as a core public**  
69 **education priority, including dedicated funding for mental health**  
70 **support, full staffing in education settings with credentialed**  
71 **professionals, such as SISPs and trained support staff with**  
72 **reasonable workloads, peer support and evidence-based**  
73 **wellness programming; and**

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<sup>5</sup> B. Dreer, “On the Outcomes of Teacher Wellbeing,”  
<https://doi.org/10.3389/fpsyg.2023.1205179>.

<sup>6</sup> AFT, “Beyond Burnout,” [www.aft.org/reports/beyond-burnout-roadmap-improve-educator-wellbeing](http://www.aft.org/reports/beyond-burnout-roadmap-improve-educator-wellbeing).

<sup>7</sup> Educators Thriving, “Our Impact,” [www.educatorsthiving.org/research](http://www.educatorsthiving.org/research).

74       **RESOLVED**, that the AFT calls on state and local  
75 governments to establish sustainable funding streams for  
76 workplace practices that encourage positive educator well-  
77 being, including professional learning on trauma-informed and  
78 restorative practices, mentorship, employee assistance supports  
79 and programs that reduce burnout and strengthen retention; and

80       **RESOLVED**, that educators—who possess deep experiential  
81 knowledge of their students’ social-emotional development—  
82 must be key voices in developing and implementing state and  
83 local policies and practices for age-appropriate, in-school  
84 technology use for students; moreover, the AFT will advocate for  
85 educator involvement in technology selection to ensure that  
86 educators are the pedagogical gatekeepers who distinguish  
87 between tools that drive learning, critical thinking and  
88 collaboration versus passive screen time; and

89       **RESOLVED**, that the AFT will support capacity building so  
90 that educators have the tools to recognize and address the  
91 invisible stressors students face online and to be able to teach  
92 digital and algorithmic literacy; and

93       **RESOLVED**, that the AFT calls for partnerships with district,  
94 worksite and union leaders to develop tailored, systemwide tools  
95 aimed at transforming workplace conditions and improving staff  
96 retention, using an evidence-backed survey tool<sup>8</sup> to measure  
97 and track the well-being of entire school communities, helping  
98 leaders and educators identify specific areas for improvement;  
99 and

100       **RESOLVED**, that the AFT will continue to advocate for  
101 comprehensive health services for students, as well as for the  
102 working conditions needed to deliver them effectively, and urge  
103 policymakers to increase the hiring and retention of SISPs,  
104 paraprofessionals and other student support personnel, and to  
105 provide protected time for educators to plan, collaborate and  
106 access support; and

107       **RESOLVED**, that the AFT supports school and district  
108 policies that improve educator working conditions, including  
109 manageable workloads, safe and respectful school climates,  
110 adequate and stable staffing, and leadership practices that  
111 promote trust, autonomy and professional growth; and

112       **RESOLVED**, that educator voice is central to defining what  
113 constitutes educator well-being and workplace needs; moreover,  
114 that the AFT urges the collection and public reporting of data on  
115 educator well-being, specifically burnout, emotional exhaustion,  
116 job satisfaction, attendance, retention, workload and access to

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<sup>8</sup> Educators Thriving, “Measuring & Understanding Educator Well-Being,”  
[www.educatorsthiving.org/factors](http://www.educatorsthiving.org/factors).

117 well-being supports, disaggregated by school, district and role  
 118 where feasible, to guide improvement and accountability; and  
 119 **RESOLVED**, that the AFT, together with its affiliates and  
 120 coalition partners, will continue to defend educator free speech  
 121 and academic freedom, recognizing that protecting educator  
 122 voice is not separate from protecting educator well-being—it is  
 123 essential to it; when educators are free to teach with integrity,  
 124 engage their communities and exercise their professional  
 125 judgment without fear of retaliation, they are better able to show  
 126 up fully for their students; and

127 **RESOLVED**, that the AFT and its affiliates affirm the First  
 128 Amendment rights of educators to speak as professionals and  
 129 citizens on matters of public concern and personal interest, and  
 130 shall actively defend these rights by filing or joining legal  
 131 challenges against any federal or state effort to chill educator  
 132 speech, restrict classroom inquiry or punish educators for  
 133 exercising their rights; and

134 **RESOLVED**, that the AFT reaffirms that educator well-being is  
 135 inseparable from student success, and that any serious effort to  
 136 improve student outcomes must also improve the conditions  
 137 under which educators work, learn and thrive.

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 2. Recommitting to Early Reading Instruction and Support

1 WHEREAS, literacy development begins at birth, and children’s  
 2 early oral language, vocabulary, background knowledge, phonological  
 3 awareness and print experiences strongly shape how readily they  
 4 learn to read when they enter school; families and early care play a  
 5 critical role in fostering children’s love of reading and early language  
 6 and literacy development; and

7 WHEREAS, the ability to read proficiently is foundational to  
 8 success in school, work, civic participation and life, and is thus a  
 9 social responsibility and fundamental civil right—yet too many  
 10 students, particularly those from low-income communities, English  
 11 language learners and students with disabilities, are unable to read at  
 12 grade level. This has profound consequences, further limiting  
 13 opportunities and deepening existing inequities; and

14 WHEREAS, the vast majority of students can learn to read when  
 15 they receive effective instruction; and

16 WHEREAS, reading comprehension is a complex cognitive  
 17 process that results from the interaction of two essential and mutually  
 18 reinforcing processes: word recognition and language  
 19 comprehension. Decades of converging interdisciplinary research  
 20 provide a robust foundation for instruction that effectively develops  
 21 both.

22 This research demonstrates that effective reading instruction must  
 23 include explicit, systematic instruction in foundational skills, including  
 24 phonemic awareness, phonics, decoding, spelling and fluency.<sup>1</sup> To  
 25 develop effective word recognition strategies, readers must attend to  
 26 all letters and sounds in words, although once they become proficient  
 27 at recognizing written words, the processing is so fast it appears they  
 28 only sample letters. Research shows that most children need explicit,  
 29 systematic instruction in how letters represent the sounds in words—  
 30 known as “grapheme phoneme correspondences”—to learn to  
 31 decode. Without strong decoding skills, many struggle to develop the  
 32 word recognition skills required for proficient reading.

33 Comprehension is the ultimate goal of reading instruction, and  
 34 students need support in making meaning from text alongside  
 35 foundational skills. Students need explicit instruction in vocabulary  
 36 development and knowledge-building experiences as well as regular  
 37 opportunities to read, discuss, analyze and write about interesting,  
 38 complex, content-rich texts—including whole books—across  
 39 disciplines; and

40 WHEREAS, despite the existence of a robust body of research, in  
 41 many places much of this knowledge remains absent from teacher  
 42 preparation programs, district-adopted curricula or professional  
 43 development, leaving many educators without the tools and

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<sup>1</sup> Central to learning to read is grasping the **alphabetic principle**—the understanding that the sounds of spoken language are represented by letters and letter combinations in print. First, students must connect speech sounds (phonemes) to print (graphemes); systematic, explicit and cumulative phonemic awareness and phonics instruction increases the likelihood that learners will establish robust sound-spelling bonds.

Building on that foundation, students apply this knowledge to decode words. When early readers use context—pictures, syntax, surrounding text—to predict a written word rather than decode it, **orthographic mapping** will be bypassed. Orthographic mapping is essential for automatic word recognition, which is essential for fluent reading.

Orthographic mapping requires attending to all the letters in a word’s spelling and then linking that spelling to the word’s pronunciation—a process that typically takes multiple successful practices. Only once that mapping is established *and* connected to the word’s meaning does the word become permanently stored in long-term memory for instant retrieval.

Readers who do not rely first on decoding and then on the word’s spelling for word recognition short-circuit this process: Without the systematic building of orthographically mapped words—subsequently linked to their meanings—word storage remains inefficient, reading stays laborious, and automaticity and fluency never fully develop leaving insufficient cognitive space for comprehension.

Learn more: J. Sedita, “What Is Orthographic Mapping?,” Reading Universe, [www.readinguniverse.org/article/explore-teaching-topics/big-picture/what-is-orthographic-mapping](http://www.readinguniverse.org/article/explore-teaching-topics/big-picture/what-is-orthographic-mapping); and N. Duke, “When Young Readers Get Stuck,” ASCD, 2020, <https://www.ascd.org/el/articles/when-young-readers-get-stuck>.

44 knowledge they need to deliver effective instruction. This disconnect  
45 creates a vacuum that gets filled by fragmented, competing and  
46 sometimes counterproductive approaches, all of which educators are  
47 left to navigate without adequate guidance or support; and

48 WHEREAS, we have an urgent responsibility to students in  
49 today's classrooms and the educators supporting their learning.  
50 Strengthening literacy instruction requires ensuring educators have  
51 the knowledge, skills, resources and support they need, including  
52 evidence-based curriculum and ongoing, job-embedded support  
53 through professional development, instructional coaching and  
54 dedicated time for meaningful professional collaboration.

55 Yet the challenge of teaching all students to read goes far beyond  
56 the classroom or even school level. In order to have significant and  
57 widespread improvement in literacy instruction, there must be  
58 coherent, evidence-based systems that align preparation, licensure,  
59 induction, curriculum and intervention, assessment, professional  
60 development and policy.

61 States, districts and teacher preparation programs across the  
62 country are demonstrating that meaningful progress is possible when  
63 well-designed literacy policy builds the infrastructure needed for  
64 improved reading instruction. Yet, too many literacy reforms have  
65 seen disappointing progress because implementation has been too  
66 quick, superficial or rigid, without sufficient educator input, funding for  
67 implementation or attention to the realities of the classroom; and

68 WHEREAS, the AFT has a decades-long history of leadership and  
69 commitment in advancing evidence-based reading instruction,  
70 including through its 1998 "Beginning Reading Instruction" resolution,  
71 through articles in *American Educator* sharing the latest research  
72 (including the landmark "Teaching Reading Is Rocket Science" in  
73 1999 and the updated article in 2020<sup>2</sup>), through AFT Professional  
74 Learning graduate-level train-the-trainer courses and other  
75 professional development, by giving more than 11 million books away  
76 through Reading Opens the World and its partnership with First Book,  
77 and through partnerships that include renowned WETA websites  
78 Reading Universe ([www.readinguniverse.org](http://www.readinguniverse.org)) and Colorin Colorado  
79 ([www.colorincolorado.org](http://www.colorincolorado.org)):

80 **RESOLVED, that the AFT reaffirms that literacy is a civil right**  
81 **and that all students deserve access to the instruction,**  
82 **curriculum, support and learning conditions necessary to**  
83 **become strong readers, writers, thinkers and learners. This**  
84 **includes:**

- 85 • **Sufficient funding for high-quality early childhood and**  
86 **preschool programs and services that help children build**

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<sup>2</sup> L. Moats, "Teaching Reading Is Rocket Science," *American Educator*, Summer 2020, [www.aft.org/ae/summer2020/moats](http://www.aft.org/ae/summer2020/moats).

- 87 strong oral language and conceptual knowledge—the  
88 foundations for literacy development—such that they are  
89 universally available.
- 90 • Early literacy screening in kindergarten through grade three  
91 to help identify and support (not label or overtest) students  
92 with potential reading difficulties, including dyslexia or  
93 other disabilities.
  - 94 • Timely, meaningful information for families about their  
95 child’s reading development and how they can support  
96 literacy at home.
  - 97 • Evidence-based intervention aligned with core reading  
98 instruction and appropriate accommodations, building on  
99 students’ strengths while addressing instructional needs,  
100 delivered by skilled specialists, and sustained support for  
101 all those who need it.
  - 102 • Full access for English language learners to the same  
103 evidence-based reading instruction that benefits all  
104 students, plus integrated additional supports, primarily the  
105 provision of English language development instruction to  
106 support acquiring English literacy skills, until students  
107 reach proficiency in English. Educators working with these  
108 students must be prepared to meet these additional needs  
109 while also leveraging and affirming students’ home  
110 languages and cultural identities as assets, not barriers;  
111 and

112 **RESOLVED**, that the AFT will work with its affiliates, partners,  
113 researchers and policymakers to continue its decades-long  
114 commitment to promote a comprehensive, evidence-based  
115 approach to teaching literacy—grounded in the Simple View of  
116 Reading, Scarborough’s Reading Rope, the Active View of  
117 Reading and findings from the National Reading Panel, the  
118 National Literacy Panel on Language Minority Children and  
119 Youth, the National Early Literacy Panel and other high-quality  
120 interdisciplinary research—that includes phonological  
121 awareness, phonics, fluency development, vocabulary  
122 instruction, knowledge-building curriculum, writing and  
123 engagement with rich, complex, culturally relevant texts so that  
124 they can develop the comprehension and critical-thinking skills  
125 required to cultivate a love of reading and the joy of learning;  
126 and

127 **RESOLVED**, that the AFT supports teaching word recognition  
128 through explicit, systematic decoding first as the primary means  
129 of reading words, with word meanings and context used to  
130 confirm, not substitute for, accurate decoding; and that the AFT  
131 will oppose counterproductive choices in literacy instruction,  
132 including false dichotomies between foundational skills and rich

133 comprehension, decoding and meaning, or evidence-based  
134 instruction and educator professionalism; and

135 **RESOLVED**, that the AFT will work with members and other  
136 experts to develop resources that provide guidance: to early-  
137 career teachers who have not had sufficient pre- or in-service  
138 training and who need practical support for teaching reading; to  
139 teachers to identify significant gaps in the curriculum they are  
140 required to use, along with high-quality, free resources to help  
141 address those gaps; to educators on using available curriculum  
142 review guides and identifying their limitations; and to individual  
143 teachers and union leaders on how to advocate for better  
144 policies, instructional materials, support and other high-leverage  
145 improvements; and

146 **RESOLVED**, that the AFT will continue to disseminate  
147 information on reading research and evidence-based  
148 instructional practice to AFT members and the general public in  
149 *American Educator* and other publications, as well as in  
150 coursework through AFT professional learning; get books into  
151 the hands of children and foster a love of reading through  
152 Reading Opens the World; and promote and provide free, high-  
153 quality resources for educators; and

154 **RESOLVED**, that the AFT and its affiliates will partner with  
155 schools, libraries and community organizations to support  
156 parents and caregivers with the tools, resources and training  
157 necessary to foster a love of reading in the home and to help  
158 make reading, conversation and language-rich activities part of  
159 children's daily lives; and

160 **RESOLVED**, that the AFT calls for a new national reading  
161 panel composed of researchers and practitioners to provide  
162 educators with a clearly articulated, research-aligned  
163 professional knowledge and pedagogical base for literacy that  
164 educators can rely on, engage with critically and use in practice;  
165 and

166 **RESOLVED**, that the AFT calls on teacher preparation  
167 programs and the organizations that represent them, standards-  
168 setting bodies and state licensing authorities to ensure that  
169 teachers responsible for reading development have the  
170 knowledge and pedagogical skills they need; and

171 **RESOLVED**, that the AFT urges curriculum developers to  
172 ensure that instructional materials for reading reflect the  
173 research base and to subject those materials to rigorous,  
174 independent field-testing that provides schools and districts  
175 with credible evidence of effectiveness; and

176 **RESOLVED**, that the AFT and its affiliates support well-  
177 designed policies that align with research; however, they will  
178 oppose those that are imposed without genuine collaboration

179 with educators, adequate funding for implementation or  
180 attention to the realities of classroom practice, or that rely on  
181 punitive accountability measures rather than professional  
182 support and capacity building for continuous improvement; and  
183 **RESOLVED**, that the AFT and its affiliates will advocate for  
184 teachers to have a substantial role in curriculum review and  
185 adoption, and for educators to be regularly surveyed by their  
186 districts to gather actionable information on how policies and  
187 curricular resources are meeting the needs of educators and the  
188 students they serve; such structures and processes are best  
189 memorialized in memorandums of understanding and collective  
190 bargaining agreements.

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **3. Ensure Equitable Funding, Resource Allocation, and Targeted Educator Support for Career and Technical Education Programs**

1        WHEREAS, career and technical education programs provide  
2 essential pathways to career success and economic mobility for  
3 thousands of students across the country; and

4        WHEREAS, CTE programs have demonstrated significant positive  
5 outcomes, including higher graduation rates, increased college  
6 enrollment and better career preparation, with CTE concentrators  
7 having a graduation rate 10 percentage points higher than the  
8 national average; and

9        WHEREAS, despite their proven effectiveness, many CTE  
10 programs face chronic underfunding, inadequate resources and  
11 outdated equipment that does not align with current industry  
12 standards; and

13        WHEREAS, inequitable funding patterns have disproportionately  
14 affected CTE programs in historically underserved communities,  
15 limiting access to high-quality career preparation for students who  
16 could benefit most; and

17        WHEREAS, the cost of maintaining industry-standard equipment,  
18 securing qualified instructors and providing necessary materials for  
19 hands-on learning experiences continues to rise; and

20        WHEREAS, high-quality CTE programs require ongoing  
21 partnerships with industry professionals, regular curriculum updates  
22 and continuous professional development for educators; and

23 WHEREAS, new CTE educators face unique hurdles in delivering  
24 specialized curricula and managing the diverse needs of students,  
25 requiring distinct pedagogical training, content-specific expertise and  
26 dedicated induction support; and

27 WHEREAS, the long-term retention and professional growth of  
28 new CTE educators are entirely dependent on robust mentorship and  
29 access to dedicated content specialists, which are crucial to  
30 maintaining effective programs nationwide:

31 **RESOLVED, that the AFT calls upon the U.S. Department of**  
32 **Education, in conjunction with its state locals, to obtain**  
33 **dedicated funding streams for CTE programs at the federal and**  
34 **state levels that ensure equitable distribution of resources**  
35 **across the country; and**

36 **RESOLVED, that the AFT will advocate for additional funding**  
37 **at the federal level and supports its locals at the state level,**  
38 **beyond Carl Perkins funding, specifically for CTE programs to**  
39 **cover essential equipment, materials, professional development,**  
40 **teacher externships and industry certification costs; and**

41 **RESOLVED, that the AFT will aggressively lobby to ensure**  
42 **that a dedicated, protected portion of these new federal and**  
43 **state CTE investments is explicitly earmarked for robust**  
44 **educator recruitment, retention initiatives, and the hiring of**  
45 **content specialists who can offer ongoing guidance,**  
46 **collaborative planning sessions and tailored mentorship to**  
47 **successfully integrate new CTE teachers into the profession;**  
48 **and**

49 **RESOLVED, that the AFT’s CTE Advisory Committee,**  
50 **comprising educators, industry partners and community**  
51 **stakeholders, work collaboratively with educational**  
52 **policymakers and school administrations to implement these**  
53 **initiatives, providing periodic public reporting on progress to**  
54 **ensure structural accountability and prioritize resource**  
55 **distribution to historically underserved communities.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

#### **4. In Opposition to the Dismantling of the U.S. Department of Education**

1 WHEREAS, the U.S. Department of Education was established by  
2 Congress in 1979 to ensure equal access to education, to help

3 families pay for college, and to provide funding for programs for  
4 children from low-income families as well as students with disabilities  
5 and English language learners; and

6 WHEREAS, the failure to continue to administer federal funding,  
7 which constitutes approximately 10 percent of K-12 funding, would  
8 cause significant harm to a large number of students, regardless of  
9 income levels; and

10 WHEREAS, the current administration has stated that U.S.  
11 Department of Education Secretary Linda McMahon’s primary  
12 objective is to dismantle the U.S. Department of Education; and

13 WHEREAS, dismantling the U.S. Department of Education will  
14 mean fewer teachers, less support for our neediest students, larger  
15 class sizes and likely higher taxes at the state and local level to make  
16 up for the funding shortfalls; and

17 WHEREAS, civil rights protections against discrimination based on  
18 race, gender and disability would also suffer; and

19 WHEREAS, approximately half of the workers at the U.S.  
20 Department of Education have been laid off, cutting into the ability to  
21 provide services and resources to public schools:

22 **RESOLVED, that the AFT will continue to advocate for**  
23 **educators and students nationwide through lawsuits against the**  
24 **illegal actions taken by the administration; and**

25 **RESOLVED, that the AFT will call on members to contact their**  
26 **members of Congress to demand that they stand up for public**  
27 **education and our students; and**

28 **RESOLVED, that the AFT will encourage its locals at the state**  
29 **level to continue advocating for codified educational rights and**  
30 **freedoms for our students and protections for the educators who**  
31 **serve them.**

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

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

### **5. Keep Public Funds for Public Schools: Oppose Vouchers**

1 WHEREAS, the AFT recognizes the importance of strong public  
2 schools to provide opportunities for our students and teachers and  
3 their families—public schools are the pillars of our communities; and

4 WHEREAS, public schools serve 90 percent of American children;  
5 and

EDUCATIONAL ISSUES COMMITTEE

6 WHEREAS, when voters learn vouchers defund neighborhood  
7 public schools, two-thirds of Americans want more funding for public  
8 schools, not privatization schemes; and

9 WHEREAS, the Federal Education Tax Credit established under  
10 P.L. 119-21 creates an optional voucher-style program that states  
11 must consider each year, starting in 2027; and

12 WHEREAS, when used for non-public school funding, vouchers  
13 funnel millions in taxpayer dollars to wealthy families already in  
14 private schools, while students who transfer often see drops in  
15 achievement that last for years; and

16 WHEREAS, vouchers defund public schools. When students  
17 leave with vouchers, public schools lose the equivalent enrollment-  
18 based funding but still have the same fixed costs for things like  
19 buildings, buses and utilities, which forces cuts to educators,  
20 programs and support services for the vast majority of students who  
21 remain; and

22 WHEREAS, voucher programs lead to fiscal crises. Voucher  
23 programs start small, then explode in cost and can cause billion-dollar  
24 budget deficits that harm both school districts across the country and  
25 all public services;

26 WHEREAS, vouchers primarily subsidize the wealthy. Data from  
27 states with expansive voucher programs shows they overwhelmingly  
28 benefit families who have already left the public system, or who never  
29 participated in the first place: 95 percent of Arkansas voucher  
30 recipients were already enrolled in private schools; 71 percent of  
31 Arizona voucher users never attended public schools; Indiana  
32 voucher recipients were more likely to earn over \$100,000 than under  
33 \$50,000; and in Texas, 75 percent of voucher applicants were from  
34 private schools, home-schooled, or were never enrolled in public  
35 schools; and

36 WHEREAS, vouchers increase segregation. Studies show  
37 voucher programs increase school segregation, not reduce it, as  
38 affluent families are more likely to leave public schools, concentrating  
39 students of poverty in defunded public schools; and private schools  
40 can legally discriminate in admissions, cherry-picking students by any  
41 criteria they want:

42 **RESOLVED, that the AFT will work with our allies across the**  
43 **country to pass legislation such as the Keep Public Funds in**  
44 **Public Schools Act of 2026 that will repeal the private school**  
45 **voucher tax credit enacted as part of the One Big Ugly Bill (P.L.**  
46 **119-21). Repealing the tax credit will help ensure taxpayer dollars**  
47 **are invested in strengthening our public schools and are not**  
48 **diverted to K-12 private and religious schools' tax-credit private**  
49 **school voucher program; and**

50       **RESOLVED, that the AFT will continue to oppose federal**  
51 **voucher schemes that drain public dollars from our public**  
52 **schools, jeopardize student success and lead to more**  
53 **segregated, discriminatory schools, and will fight to ensure that**  
54 **public funds stay in the public schools that serve all children.**

*Submitted by: New York State United Teachers; Texas AFT*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **6. Support Additional Time for Special Education Teachers and Related Service Providers to Work on IEPs**

1       WHEREAS, special education teachers and related service  
2 providers are responsible for creating and maintaining individualized  
3 education plans (IEPs), which require detailed, individualized  
4 progress monitoring to ensure that students with disabilities receive  
5 appropriate support and accommodations; and

6       WHEREAS, the process of writing, reviewing and revising IEPs is  
7 time-consuming and involves collaboration with parents, general  
8 education teachers and other specialists, requiring significant  
9 attention and focus; and

10       WHEREAS, many special education teachers and related service  
11 providers are already managing heavy caseloads, balancing teaching  
12 responsibilities, lesson planning, specially designed instruction,  
13 behavioral management and other administrative tasks, leaving  
14 limited time to complete IEP-related work during the school day; and

15       WHEREAS, research shows that providing teachers with  
16 dedicated time for writing IEPs can improve the quality of the IEPs,  
17 ensure better outcomes for students with disabilities, and reduce  
18 teacher burnout, which ultimately enhances job satisfaction and  
19 retention of special education teachers and related service providers,  
20 an area experiencing significant staffing shortages; and

21       WHEREAS, special education teachers are often required to  
22 complete IEP-related responsibilities during instructional time or  
23 outside of their regular workday, or within limited and competing  
24 professional work time, due to the lack of dedicated and protected  
25 time within their schedules:

26       **RESOLVED, that the AFT will continue to support its locals at**  
27 **the national level by advocating that special education teachers**  
28 **and related service providers should be given time and**

29 **resources to work on IEPs to ensure that students with**  
30 **disabilities receive the best possible educational experience and**  
31 **so that teachers can fulfill their professional responsibilities**  
32 **effectively.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 7. Defending Public Education

1        WHEREAS, the AFT is dedicated to ensuring that every student  
2 has access to high-quality public education; and

3        WHEREAS, public education is a cornerstone of democracy,  
4 providing equal opportunities for all students regardless of their  
5 background; and

6        WHEREAS, recent challenges, including underfunding,  
7 privatization efforts, unfettered use of artificial intelligence, and policy  
8 changes threaten the integrity and accessibility of public education:

9        **RESOLVED, that the AFT will lobby for increased federal**  
10 **funding to ensure that all public schools, colleges and**  
11 **universities have the resources they need to provide a high-**  
12 **quality education; and**

13        **RESOLVED, that the AFT will oppose efforts to privatize**  
14 **public education, including the expansion of charter schools and**  
15 **voucher programs that divert funds from public schools,**  
16 **colleges and universities; and**

17        **RESOLVED, that the AFT will advocate for fair wages, benefits**  
18 **and working conditions for education professionals, recognizing**  
19 **their critical role in the success of public education; and**

20        **RESOLVED, that the AFT will work to eliminate disparities in**  
21 **education by supporting policies that address the needs of**  
22 **underserved and marginalized communities; and**

23        **RESOLVED, that the AFT will collaborate with all**  
24 **stakeholders, including parents, students, community**  
25 **organizations and policymakers, to build broad support for**  
26 **public education and address common challenges; and**

27        **RESOLVED, that the AFT will continue to inform the public**  
28 **about the importance of public education and the threats it**  
29 **faces, encouraging community involvement and advocacy; and**

30        **RESOLVED, that the AFT will continue to monitor legislative**  
31 **developments and mobilize members to respond to policies that**  
32 **impact public education; and**

33       **RESOLVED, that the AFT will continue to advocate for**  
34 **comprehensive special education programs and student**  
35 **services to ensure that all students, including those with**  
36 **disabilities, receive the support they need to succeed; and**

37       **RESOLVED, that the AFT will continue to fight for the rights**  
38 **and inclusion of multilingual learning, fully funded bilingual**  
39 **education, and the opportunity for dual-language programs**  
40 **across the nation; and**

41       **RESOLVED, that the AFT will continue to develop and**  
42 **implement strategies to attract and retain high-quality educators,**  
43 **support staff and paraprofessionals, recognizing their essential**  
44 **role in providing a high-quality education; and**

45       **RESOLVED, that the AFT will advocate for the regulation and**  
46 **responsible use of AI in all sectors of public education,**  
47 **protecting our jobs, data, privacy and environment; and**

48       **RESOLVED, that the AFT will continue to champion public**  
49 **education as a fundamental right and work tirelessly to protect**  
50 **and strengthen it for future generations.**

*Submitted by: Illinois Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **8. Targeted Support for New Career and Technical Education Educators**

1       WHEREAS, career and technical education is critical in equipping  
2 students with the practical skills and knowledge necessary for  
3 success in various industries and the modern workforce; and

4       WHEREAS, new CTE educators face unique challenges in  
5 delivering specialized curriculum and managing the diverse needs of  
6 students, often requiring both pedagogical and content-specific  
7 expertise; and

8       WHEREAS, the retention and professional development of new  
9 CTE educators are crucial to maintaining a robust and effective CTE  
10 program across educational institutions; and

11       WHEREAS, content specialists in specific areas of study can  
12 provide invaluable support, mentorship and resources to new CTE  
13 educators, enhancing their teaching effectiveness and contributing  
14 positively to student outcomes:

15       **RESOLVED, that the AFT will continue to support and**  
16 **advocate for programs that include mentorship opportunities,**

17 collaborative planning sessions and ongoing professional  
18 development tailored to the unique needs of CTE educators; and  
19 **RESOLVED**, that the AFT will encourage more targeted  
20 support programs for new CTE educators that will provide  
21 access to content specialists in their specific areas of study; and  
22 **RESOLVED**, that the AFT will work collaboratively with  
23 educational institutions around the nation in support of the  
24 allocation of funding needed to hire and retain content  
25 specialists who can offer guidance and support to new CTE  
26 educators, ensuring their successful integration and retention  
27 within the education system; and  
28 **RESOLVED**, that the AFT will work with educational  
29 policymakers, school administrations and industry partners to  
30 develop and implement these support programs, thereby  
31 strengthening the overall quality and effectiveness of career and  
32 technical education nationwide.

*Submitted by: New York State United Teachers*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

## 9. For a 'Hands Off Our Schools' Campaign

1        WHEREAS, the AFT has always defended our students and their  
2 right to a quality public education; and  
3        WHEREAS, the federal government has threatened Title I school  
4 funding to school districts across the country for the curriculum  
5 choices made in schools; and  
6        WHEREAS, the threatened elimination of the U.S. Department of  
7 Education would endanger access to financial aid for millions of  
8 students and would hobble the federal oversight of special education  
9 as mandated by the Individuals with Disabilities Education Act; and  
10        WHEREAS, the illegal firing of a National Labor Relations Board  
11 member has paralyzed that agency's ability to enforce labor  
12 protections, and multiple labor unions for the federal workforce have  
13 filed lawsuits to protect their rights from undue termination under  
14 federal labor law; and  
15        WHEREAS, these attacks on public sector unions and collective  
16 bargaining threaten institutions that play a crucial role in advocating  
17 for fair wages, safe working conditions and equitable treatment for  
18 educators and all workers, students, families and communities; and  
19        WHEREAS, the U.S. Department of Justice has changed  
20 longstanding federal policy to permit immigration raids in schools,  
21 hospitals and churches; and

22 WHEREAS, the federal administration has also threatened  
23 funding from school districts like ours that allow students to compete  
24 on athletic teams matching their gender identity:

25 **RESOLVED, that the AFT will initiate coordination,**  
26 **collaboration, member-to-member education and dialogue, and**  
27 **other joint initiatives with national organizations to defeat these**  
28 **attacks; and**

29 **RESOLVED, that the AFT will actively support and encourage**  
30 **the resistance of our labor siblings, with the knowledge that if**  
31 **their protections are weakened or ignored, ours could be next;**  
32 **and**

33 **RESOLVED, that the AFT will encourage locals to engage in**  
34 **political mobilization to defend public education, immigrant**  
35 **students and teachers, and trans and gender-nonconforming**  
36 **students and teachers against these attacks; and**

37 **RESOLVED, that the AFT will mobilize its members and call**  
38 **on its labor and community allies for an escalating campaign of**  
39 **actions under the slogan “Hands Off Our Schools” that will**  
40 **include color days at schools to show solidarity, leaflets directed**  
41 **at communities and parents, local community rallies/press**  
42 **conferences with allied groups, and pickets at federal offices;**  
43 **and**

44 **RESOLVED, that this campaign will culminate in a series of**  
45 **actions with congressional leaders demonstrating that they**  
46 **stand with the public education system against these attacks.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

## **10. Truth and Healing—Indian Boarding School Accountability**

1 WHEREAS, federal Indian boarding school policies systematically  
2 suppressed Native languages, cultures and family structures,  
3 resulting in lasting intergenerational harm; and

4 WHEREAS, the National Congress of American Indians has called  
5 for a federal Truth and Healing Commission and congressional  
6 oversight of these policies; and

7 WHEREAS, the AFT is committed to honest historical education,  
8 culturally responsive curriculum and trauma-informed practices:

- 9       **RESOLVED, that the AFT supports the establishment of a**
- 10 **federal Truth and Healing Commission on Indian boarding**
- 11 **schools; and**
- 12       **RESOLVED, that the AFT advocates for transparency,**
- 13 **documentation, and public education regarding the history and**
- 14 **impact of these policies; and**
- 15       **RESOLVED, that the AFT promotes the integration of accurate**
- 16 **Native history, including boarding school education, into public**
- 17 **school curricula.**

*Submitted by: United Teachers Los Angeles, Local 1021*

- Adopted       Adopted as Amended       Defeated       Tabled
- Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **11. On Civics and Media Literacy**

- 1       WHEREAS, a successful democracy relies on informed and
- 2 engaged citizens who understand their rights and accept their
- 3 responsibilities; and
- 4       WHEREAS, civic education prepares students to actively
- 5 participate in their communities and in the democratic process; and
- 6       WHEREAS, the integration of civic education into the curriculum
- 7 enhances critical thinking, fosters respectful dialogue and encourages
- 8 civic responsibility; and
- 9       WHEREAS, research indicates that students who receive
- 10 comprehensive civic education are more likely to vote, engage in
- 11 community service and advocate for social issues; and
- 12       WHEREAS, in these times where trust in democratic institutions is
- 13 strained and misinformation is widespread, civic education is
- 14 essential; and
- 15       WHEREAS, on national assessments, only 22 percent of eighth-
- 16 graders scored proficient in civics; and
- 17       WHEREAS, misinformation and disinformation are major threats
- 18 to civic life—70 percent of Americans say this misinformation is a
- 19 serious problem, 74 percent believe it increases political polarization,
- 20 and nearly half felt that this influenced the most recent U.S.
- 21 presidential election; and
- 22       WHEREAS, false information is 70 percent more likely to be
- 23 shared and travels up to six times faster than factual content, thereby
- 24 exacerbating public confusion and eroding trust in legitimate sources;
- 25 and
- 26       WHEREAS, students face significant challenges evaluating digital
- 27 information—with 80 percent of middle schoolers mistaking
- 28 advertisements for news and 82 percent unable to distinguish news

29 from sponsored content, yet only 38 percent of students receive  
30 education in analyzing media messages; and

31 WHEREAS, the rise of generative artificial intelligence accelerates  
32 the creation and dissemination of convincing synthetic content, with  
33 studies showing large language models produce highly persuasive  
34 falsehoods that reduce user trust. Nonetheless, there has been a  
35 tenfold increase in AI-generated fake news sites since 2023—this is  
36 reshaping the information ecosystem, influencing elections and  
37 prompting concerns from 83.4 percent of Americans about AI-driven  
38 election misinformation; and

39 WHEREAS, while 72 percent of Americans believe media-literacy  
40 skills are essential, access to effective instruction remains limited; and

41 WHEREAS, every student deserves an education that prepares  
42 them not only for their career, but also for citizenship; and

43 WHEREAS, our nation’s semiquincentennial is not only a moment  
44 of commemoration, it is a call to action to invest in civic learning from  
45 early childhood through graduation—strengthen democracy, elevate  
46 student voice and prepare the leaders of the next 250 years:

47 **RESOLVED, that the AFT will advocate for civic education**  
48 **resources such as:**

- 49 • **Development of comprehensive civic education curriculum**  
50 **resources that include topics such as the Constitution, the**  
51 **electoral process, civil rights and the importance of**  
52 **community engagement;**
- 53 • **Professional development opportunities for educators to**  
54 **enhance their knowledge and teaching strategies related to**  
55 **civic education;**
- 56 • **Partnerships with civic organizations, government agencies**  
57 **and nonprofits to create opportunities for students to**  
58 **engage in civic activities such as voting drives, community**  
59 **service and public forums;**
- 60 • **Student-centered, experiential learning opportunities that**  
61 **allow students to explore civic issues, participate in**  
62 **discussions and engage in projects that benefit their**  
63 **communities; and**
- 64 • **The creation of grants or dedicated funding to ensure civic**  
65 **education and engagement become and remain**  
66 **fundamental components of our public education system;**  
67 **and**

68 **RESOLVED, that the AFT will call for a renewed commitment**  
69 **to developmentally appropriate civics education and media**  
70 **literacy to be provided to all students; and**

71 **RESOLVED, that the AFT will support initiatives and**  
72 **investments aimed at strengthening civic education and will**  
73 **consider advocating for appropriation of funds for pilot**

74 **programs, developing curriculum and professional learning, and**  
75 **creating guidance on integrating civic competencies and**  
76 **dedicated instructional time; and**

77 **RESOLVED, that the AFT will support the modernization of**  
78 **civic learning such as by advocating for pilot programs and**  
79 **professional learning for media, information and AI literacy, and**  
80 **adding media and AI literacy as required instructional topics;**  
81 **and**

82 **RESOLVED, that the AFT will continue to educate and provide**  
83 **resources to its local affiliates and state federations about the**  
84 **dangers of misinformation, promoting tools and practices for**  
85 **responsible digital citizenship and civic readiness.**

*Submitted by: New York State United Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **12. Opposing Book Bans and Censorship in Public Schools**

1        WHEREAS, public schools serve as pillars of democracy,  
2 fostering critical thinking, empathy and understanding through access  
3 to diverse literature and educational materials; and

4        WHEREAS, recent legislative and policy efforts across the United  
5 States have led to the banning or restriction of books, often targeting  
6 works by or about marginalized communities, LGBTQ+ individuals  
7 and historically significant but politically contested subjects; and

8        WHEREAS, book bans and censorship undermine the  
9 professional autonomy of educators, restrict students' rights to  
10 explore diverse perspectives and threaten the development of an  
11 informed and inclusive society; and

12        WHEREAS, censorship initiatives are often driven by political  
13 agendas that seek to erase or distort historical truths and suppress  
14 discussions of equity, inclusion and social justice, thereby depriving  
15 students of a comprehensive education; and

16        WHEREAS, the current federal administration's education policies  
17 signal an escalation of efforts to control curricula and limit access to  
18 books and educational materials deemed "inappropriate" by political  
19 and ideological standards:

20        **RESOLVED, that the AFT will unequivocally oppose book**  
21 **bans and all forms of censorship in public schools (but for**  
22 **school educator curation of materials to ensure they are age-**  
23 **appropriate), affirming the importance of intellectual freedom,**

24 **diverse literature and comprehensive curricula in fostering**  
25 **critical thinking and democratic engagement; and**  
26 **RESOLVED, that the AFT will commit to supporting its local**  
27 **affiliates and state federations in resisting censorship efforts,**  
28 **providing resources and advocacy to uphold students' rights to**  
29 **access diverse and inclusive educational materials; and**  
30 **RESOLVED, that the AFT will call upon federal lawmakers to**  
31 **enact and enforce policies protecting intellectual freedom in**  
32 **education, ensuring that all students have equitable access to**  
33 **the books, materials and discussions necessary for a robust,**  
34 **inclusive education.**

*Submitted by: New York State United Teachers*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

### 13. Charter School Accountability

1        WHEREAS, charter schools are funded with public funds through  
2 taxation; and  
3        WHEREAS, the expenditures and budgets of public school  
4 districts are generally overseen by elected boards of education, which  
5 are accountable to the public and approved by the citizens of the  
6 communities that they serve; and  
7        WHEREAS, charter schools are not generally subject to the same  
8 standards of fiscal accountability or financial disclosure as local public  
9 schools; and  
10        WHEREAS, charter schools divert public funds from all public  
11 school districts that have resident students attending charter schools;  
12 and  
13        WHEREAS, this diversion of public funds adversely impacts the  
14 budgets of all school districts that have resident children attending  
15 charter schools; and  
16        WHEREAS, charter schools are routinely permitted to open even  
17 though they do not have the approval of voters of impacted  
18 communities; and  
19        WHEREAS, all taxpayers are entitled to full disclosure as to all  
20 aspects of the uses to which their tax dollars are put, including full  
21 disclosure of the budgets for schools receiving public funds and how  
22 those public funds are being utilized:  
  
23        **RESOLVED, that the AFT will support its local affiliates and**  
24 **state federations in their efforts to enact legislation that**  
25 **demands the same degree of fiscal accountability and**

26 transparency from charter schools that is required for traditional  
27 public schools; and

28 **RESOLVED, that the AFT will further support its local**  
29 **affiliates and state federations in seeking legislation requiring**  
30 **that all charter applications be approved by the local voters of**  
31 **impacted communities prior to submission to the relevant**  
32 **chartering entity.**

*Submitted by: New York State United Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

#### **14. Supporting Paid Student Teaching Opportunities to Address Teacher Shortages and Incentivize Placement in High-Need Communities**

1 WHEREAS, student teaching is a required and intensive  
2 component of educator preparation, yet in most states student  
3 teachers receive no compensation despite significant professional  
4 contributions; and

5 WHEREAS, a growing number of states have enacted or  
6 proposed stipend and stipend-like programs compensating student  
7 teachers, recognizing that financial support during this period reduces  
8 barriers to entry into the profession and advances teacher recruitment  
9 and retention; and

10 WHEREAS, local and state teacher shortages persist, most  
11 acutely in rural districts, high-poverty urban schools and high-need  
12 content areas, making it harder for school communities to recruit new  
13 educators; and

14 WHEREAS, providing financial support to student teachers in  
15 exchange for placements in high-need, underserved, rural and  
16 economically disadvantaged school districts would both incentivize  
17 service in communities of greatest need and help build a more  
18 equitable teacher workforce:

19 **RESOLVED, that the AFT will support legislation that**  
20 **establishes paid student teaching opportunities—including**  
21 **meaningful compensation for student teachers completing their**  
22 **required field experience and additional incentives for**  
23 **placements in high-poverty, high-need and rural communities**  
24 **throughout the nation; and**

25 **RESOLVED, that the AFT will urge its local affiliates and state**  
26 **federations to design and implement sustainable student**

27 **teaching compensation models that align with teacher**  
28 **recruitment and retention goals, ensuring pathways from paid**  
29 **student teaching into long-term employment in areas facing the**  
30 **most significant staffing challenges; and**

31 **RESOLVED, that the AFT will assist its local affiliates and**  
32 **state federations in their advocacy around student teacher**  
33 **compensation, including model language for collective**  
34 **bargaining, public awareness campaigns and legislative**  
35 **engagement strategies.**

*Submitted by: New York State United Teachers*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

Proposed

## 15. Affirming Health as a Global Human Right and Opposing the Financialization of Healthcare

- 1 WHEREAS, healthcare delivery around the world is increasingly  
2 controlled by profit-driven financial actors focused on maximizing  
3 profits for the few, and not high-quality care for all; and  
4 WHEREAS, privatization, deregulation, and the financialization of  
5 healthcare have weakened health systems and harmed patients and  
6 workers in the United States and worldwide; and  
7 WHEREAS, communities have suffered from hospital closures  
8 because of profit-motivated healthcare systems like Steward Health  
9 Care and private equity firms like Apollo Global Management; and  
10 WHEREAS, private equity firms control almost 500 hospitals  
11 across the U.S.; and  
12 WHEREAS, consolidation and financialization in healthcare have  
13 harmed patients through poorer outcomes and higher costs; and  
14 WHEREAS, the COVID-19 pandemic demonstrated that public  
15 health must be a global endeavor. and the World Health Organization  
16 has declared the right to health is indivisible from other human rights;  
17 and  
18 WHEREAS, the Trump administration has overseen a dramatic  
19 reduction of the nation's federal international public health footprint  
20 through dismantling the U.S Agency for International Development  
21 and ending participation in the World Health Organization; and  
22 WHEREAS, the Trump administration seeks to harvest  
23 international health data in a manner that will place wealth over health  
24 by linking international disease prevention aid to the supply of  
25 biological information that can be used for pharmaceutical profits,  
26 without guarantees that the aid accepting nations receive rights to the  
27 products or profits; and  
28 WHEREAS, AFT healthcare affiliates are leading fights to limit the  
29 role of private equity and profit-driven actors in healthcare delivery,  
30 joining the fight of union nurses and health professionals worldwide to  
31 protect patients over profits:
- 32 **RESOLVED, that the AFT recognizes health as a human right,**  
33 **reflected in the World Health Organization's human-rights-based**  
34 **approach to health services and health system policies; and**  
35 **RESOLVED, that the AFT reaffirms our commitment to global**  
36 **solidarity by working with Public Services International and**  
37 **other international labor allies to fight the corporate degradation**  
38 **of care; and**  
39 **RESOLVED, that the AFT will advocate for the U.S. to re-enter**  
40 **the World Health Organization; and**

41       **RESOLVED, that the AFT will further our engagement with**  
42 **international bodies, including the World Health Organization**  
43 **and the International Labor Organization to promote public**  
44 **health and workers' rights; and**

45       **RESOLVED, that the AFT will support legislative and**  
46 **regulatory measures that protect essential health services,**  
47 **including rural and community hospitals, against profit-driven**  
48 **closures; and**

49       **RESOLVED, that the AFT will actively oppose the**  
50 **financialization of healthcare, including the expansion of for-**  
51 **profit and private equity ownership of hospitals, health systems**  
52 **and essential health services; and**

53       **RESOLVED, that the AFT will continue to support**  
54 **competition, transparency, affordability, and patient choice by**  
55 **fighting excessive consolidation and vertical integration that**  
56 **leads to lower-quality services at higher prices.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **16. Address Secure Firearms Storage and Fight Gun Violence in School Communities as a Workplace Safety and Public Health Issue**

1       WHEREAS, in a nation with more guns than people, guns are the  
2 leading cause of death for children in America; and

3       WHEREAS, according to a study by the U.S. Secret Service, as  
4 many as three-quarters of school shootings involved a gun that was  
5 not secured in the home; and

6       WHEREAS, 6.7 million kids live in homes with unsecured, loaded  
7 firearms; and

8       WHEREAS, the median age of a school shooter is 16, and 1 out  
9 of 10 gun deaths are age 19 or younger; and

10       WHEREAS, there have been more than 435 school shootings  
11 since 1999, and more than 398,000 students have experienced gun  
12 violence at school since Columbine; and

13       WHEREAS, the White House has dissolved the National Office of  
14 Gun Violence Prevention and eliminated resources at the Department  
15 of Education to help schools tackle gun violence; and

16       WHEREAS, our nation's epidemic of gun violence makes schools  
17 an inherently dangerous workplace—psychologically and physically—  
18 for teachers and staff; and

19 WHEREAS, school leaders have an obligation to ensure that  
20 schools are free from gun violence, to the best of their ability, so that  
21 teachers and staff have a safe workplace, and students can have an  
22 opportunity to succeed without fear; and

23 WHEREAS, every school district should be a source of information  
24 for educating parents on best practices for secure firearm storage,  
25 because doing so would make for safer workplaces and better  
26 learning environments:

27 **RESOLVED, that the AFT will continue to fight gun violence**  
28 **as a workplace safety issue, and will use all options and tools to**  
29 **help keep schools, students and staff safe, including collective**  
30 **bargaining; and**

31 **RESOLVED, that the AFT will work with like-minded**  
32 **organizations to support our affiliates as they encourage**  
33 **districts and employers to share nonpartisan public health**  
34 **information with parents on the secure storage of firearms,**  
35 **much as schools already share other types of public health**  
36 **information with parents.**

*Submitted by: AFT Connecticut*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **17. Framework for Evaluating Data-Driven Technology and Artificial Intelligence in Healthcare**

1 WHEREAS, the rapid integration of artificial intelligence, including  
2 large language models, algorithmic tools, and related technologies is  
3 transforming healthcare delivery and the professional landscape for  
4 healthcare workers; and

5 WHEREAS, healthcare and technology corporations are  
6 increasingly deploying technologies to reduce labor costs and exert  
7 greater control over the workforce, prioritizing corporate profitability  
8 over patient care, clinician expertise and professional standards; and

9 WHEREAS, algorithmic tools are prone to error, bias and  
10 "hallucinations" that, when deployed at scale, can produce systemic  
11 harms, compromising patient safety and public health; and

12 WHEREAS, the AFT supports technologies that enhance patient  
13 care and are operated under the control and direction of licensed  
14 clinicians, provided they are proven safe, reliable and a net benefit to  
15 patients, healthcare workers, and do not replace the human  
16 foundation of healthcare; and

17 WHEREAS, unlike traditional medical devices or pharmaceuticals,  
18 many AI-enabled tools are introduced into clinical environments  
19 without sufficient independent validation in diverse clinical settings,  
20 risking patient safety and healthcare worker liability; and

21 WHEREAS, the AFT, other unions, and the broader labor  
22 movement play a critical role in shaping if, how and when such  
23 technologies are implemented and analyzing the impact on both  
24 healthcare workers and patients across the United States; and

25 WHEREAS, patients have a right to compassionate, in-person  
26 care from licensed professionals; and

27 WHEREAS, generative AI tools and data-driven technologies  
28 have been shown to reproduce and exacerbate existing inequities  
29 through biased algorithms, discriminatory treatment  
30 recommendations, and unequal allocation of healthcare resources,  
31 resulting in worsened outcomes for marginalized communities; and

32 WHEREAS, the structural demands of AI systems, including  
33 energy-intensive data centers and resource extraction, can degrade  
34 air quality, water availability, energy access, and preservation of  
35 communal lands, negatively impacting communities' social  
36 determinants of health; and

37 WHEREAS, private companies develop proprietary "black box"  
38 healthcare technologies that shield their logic from clinicians and  
39 patients, undermining transparency and accountability while  
40 threatening the privacy and security of sensitive worker and patient  
41 data; and

42 **RESOLVED, that the AFT will support rigorous assessment of**  
43 **patients' social determinants of health in the evaluation of new**  
44 **technologies prior to implementation, recognizing that income,**  
45 **housing stability, language, and access to care shape health**  
46 **outcomes; and**

47 **RESOLVED, that the AFT will work to ensure healthcare**  
48 **workers and their unions have a formal, enforceable role in the**  
49 **decision, evaluation, selection, implementation and ongoing**  
50 **oversight of technologies in their workplaces, including access**  
51 **to relevant data and system performance metrics; and**

52 **RESOLVED, that the AFT will advocate that patients must be**  
53 **informed in clear, accessible, culturally and linguistically**  
54 **appropriate ways when AI or data-driven technologies are used**  
55 **in their care and retain the right to opt out, when possible,**  
56 **without penalty or loss of access to care; and**

57 **RESOLVED, that the AFT will vigorously oppose any**  
58 **technology used to automate discipline, surveil staff, or exploit**  
59 **worker data to justify unsafe staffing and algorithmic**  
60 **performance management scoring; and**

61 **RESOLVED, that the AFT will reject any technological**  
62 **implementation that supersedes, interferes with, or overrides the**  
63 **clinical judgment of a licensed healthcare worker; and**

64 **RESOLVED, that the AFT will demand that any new**  
65 **technologies undergo rigorous, independent, third-party clinical**  
66 **testing and validation to ensure they are safe, effective, and a**  
67 **net benefit to patients and healthcare workers prior to**  
68 **implementation; and**

69 **RESOLVED, that the AFT demands strong, enforceable data**  
70 **protections, including strict limits on the collection, use,**  
71 **sharing, and sale of patient and worker data, and safeguards for**  
72 **de-identified data consistent with and exceeding federal privacy**  
73 **standards such as HIPAA; and**

74 **RESOLVED, that the AFT will fight to ensure employers and**  
75 **healthcare institutions bear responsibility for adverse outcomes**  
76 **resulting from the use or misuse of technology, and that such**  
77 **responsibility shall not be placed on individual healthcare**  
78 **workers or unions; and**

79 **RESOLVED, that the AFT will support affiliates in developing**  
80 **policy guidance, education, collective bargaining protections,**  
81 **and legislative and regulatory enforcement strategies to ensure**  
82 **accountability, transparency, and worker and patient protections.**

*Submitted by: Ohio Nurses Association, Local 5903*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **18. Protecting Medical Research, Healthcare Access and Health Equity for LGBTQIA+ Communities**

1 WHEREAS, public investment in medical and scientific research  
2 through agencies such as the National Institutes of Health, Centers  
3 for Disease Control and Prevention, and Agency for Healthcare  
4 Research and Quality has been responsible for many of the nation’s  
5 most significant advances in disease prevention, treatment, mental  
6 healthcare, HIV care, cancer research, vaccine development, and  
7 chronic disease management—improving and extending millions of  
8 lives; and

9 WHEREAS, proposed and enacted federal budget reductions,  
10 grant cancellations, restrictions on research priorities, workforce  
11 reductions, and political interference in public health and scientific  
12 institutions threaten the nation’s ability to conduct lifesaving research,  
13 recruit and retain scientific talent, and deliver evidence-based  
14 healthcare to patients and communities; and

15 WHEREAS, LGBTQIA+ people experience significant health  
16 disparities, including elevated rates of depression, anxiety, suicide  
17 attempts, HIV infection, substance use disorders, barriers to  
18 preventive care and discrimination in healthcare settings, according to  
19 research from the National Institutes of Health, the Centers for  
20 Disease Control and Prevention, and the UCLA Williams Institute;  
21 and

22 WHEREAS, federal funding has played a critical role in advancing  
23 research related to LGBTQIA+ health, including HIV prevention and  
24 treatment, mental health outcomes, cancer disparities, aging and  
25 long-term care, gender-affirming care, youth well-being, health equity  
26 and culturally competent healthcare delivery, producing evidence that  
27 improves health outcomes for LGBTQIA+ people and strengthens  
28 public health for all communities; and

29 WHEREAS, vital public health data had been deleted from federal  
30 health websites as part of the administration's attacks on diversity,  
31 equity and inclusion and LGTBQIA+ health, and were restored only  
32 when a broad group of advocates sued the Department of Health and  
33 Human Services; and

34 WHEREAS, recent efforts to eliminate, restrict or defund research  
35 involving sexual orientation, gender identity, health equity and minority  
36 health populations have resulted in delayed studies, canceled grants,  
37 interrupted clinical programs, diminished data collection, and reduced  
38 opportunities for researchers seeking to address long-standing  
39 healthcare disparities affecting LGBTQIA+ communities; and

40 WHEREAS, reductions in Medicaid funding, public health  
41 infrastructure, community health programs, HIV prevention initiatives,  
42 behavioral health services, and healthcare workforce investments  
43 disproportionately impact LGBTQIA+ people, who are more likely to  
44 rely on public healthcare programs, experience barriers to affordable  
45 care, and face discrimination in accessing medically necessary  
46 services; and

47 WHEREAS, attacks on evidence-based healthcare and scientific  
48 inquiry undermine the ability of healthcare professionals, educators,  
49 researchers and public institutions to provide accurate information,  
50 high-quality care, and effective interventions that improve quality of  
51 life and reduce preventable illness and death:

52 **RESOLVED, that the AFT will advocate for robust federal and**  
53 **state investment in biomedical research, public health**  
54 **infrastructure, healthcare workforce development, and evidence-**  
55 **based healthcare programs that improve health outcomes and**  
56 **quality of life for all people, including LGBTQIA+ communities;**  
57 **and**

58 **RESOLVED, that the AFT will oppose efforts to censor,**  
59 **restrict, politicize, or eliminate scientific and medical research**

60 related to sexual orientation, gender identity, HIV prevention and  
61 treatment, mental health, health disparities and other areas  
62 essential to understanding and addressing the healthcare needs  
63 of LGBTQIA+ people; and

64 **RESOLVED**, that the AFT will support policies that protect  
65 and expand access to affordable, evidence-based healthcare,  
66 including preventive services, behavioral health care, HIV  
67 services, gender-affirming care where permitted by law, and  
68 culturally competent healthcare for LGBTQIA+ patients across  
69 all stages of life; and

70 **RESOLVED**, that the AFT will partner with healthcare unions,  
71 patient advocacy organizations, public health institutions,  
72 research centers, and civil rights organizations to educate  
73 members and the public about the consequences of healthcare  
74 and research funding cuts and to advance policies that promote  
75 health equity and scientific integrity; and

76 **RESOLVED**, that the AFT will advocate for the collection,  
77 preservation, and public reporting of data related to sexual  
78 orientation and gender identity in health research and public  
79 health surveillance in order to identify disparities, inform  
80 evidence-based policymaking and improve healthcare  
81 outcomes; and

82 **RESOLVED**, that the AFT will support and, where appropriate,  
83 participate in litigation, amicus briefs, administrative challenges  
84 and other legal advocacy efforts to defend access to evidence-  
85 based healthcare, protect the integrity and independence of  
86 scientific research, challenge unlawful discrimination in  
87 healthcare programs and services, and oppose actions that  
88 unlawfully restrict medically necessary care or undermine the  
89 health and well-being of LGBTQIA+ communities.

*Submitted by: Oregon Nurses Association, Local 5905; Washington State  
Nurses Association, Local 5901*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **19. Advancing Oral Health Equity and Eliminating Disparities**

1        WHEREAS, oral health is a fundamental component of systemic  
2 health, yet access to care remains deeply divided along lines of race,  
3 income and geography; and

4        WHEREAS, according to the Centers for Disease Control and  
5 Prevention, nearly 40 percent of Black and Hispanic adults have

6 untreated dental cavities, compared with 25 percent of white adults;  
7 and

8 WHEREAS, low-income individuals are significantly more likely to  
9 suffer from tooth loss, with approximately 1 in 3 adults living below  
10 the federal poverty level experiencing untreated dental decay; and

11 WHEREAS, "dental deserts" in rural and inner-city areas leave  
12 millions of Americans without access to a local provider, forcing a  
13 reliance on emergency rooms for preventable dental pain; and

14 WHEREAS, the AFT, as a union of educators and healthcare  
15 professionals, recognizes that health disparities are a form of social  
16 and economic injustice that hinders the success of our students and  
17 the stability of our communities:

18 **RESOLVED, that the AFT will advocate for the expansion of**  
19 **Medicaid and Medicare to include comprehensive adult dental**  
20 **benefits, ensuring that low-income and elderly populations are**  
21 **not forced to choose between oral health and basic necessities;**  
22 **and**

23 **RESOLVED, that the AFT will support legislation aimed at**  
24 **diversifying the dental workforce, including grants and**  
25 **recruitment programs for dental students from underrepresented**  
26 **minority backgrounds to ensure providers reflect the**  
27 **communities they serve; and**

28 **RESOLVED, that the AFT will lobby for the expansion of**  
29 **teledentistry and mobile clinical units to bridge the "geographic**  
30 **gap" for members and families living in rural and underserved**  
31 **urban environments; and**

32 **RESOLVED, that the AFT will partner with community**  
33 **organizations to promote culturally competent health literacy**  
34 **programs, ensuring that all patients, regardless of language or**  
35 **background, have the tools to navigate the dental system and**  
36 **maintain lifelong oral health.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **20. Supporting Dental Loss Ratio Legislation and Insurance Reform**

1 WHEREAS, the AFT believes that healthcare and dental  
2 premiums should be utilized primarily for patient care rather than  
3 administrative overhead and executive compensation; and

4 WHEREAS, medical insurers are already subject to medical loss  
5 ratio standards under the Affordable Care Act, while dental insurers in  
6 many states operate without similar accountability; and

7 WHEREAS, a dental loss ratio (DLR) would mandate that dental  
8 insurance companies spend a minimum of 80-85 percent of premium  
9 dollars on clinical care and quality improvement; and

10 WHEREAS, lack of DLR standards leads to reduced value for the  
11 dental benefits negotiated by AFT members and increases out-of-  
12 pocket costs for working families:

13 **RESOLVED, that the AFT will lobby for federal and state-level  
14 legislation to establish mandatory dental loss ratios; and**

15 **RESOLVED, that the AFT will support transparency measures  
16 requiring dental insurers to publicly disclose their administrative  
17 spending to ensure that the value of negotiated labor benefits is  
18 protected for all members.**

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

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

## **21. Supporting Occupational Therapy as a Qualifying Home Health Discipline Under Medicare**

1 WHEREAS, occupational therapists (OTs) provide essential  
2 interventions such as activities of daily living training, home safety  
3 assessments and cognitive rehabilitation that allow patients to age in  
4 place safely; and

5 WHEREAS, current Medicare rules prevent OTs from  
6 independently establishing eligibility for home health services,  
7 creating arbitrary barriers to care for patients whose primary needs  
8 are functional or rehabilitative rather than medical or nursing-based;  
9 and

10 WHEREAS, restoring OT as a qualifying discipline would improve  
11 patient outcomes, reduce avoidable hospitalizations, and fully  
12 recognize the professional scope and expertise of healthcare union  
13 members; and

14 WHEREAS, Medicare beneficiaries and their families deserve  
15 timely access to the most clinically appropriate services to maintain  
16 independence and quality of life:

17 **RESOLVED, that the AFT supports federal legislation and  
18 regulatory advocacy to restore occupational therapy as a**

19 **qualifying discipline under the Medicare home health benefit;**  
20 **and**  
21 **RESOLVED, that the AFT advocates for policies allowing OTs**  
22 **to independently establish patient eligibility for medically**  
23 **necessary services within their scope of practice; and**  
24 **RESOLVED, that the AFT communicates this position to**  
25 **federal lawmakers, labor partners and healthcare advocacy**  
26 **groups to promote efficient healthcare utilization and expanded**  
27 **patient access.**

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

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

## **22. Prioritizing Union Providers for AFT Trauma Benefits**

1        WHEREAS, the AFT provides its members with a comprehensive  
2 voluntary trauma coverage benefit, offering 24-hour, year-round  
3 access to free trauma counseling for a wide range of covered  
4 incidents both on and off the job, including aggravated assault,  
5 domestic violence, mass shootings, acts of terror, major disasters and  
6 workplace-specific trauma, such as bullying, harassment, the  
7 contraction of infectious diseases and secondary trauma; and  
8        WHEREAS, this benefit is currently managed by a third-party  
9 agency using outside therapists and AI services rather than the  
10 thousands of licensed therapists and mental health professionals who  
11 are themselves AFT members; and  
12        WHEREAS, the reimbursement rates paid to this outside agency  
13 are significantly more than the rates many AFT healthcare  
14 professionals receive from their own employers; and  
15        WHEREAS, transparency regarding clinical supervision, the use of  
16 evidence-based therapies, standards of care, the efficacy of AI tools  
17 and the responsiveness of outside vendors to member feedback is  
18 essential to maintaining high standards of care and member trust;  
19 and  
20        WHEREAS, the growth of interstate licensure compacts now  
21 allows AFT members to provide telehealth services to union siblings  
22 in other states as well as the clinician's state of residence, making  
23 insourcing this benefit more feasible than ever:

24 **RESOLVED, that the AFT will establish a committee of union-**  
25 **represented trauma specialists to define standards of care, the**

26 **criteria for trauma, the assessment and screening tools, and**  
27 **evidence-based treatments, and to review the efficacy of any AI**  
28 **tools used in members' care; and**

29 **RESOLVED, that the AFT will educate affiliates and members**  
30 **about the opportunities available to them to serve as providers**  
31 **through the trauma counseling program provided by AFT for**  
32 **members.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **23. Defending Vaccine Science and Rebuilding Public Health Trust**

1        WHEREAS, vaccines are among the greatest achievements of  
2 modern medicine, having eradicated smallpox, nearly eliminated polio  
3 and drastically reduced the global burden of measles and other  
4 debilitating diseases while saving millions of lives annually; and

5        WHEREAS, the rise of vaccine skepticism, fueled by unregulated  
6 social media influencers and coordinated disinformation campaigns,  
7 has led to a dangerous decline in herd immunity and the resurgence  
8 of preventable outbreaks, such as measles; and

9        WHEREAS, medical decision-making must be rooted in peer-  
10 reviewed clinical science and the guidance of credentialed public  
11 health experts, rather than anecdotal claims or non-expert digital  
12 personalities; and

13        WHEREAS, the erosion of trust in medical expertise  
14 disproportionately harms vulnerable populations, including the  
15 immunocompromised, the elderly and children, who rely on  
16 communitywide immunity for their basic safety; and

17        WHEREAS, healthcare professionals and educators are on the  
18 frontlines of this crisis, often facing harassment or workplace safety  
19 risks while attempting to provide accurate health information to their  
20 communities:

21        **RESOLVED, that the AFT shall launch an initiative to provide**  
22 **members with evidence-based resources to combat medical**  
23 **misinformation in schools, hospitals and public forums; and**

24        **RESOLVED, that the AFT calls for federal and state policies**  
25 **that are consistent with constitutional free-speech protections**  
26 **yet hold social media platforms accountable for the algorithmic**

27 **promotion of verifiably false medical claims that pose a direct**  
28 **threat to public health; and**

29 **RESOLVED, that the AFT will advocate for the strengthening**  
30 **of school and workplace vaccination requirements, with limited**  
31 **exceptions, to ensure the safety of all students and staff in**  
32 **congregate settings; and**

33 **RESOLVED, that the AFT will partner with leading scientific**  
34 **and nursing organizations to develop public health literacy**  
35 **curricula for all levels of education, empowering the next**  
36 **generation to distinguish between expert clinical guidance and**  
37 **predatory misinformation.**

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

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

Proposed

## **24. Saving Lives, Building Futures, Powering the Economy: A Blueprint for Strengthening and Transforming Higher Education**

1       WHEREAS, our system of higher education is a public good; and  
2       WHEREAS, community colleges, regional four-year universities,  
3 public and private research institutions, small liberal arts colleges,  
4 religiously affiliated institutions, historically Black colleges and  
5 universities, other minority-serving institutions, and postsecondary  
6 technical and vocational schools support students' individual growth  
7 and attainment, prepare students for life after college, strengthen  
8 local and regional economies, and produce research and knowledge  
9 that makes life better for everyone in the United States; and  
10       WHEREAS, the attacks on campus free speech, students' right to  
11 learn and academic freedom, research funding, DEI programs, and  
12 student financial aid at the state and federal levels are part of a larger  
13 authoritarian effort to weaken the very institutions that prepare  
14 students to think critically and to engage in a robust, vibrant,  
15 multicultural, pluralistic democracy; and  
16       WHEREAS, the federal government continues to weaponize the  
17 immigration process to limit opportunity for international students and  
18 workers and to terrorize international and immigrant students and  
19 workers, including the ongoing use of abductions and detention of  
20 immigrant students and workers; and  
21       WHEREAS, the decades-long affordability crisis in higher  
22 education, including \$1.8 trillion in student debt burden, is foreclosing  
23 the opportunity for people to pursue their dreams by making it even  
24 harder for students from working- and middle-class families to  
25 complete a program of study and obtain a college degree; and  
26       WHEREAS, even with the high cost to students and their families,  
27 the tuition dollars flowing into higher education are not enough to  
28 backfill cuts in federal and state monies, resulting in institutional  
29 closures, program discontinuance, the rampant casualization of the  
30 academic workforce, and faculty and staff layoffs; and  
31       WHEREAS, state and federal disinvestment, combined with  
32 increasing reliance on financialization, privatization and philanthropic  
33 donors, has left colleges and universities vulnerable to interference  
34 and destabilization by external actors; and  
35       WHEREAS, faculty in contingent positions and academic staff lack  
36 job security, benefits, workplace voice and professional  
37 independence, and because of the exploitation of contingent labor,  
38 they are more vulnerable to attacks on their academic freedom, to  
39 repression of their free speech rights, and to facing discipline,

40 termination or nonrenewal of employment for exercising these rights;  
41 and

42 WHEREAS, the AFT is the largest and fastest growing higher  
43 education union with members in all 50 states and territories, and with  
44 that size and strength comes a moral responsibility to our members,  
45 their students and the sector as a whole; and

46 WHEREAS, the AFT and the American Association of University  
47 Professors engaged in a far-reaching process of member and affiliate  
48 leader engagement to develop our Blueprint for Strengthening and  
49 Transforming Higher Education:

50 **RESOLVED, that the AFT will reaffirm its commitment to**  
51 **combating these attacks on colleges and universities through**  
52 **our AAUP/AFT Saving Lives, Building Futures, Powering the**  
53 **Economy campaign, and will share our AAUP/AFT Blueprint for**  
54 **Strengthening and Transforming Higher Education with the**  
55 **higher education community and advance the Blueprint with**  
56 **political candidates and federal and state policymakers; and**

57 **RESOLVED, that the AFT will continue its work to increase**  
58 **investment and public funding for higher education, including**  
59 **the fight for free public college, so that the cost of college is not**  
60 **a barrier to accessing higher education; and**

61 **RESOLVED, that the AFT will continue to fight for colleges**  
62 **and universities to be safe and welcoming for all faculty, staff**  
63 **and students regardless of home country, race, religion,**  
64 **ethnicity, gender identity and sexuality, and will continue to**  
65 **provide resources, trainings and toolkits to assist our affiliates**  
66 **in combating racism, antisemitism, Islamophobia, LGBTQIA+**  
67 **hate and all other forms of hate; and**

68 **RESOLVED, that the AFT will protect the right of students to**  
69 **learn and faculty to teach and research by fighting political**  
70 **interference in higher education and vigorously defending**  
71 **faculty and academic staff from political harassment, doxxing**  
72 **and loss of employment for exercising their academic freedom**  
73 **and free speech rights; and**

74 **RESOLVED, that the AFT will continue to provide our**  
75 **members, affiliates, students and the broader higher education**  
76 **community with the resources, trainings and tools needed to**  
77 **allow members to navigate the weaponization of the visa**  
78 **process and to support members, students and their families**  
79 **facing attacks and harassment from Immigration and Customs**  
80 **Enforcement; and**

81 **RESOLVED, that the AFT will continue to fight to end**  
82 **contingency of employment and fight for meaningful job security**  
83 **and economic security for all academic workers; and**

84       **RESOLVED, that the AFT will continue to organize the higher**  
85 **education workforce both inside and outside of the collective**  
86 **bargaining context, and use the power of the union to provide**  
87 **the training, expertise and resources our affiliates need to**  
88 **defend and strengthen higher education through building robust**  
89 **unions, negotiating strong contracts and engaging in state and**  
90 **federal lobbying efforts.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **25. Support Due Process Rights for Contingent Faculty, and Create Model Legislation and Contract Language Ensuring Due Process Protections for Contingent Faculty**

1       WHEREAS, academic freedom is defined as the “right of faculty  
2 members, acting both as individuals and as a collective, to determine  
3 without outside interference: the college curriculum, course content,  
4 teaching, student evaluation, and the conduct of scholarly inquiry”<sup>1</sup>;  
5 and

6       WHEREAS, this “right to teach, research, and speak about  
7 matters of public concern without being punished—even where their  
8 views, findings, or methods are controversial,”<sup>2</sup> is “critical for the  
9 development of society and for the health of a democracy, an idea  
10 often expressed by the phrase ‘for the common good’ or ‘for the  
11 public good’”<sup>3</sup>; and

12       WHEREAS, “the two most essential protections for academic  
13 freedom are tenure and appropriate due process,”<sup>4</sup> and yet as of fall  
14 2023, “68 percent of faculty members in U.S. colleges and  
15 universities held contingent appointments,”<sup>5</sup> and “currently, neither  
16 peer review nor academic due process is available for most  
17 contingent faculty”<sup>6</sup>; and

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<sup>1</sup> Weingarten, Randi. “Protecting Academic Freedom and Democracy,” *American Educator*, Summer 2025.

<sup>2</sup> “What Free Speech Rights Do College Students and Faculty Have in the Classroom?” *FIRE*, Aug. 22, 2024.

<sup>3</sup> “FAQs on Academic Freedom,” AAUP

<sup>4</sup> *Ibid.*

<sup>5</sup> Colby, Glenn “Data Snapshot: Tenure and Contingency in US Higher Education, Fall 2023,” *Academe Magazine*, Spring 2025

<sup>6</sup> “Contingent Appointments and the Academic Profession,” AAUP

18 WHEREAS, this lack of academic due process, and increasing  
19 anti-intellectual and anti-democratic environment has left contingent  
20 faculty vulnerable to discipline, sanction and termination; and  
21 WHEREAS, “There is no academic freedom unless all academics  
22 are free to teach without fear of reprisal”<sup>7</sup>:

23 **RESOLVED, that the AFT will support the establishment of**  
24 **academic due process rights for contingent faculty; and**

25 **RESOLVED, that the AFT will create model legislation and**  
26 **contract language that supports the establishment of academic**  
27 **due process language for contingent faculty, including the**  
28 **principles of forewarning, reasonable rule, investigation, fair**  
29 **investigation, proof, equal treatment, and penalty related to the**  
30 **offense.**

*Submitted by: California Federation of Teachers; Professional Staff  
Congress, Local 2334*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **26. Supporting the Research and Science Infrastructure that Saves Lives, Builds Futures, and Powers the Economy**

1 WHEREAS, scientific research supports discovery and  
2 advancement that has improved our lives and made the USA a  
3 leading economy. This research has been conducted through a  
4 unique partnership between federal agencies like the National  
5 Institutes of Health (NIH), National Science Foundation (NSF), and  
6 research hospitals and universities. This diverse approach has made  
7 the U.S. a destination for science talent and a leader in scientific and  
8 medical advances; and

9 WHEREAS, federal agencies such as the Food and Drug  
10 Administration, the Environmental Protection Agency, the Centers for  
11 Disease Control and Prevention, and the Department of Agriculture  
12 conduct research, promulgate rules and guidance, and enforce  
13 standards of public health that help Americans live healthy and  
14 productive lives; and

15 WHEREAS, the Trump administration has systematically attacked  
16 scientists and research funding to establish itself as the arbiter of  
17 truth, promote distrust of scientific experts and silence dissenting  
18 voices. The administration has radically cut research funding, slashed

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<sup>7</sup> Ibid.

19 federal agencies' staff and programs, fired independent advisory  
20 committees, distorted research, ended key data collection, promoted  
21 misinformation, and excluded independent scientists and the public  
22 from decision-making;<sup>1</sup> and

23 WHEREAS, as of June 4, 2025, ideologically motivated “grant  
24 reviews” conducted under “gold standard science” ideology have  
25 terminated approximately 2,300 NIH grants totaling nearly \$3.8  
26 billion.<sup>2</sup> While a few were subsequently restored, billions of taxpayer  
27 dollars and years of work invested in research have been wasted as  
28 the Trump administration seeks to reorder research funding around  
29 his agenda; and

30 WHEREAS, cuts to these programs impact patients, scientists and  
31 healthcare workers. At least 74,000 patients in over 380 clinical trials  
32 were impacted by 2025 research cuts.<sup>3</sup> We will never fully know the  
33 impact of the cures and treatments left undiscovered by the decrease  
34 in research capacity; and

35 WHEREAS, under Trump, NIH decreased multiyear funding  
36 resulting in 5,564 fewer grants funded in 2025 compared to 2024.<sup>4</sup>  
37 Over 2,000 fewer investigators received grants.<sup>5</sup> This has left many  
38 formerly productive university research labs idle. These cuts also  
39 disproportionately impact women and early career researchers;<sup>6</sup> and

40 WHEREAS, these cuts have impacted AFT members, particularly  
41 in higher education, health professions and public employees; and

42 WHEREAS, many universities are cutting admission to Ph.D.  
43 programs and postdoc positions, diminishing opportunities for future  
44 scientists;<sup>7</sup> and

45 WHEREAS, the harms of funding cuts are not limited to federal  
46 programs but impact state government workers and state budgets as  
47 well. From water quality testing and measles outbreak response to  
48 cancer screenings, under-resourced state public employees have  
49 been left to pick up research with fewer resources to serve our  
50 communities. These cuts harm public health as the federal  
51 government fails to provide support to states and trustworthy scientific  
52 guidance to the public; and

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1 <https://www.ucs.org/resources/science-and-democracy-under-siege?read-online-content=1>

2 <https://pmc.ncbi.nlm.nih.gov/articles/PMC12322968/>

3 <https://www.pbs.org/newshour/health/nih-cuts-affected-over-74000-patients-enrolled-in-experiments-report-finds>

4 <https://www.unitedformedicalresearch.org/annual-economic-report/>

5 <https://www.science.org/content/article/final-funding-bill-nih-pushes-back-against-trump-cuts>

6 <https://www.highereddive.com/news/nih-grant-terminations-disproportionately-hurt-women-early-career-research/815731/>

7 <https://www.nature.com/articles/d41586-025-03417-6>

53 WHEREAS, cuts are accelerating brain drain as talent leaves the  
54 country or declines to study in our country.<sup>8</sup> This is one aspect of this  
55 administration's cruel immigration policies; and

56 WHEREAS, massive layoffs of federal scientists and other civil  
57 service workers have harmed our nation's response to biological and  
58 environmental threats. The "Valentine's Day Massacre" of illegal  
59 layoffs of approximately 1,500 civil servant scientists is a shameful  
60 betrayal of decades of commitments to science and public service.  
61 Over 10,000 STEM Ph.D.s have left the federal government.<sup>9</sup> The  
62 Department of Health and Human Services lost 20,500 staff, 18  
63 percent of its workforce;<sup>10</sup> and

64 WHEREAS, the personal economic and psychological costs to  
65 these talented and dedicated scientists are tragic and far-reaching;  
66 these brutal actions have chilled the speech of remaining scientists at  
67 federal agencies and in academia who must make difficult  
68 compromises to pursue their research; and

69 WHEREAS, these cuts have impacts on undergraduate students,  
70 including K-12 teacher candidates and students in health-related  
71 fields, who are denied opportunities to learn due to loss of funding or  
72 fear of the loss of funding. Over 50 percent of grants cut at NSF were  
73 STEM Education grants;<sup>11</sup> and

74 WHEREAS, cuts to science and research threaten regional  
75 economies across the country. Every \$1 spent by the National  
76 Institutes of Health in research funding in fiscal year 2024 generated  
77 \$2.57 of economic activity, according to a study conducted by United  
78 for Medical Research;<sup>12</sup> and

79 WHEREAS, these cuts do not just harm the workforce; they harm  
80 the public whose health and lives can be improved through this  
81 science. The harms to these agencies will be felt by all AFT  
82 members, the communities we serve and the public at large; and

83 WHEREAS, these cuts are part of a larger pattern of science and  
84 health disinformation that endangers all Americans. Firing multiple  
85 independent advisory boards like the Advisory Committee on  
86 Immunization Practices at CDC and the National Science Board at  
87 NSF send a clear message that this administration wants partisans,  
88 not experts, guiding science; and

89 WHEREAS, control of universities and scientific institutions is a  
90 move straight out of the authoritarian playbook or the McCarthy  
91 period in the United States; authoritarians seek control over these  
92 institutions to stifle dissent, foster distrust in science and authentic

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<sup>8</sup> <https://www.science.org/content/article/overseas-universities-see-opportunity-u-s-brain-drain>

<sup>9</sup> <https://www.science.org/content/article/u-s-government-has-lost-more-10-000-stem-ph-d-s-trump-took-office>

<sup>10</sup> <https://projects.propublica.org/federal-health-worker-cuts-rfk-trump-administration/>

<sup>11</sup> <https://www.nytimes.com/2025/05/22/science/trump-nsf-stem-education.html>

<sup>12</sup> <https://www.unitedformedicalresearch.org/annual-economic-report/>

93 experts, promote misinformation in service of ideology, and create  
94 confusion for the public. We must resist; we must organize; and we  
95 must mobilize for 2026 midterms. Research that saves lives, cures  
96 rare diseases, and addresses challenges facing the globe is at stake:

97 **RESOLVED, that the AFT will advocate for the federal**  
98 **government to commit to fact-based science and put qualified**  
99 **experts, not political loyalists and ideologues, in control of**  
100 **critical decisions; and**

101 **RESOLVED, that the AFT will lobby for increased funding for**  
102 **science agencies and research funding of all kinds to re-center**  
103 **the United States as a global leader in breakthrough discovery;**  
104 **and**

105 **RESOLVED, that the AFT will support increasing**  
106 **undergraduate STEM majors and cohorts of Ph.D. students and**  
107 **diversifying the scientific workforce, especially programs and**  
108 **legislation aimed at increasing the educational opportunity for**  
109 **students who want to pursue careers in science. This includes**  
110 **ensuring federal funding of student support such as grants,**  
111 **fellowships and loan availability. AFT locals will use their**  
112 **contracts and their collective voice to ensure campus-level**  
113 **support for these workers; and**

114 **RESOLVED, that the AFT will support state legislative efforts**  
115 **to replace cuts in federal science funding to ensure that the**  
116 **lifesaving research being done in our institutions of higher**  
117 **education, hospitals, and state labs is able to continue, and will**  
118 **help develop bargaining and legislative proposals focused on**  
119 **increased funding and bridge funding to support scientists**  
120 **throughout these sectors; and**

121 **RESOLVED, that the AFT will defend our members when they**  
122 **blow the whistle on unfair practices and exercise their academic**  
123 **freedom and freedom of speech to speak out against**  
124 **misinformation and failures to protect the patients and the**  
125 **public; and**

126 **RESOLVED, that the AFT will work with other unions and**  
127 **coalition partners to restore the strength of the nonpartisan civil**  
128 **service and higher education workers that our nation's science**  
129 **infrastructure relies on.**

*Submitted by: United University Professions, Local 2190*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **27. Strengthening Minority-Serving Institutions, Expanding Pell and Creating Educational Opportunity for All Students**

1 WHEREAS, our system of higher education is a public good that  
2 strengthens our nation through creating pathways for individual  
3 growth and economic prosperity for students, strengthening civic and  
4 community involvement, and driving state and regional economic  
5 development; and

6 WHEREAS, the over 700 minority-serving Institutions (MSIs) are  
7 engines of opportunity, providing education to millions of students,  
8 many of whom are first generation and/or from historically  
9 underrepresented groups; and

10 WHEREAS, nearly a third of all college students in the U.S.  
11 receive Pell Grants, with close to 50 percent of students at MSIs  
12 qualifying for Pell Grants;<sup>1</sup> and

13 WHEREAS, the Trump administration's cuts to funding for MSIs  
14 and attacks on Pell grants threaten educational opportunity of these  
15 students, often pricing them out of college altogether; and

16 WHEREAS, nontuition expenses such as housing, groceries,  
17 childcare and transportation can be barriers that threaten students'  
18 ability to complete college; and

19 WHEREAS, economic barriers to college are also attacks on  
20 students' right to learn, and students do not have full freedom to learn  
21 if they cannot access affordable, high-quality higher education; and

22 WHEREAS, robust federal and state support for all public colleges  
23 and universities, including wraparound expenses like textbooks and  
24 transportation, improves people's lives and makes our society  
25 stronger:

26 **RESOLVED, that the AFT will reaffirm its commitment to**  
27 **making college affordable and accessible, a right for all and not**  
28 **a privilege of the wealthy; and**

29 **RESOLVED, that the AFT will support federal and state policy**  
30 **to restore and expand public funding for colleges and**  
31 **universities, including expanding and strengthening Pell Grants,**  
32 **increasing TRIO and other access programs, ensuring funding**  
33 **for minority- serving Institutions; and**

34 **RESOLVED, that the AFT will develop sample legislation,**  
35 **contract language, toolkits, and other resources to support our**  
36 **affiliates in their fight to best support students and provide them**  
37 **with the education they deserve; and**

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<sup>1</sup> Hispanic-Serving Institutions Accelerate Access, Deliver Strong Economic Returns for Students, Oct. 14, 2025: <https://www.ihep.org/hispanic-serving-institutions-accelerate-access-deliver-strong-economic-returns-for-students/>

38       **RESOLVED, that the AFT will continue to work with partner**  
39 **organizations and to organize our members, our students and**  
40 **our communities to re-establish full funding for MSIs; expand**  
41 **and strengthen Pell grants, including indexing them to inflation;**  
42 **and expand legislative solutions to nontuition costs.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 28. Safeguarding Academic Freedom

1       WHEREAS, academic freedom is foundational to a healthy  
2 democracy, critical thinking and innovation, and continues to be under  
3 direct attack; and

4       WHEREAS, the AFT is a leader in prioritizing diversity, equity and  
5 inclusion in mandated curricular topics; and

6       WHEREAS, students deserve access to a broad and diverse  
7 curriculum and the right to free expression; and

8       WHEREAS, employees at educational institutions across the birth-  
9 20 continuum, including graduate teaching and research assistants,  
10 should be free from adverse actions or retribution for exercising free  
11 speech and academic freedom; and

12       WHEREAS, debate, discussion and open inquiry are essential to  
13 high-quality education as a public good, and a raft of repressive laws  
14 and policies aim to shut down access to knowledge and ban entire  
15 fields of study, undermining our intellectual freedom and other First  
16 Amendment freedoms; and

17       WHEREAS, state legislatures continue to pass bills that attempt to  
18 limit teaching and research, ban books, cancel specific courses, and  
19 institute educational gag orders; and

20       WHEREAS, employees at educational institutions across the birth-  
21 20 continuum have specific degrees, training and experience related  
22 to their content areas, which qualify them as experts in their field; and

23       WHEREAS, academic freedom is essential to the mission of birth-  
24 20 education and the right of educators to teach and students to learn  
25 freely, without fear of political or ideological interference or  
26 educational disruption; and

27       WHEREAS, safe and inclusive learning environments are a critical  
28 component of academic freedom, ensuring that all students—  
29 regardless of race, ethnicity, national origin, gender identity, sexual  
30 orientation, religion, ability or background—can learn and express  
31 their ideas without fear of discrimination or harassment:

32 **RESOLVED, that the AFT will reaffirm our commitment to**  
33 **academic freedom in birth-20 education and will promote**  
34 **intellectual and First Amendment freedoms for students and**  
35 **birth-20 educators and employees, including graduate teaching**  
36 **and research assistants, as a cornerstone of our democracy;**  
37 **and**

38 **RESOLVED, that the AFT will advocate to protect educators'**  
39 **freedom to teach the rich diversity and experiences of our**  
40 **nation's people and history; and**

41 **RESOLVED, that the AFT will identify specific actions that can**  
42 **be taken to support educators in their efforts to make**  
43 **professional judgments regarding curriculum and instruction in**  
44 **their classrooms; and**

45 **RESOLVED, that the AFT will oppose any mandates and**  
46 **policies that infringe upon diversity, equity, inclusion and**  
47 **academic freedom; and**

48 **RESOLVED, that the AFT will encourage affiliates to support**  
49 **candidates for public office, such as school boards and**  
50 **community college boards of trustees, who align with union**  
51 **values of diversity, equity, inclusion and academic freedom; and**

52 **RESOLVED, that the AFT will support affiliates in**  
53 **incorporating academic freedom protections into collective**  
54 **bargaining agreements and, following our pre-established**  
55 **policies and procedures, provide support to members facing**  
56 **retaliation for exercising their professional and academic**  
57 **judgment; and**

58 **RESOLVED, that the AFT will encourage collaboration with**  
59 **students, parents, community members, and allied organizations**  
60 **to promote safe, inclusive learning environments where all**  
61 **learners are respected and empowered to express their identities**  
62 **and perspectives; and**

63 **RESOLVED, that the AFT will advocate for policies that allow**  
64 **educators to teach evidence-based and developmentally**  
65 **appropriate content without interference.**

*Submitted by: Illinois Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **29. Defending the Integrity of Higher Education Against Authoritarian Assaults**

1        WHEREAS, federal actions on student aid, international student  
2 enrollment, and research funding threaten our higher education  
3 institutions; and

HIGHER EDUCATION COMMITTEE

4 WHEREAS, the Trump regime has placed extortionate conditions  
5 on universities to access federal funding for research and other  
6 critical academic initiatives, including a coercive “invitation” to nine  
7 prominent universities to accept a “Compact for Academic Excellence  
8 in Higher Education,” tantamount to an oath of loyalty to the MAGA  
9 agenda, in exchange for favorable access to federal funding; and

10 WHEREAS, the effort to extract concessions from high-profile  
11 universities is just one component of a broad effort to defund and  
12 discredit all institutions of higher education unless they relinquish their  
13 traditional independence and authority over curriculum, pedagogy,  
14 hiring, and other core academic functions; and

15 WHEREAS, the vital role of faculty and staff in shared governance  
16 has been dangerously targeted as an antiquated feature of higher  
17 education requiring reform by external actors when institutions refuse  
18 to conform to political or financial expediency; and

19 WHEREAS, academic freedom, the lifeblood of higher education,  
20 means that faculty must be evaluated by their disciplinary peers, not  
21 by elected officials or self-appointed monitors, and that all  
22 instructional staff possess a collective right to pursue truth in their  
23 research, teaching and curricular development, whether or not it  
24 adheres to the priorities of any politician; and

25 WHEREAS, the courts have found that the Trump regime has  
26 unlawfully withheld and placed overly restrictive conditions on grant  
27 funding from federal agencies, including the National Science  
28 Foundation, National Institutes of Health, National Endowment for the  
29 Humanities, National Endowment for the Arts, and Department of  
30 Education; and

31 WHEREAS, the courts have found that the Trump regime has  
32 weaponized Title VI of the 1964 Civil Rights Act, a provision already  
33 expanded during prior administrations, and used it as a pretext to  
34 repress freedom of speech and academic freedom, with particular  
35 risks to protected political speech; and

36 WHEREAS, college and university classrooms are spaces of  
37 learning in which students should be challenged intellectually and  
38 ethically while being supported as learners, and campuses have been  
39 and should remain spaces of contestation over the salient issues of  
40 our times, including the exercise of freedom of speech and assembly,  
41 fundamental features of a democracy; and

42 WHEREAS, the Trump regime’s attack on international students  
43 and workers and politicization of the H-1B visa program restricts  
44 students’ right to learn, diminishes the quality of education for all, and  
45 puts at particular risk U.S. graduate and professional programs that  
46 are the envy of the world; and

47 WHEREAS, the immigrant families of many of our students and  
48 members have been subjected to vicious, unrelenting assaults by  
49 Immigration and Customs Enforcement and other branches of the

50 U.S. Department of Homeland Security, including the arrest of more  
51 than 2,600 children nationwide in the first 10 months of 2025 alone,  
52 the aim of which is to instill fear, tear the social fabric, and pit the  
53 residents of our communities against each other; and

54 WHEREAS, the signature budgetary accomplishment of the 119th  
55 U.S. Congress, the One Big Beautiful Bill Act, delivered tax relief to  
56 super-wealthy individuals and the most profitable corporations at the  
57 expense of working people, such that states must direct funding that  
58 could otherwise support education toward Medicaid, the  
59 Supplemental Nutrition Assistance Program, and other social safety  
60 net programs now slashed by the federal government, resulting in  
61 large projected state budget deficits; and

62 WHEREAS, resistance to the Trump regime’s campaign to defund  
63 and discredit higher education has been waged effectively through  
64 litigation and organizing among faculty, staff and students, an anti-  
65 authoritarian opposition that academic unions must lead:

66 **RESOLVED, that the AFT will support legislation that protects**  
67 **communities and prohibits public resources from being used to**  
68 **carry out the cruel, inhumane federal deportation agenda; and**

69 **RESOLVED, that the AFT will bring or support litigation to**  
70 **maintain the integrity of the U.S. Department of Education; and**

71 **RESOLVED, that the AFT will continue to defend and support**  
72 **our local affiliates and state federations in defending higher**  
73 **education across the nation; and**

74 **RESOLVED, that the AFT will continue to develop and**  
75 **prioritize robust campaigns to protect the rights of higher**  
76 **education workers and defend our public colleges and**  
77 **universities.**

*Submitted by: Professional Staff Congress, Local 2334*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **30. Supporting Pre-Contract Unionism in Higher Ed**

1 WHEREAS, intensifying assaults on higher education call for an  
2 unprecedented, sector-wide commitment to organizing and the  
3 building of political power that can achieve meaningful material gains  
4 for members and transform higher ed into a system that serves the  
5 common good; and

6 WHEREAS, building the campus and sectoral power necessary to  
7 defend higher ed from the decades-long neoliberal assault on higher  
8 ed—including systematic defunding, precaritization of the

9 professoriate, financialization of its institutions and operations, and  
10 increasingly aggressive efforts by political, donor, board and  
11 corporate elites to interfere in faculty teaching and research—will  
12 require both redoubling organizing efforts to establish more collective  
13 bargaining units in higher ed and supporting robust higher ed labor  
14 organizing efforts on non-collective bargaining campuses; and

15 WHEREAS, the number of non-collective bargaining AFT  
16 members has surged in the preceding two years, doubling from  
17 around 10,000 in 2024 to nearly 20,000 in 2026; and

18 WHEREAS, this membership growth needs to be supported in  
19 forming durable, fighting and growth-oriented labor formations at their  
20 local campus levels through adopting organizing-focused programs  
21 that actively seek to bring in the many other potential members who  
22 are regularly deeply involved in AAUP-AFT campus-level labor  
23 formations and their campaigns; and

24 WHEREAS, the term “union” should not be restricted to labor  
25 formations that are officially recognized by their employer as legal  
26 entities with which they must collectively bargain, as there is a long  
27 history in the labor movement of non-collective bargaining (i.e., pre-  
28 majority, pre-contract, no-contract) labor organizing, collective action  
29 and institutional forms that have built power and achieved meaningful  
30 material workplace and compensation improvements; and

31 WHEREAS, in some institutional contexts, campaigns for winning  
32 union certification and collectively bargained contracts face legal and  
33 other barriers and may be unrealistic or even counterproductive to  
34 building labor power on a campus in the near term; and

35 WHEREAS, building robust pre-contract union locals at institutions  
36 of higher ed across the nation also helps prepare fertile ground for  
37 legislative fights for collective bargaining rights, for mobilizing  
38 members to fight for improved workplace conditions and standards,  
39 and for future recognition/collective bargaining campaigns, as they  
40 can, if properly oriented toward organizing, play a vital role in  
41 fostering the development of the institutional structures, networks of  
42 worker relationships and community organizations, and union culture  
43 necessary for effective and efficient campaigns of all types:

44 **RESOLVED, that the AFT will affirm its commitment to pre-**  
45 **contract unionism in higher ed and marshal its organizing power**  
46 **to help non-collective bargaining members and potential**  
47 **members build organizing- and power-building-focused, pre-**  
48 **contract union locals on their campuses.**

*Submitted by: AAUP-Advocacy, Local 6741*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

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### 31. Supporting the LGBTQIA+ Community

1 WHEREAS, President Trump issued an executive order<sup>1</sup> on Jan.  
2 20, 2025, refuting the existence of trans and nonbinary people; and

3 WHEREAS, 90 percent of LGBTQIA+ young people said their  
4 well-being was negatively impacted due to recent politics (Trevor  
5 Project, 2025); and

6 WHEREAS, six states have instituted policies of forced outing of  
7 LGBTQIA+ students to their families, against the best practices of the  
8 American Association of Pediatrics;<sup>2</sup> and

9 WHEREAS, a 2019 research study by the Trevor Project<sup>3</sup> found  
10 that “LGBTQ youth who report having at least one accepting adult  
11 were 40 percent less likely to report a suicide attempt in the past  
12 year” and that adults at school often fill the role of supportive adult  
13 when students lack support in other areas of their lives; and

14 WHEREAS, school is a safe space, and creating policies that  
15 force educators to out their students creates a potentially dangerous  
16 and discriminatory situation:<sup>4</sup>

17 **RESOLVED, that the AFT will unequivocally respect the**  
18 **identity and dignity of all LGBTQIA+ and particularly trans and**  
19 **nonbinary people; and**

20 **RESOLVED, that the AFT will reject recent efforts in some**  
21 **states to institute forced outing of trans and nonbinary students**  
22 **in our schools; and**

23 **RESOLVED, that the AFT will use its resources to defend**  
24 **members as they seek to provide a safe and affirming space for**  
25 **LGBTQIA+ and particularly trans and nonbinary students and**  
26 **protect them from forced outing.**

*Submitted by: Washington Teachers' Union, Local 6*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

<sup>1</sup> <https://www.whitehouse.gov/presidential-actions/2025/01/defending-women-from-gender-ideology-extremism-and-restoring-biological-truth-to-the-federal-government/>

<sup>2</sup> <https://glaad.org/fact-sheet-the-dangers-of-forced-outing-school-policies/>

<sup>3</sup> <https://www.thetrevorproject.org/wp-content/uploads/2019/06/Trevor-Project-Accepting-Adult-Research-Brief-June-2019.pdf>

<sup>4</sup> <https://glaad.org/fact-sheet-the-dangers-of-forced-outing-school-policies/>

## 32. Ensuring Equity and Access for People with Disabilities from Recruitment to Retention

1 WHEREAS, despite the protections of the Americans with  
2 Disabilities Act, workers with disabilities continue to face significant  
3 barriers at every stage of employment, with obstacles concentrated  
4 especially at the initial recruitment and hiring phases; and

5 WHEREAS, these barriers include automated resume screening  
6 tools, inaccessible digital application portals, and interview processes  
7 that fail to offer proactive notice of the right to accommodations,  
8 resulting in qualified candidates with disabilities being screened out  
9 before their skills can ever be evaluated; and

10 WHEREAS, collective bargaining is one of the most powerful tools  
11 for dismantling ableist structures by embedding enforceable  
12 protections and affirmative obligations directly into employment  
13 contracts; and

14 WHEREAS, current AFT policy emphasizes the necessity for  
15 bargaining reasonable accommodations but must be expanded to  
16 address the full continuum of employment from the job posting to  
17 retirement, ensuring that disability equity is treated as a systemic  
18 obligation, not an individual exception; and

19 WHEREAS, state and local legislative efforts across the country  
20 have increasingly recognized the need for explicit hiring-equity  
21 protections for people with disabilities, and the AFT has an  
22 opportunity and obligation to amplify and build upon that momentum  
23 at the national level:

24 **RESOLVED, that the AFT will advocate for legislative and**  
25 **contractual language (1) requiring employers to provide clear,**  
26 **proactive notice of the right to accommodations during every**  
27 **stage of the hiring process, including application, interview and**  
28 **onboarding, and (2) prohibiting the use of minimum physical**  
29 **requirement standards in job postings unless directly related to**  
30 **the essential functions of the position; and**

31 **RESOLVED, that the AFT will use collective bargaining**  
32 **agreements to enforce and strengthen the ADA's interactive**  
33 **process, securing workers' contractual rights to meaningful,**  
34 **good-faith dialogue with employers about flexible and accessible**  
35 **workplace arrangements, including the explicit right to have a**  
36 **union representative or advocate of their choosing present at**  
37 **any accommodation discussion, and establishing that**  
38 **accessibility is a shared workplace responsibility and not an**  
39 **individual burden to be negotiated alone; and**

40 **RESOLVED, that the AFT will update its bargaining guides to**  
41 **include specific protections against artificial intelligence-driven**  
42 **hiring tools that may screen out qualified candidates with**

43 **disabilities, and will work to establish standards for accessible,**  
 44 **equitable hiring technology; and**  
 45 **RESOLVED, that the AFT will partner with affiliates to conduct**  
 46 **disability-inclusive workplace surveys and focus groups that**  
 47 **identify gaps in accommodation practices across the full**  
 48 **employment continuum, from hiring through career**  
 49 **advancement and, for those who reach it, into retirement; and**  
 50 **RESOLVED, that the AFT will work with federal and state**  
 51 **lawmakers to advance comprehensive hiring-equity legislation,**  
 52 **ensuring that the path to a career in education, healthcare or**  
 53 **public service is open to all people with disabilities, from the**  
 54 **moment an application is submitted through every stage of their**  
 55 **working life.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

**33. AFT Stands in Solidarity with Immigrant Families,  
 Demands Action to Get ICE Out of Communities**

1        WHEREAS, the AFT was founded on the principles of solidarity,  
 2 equality, anti-discrimination, opportunity and justice, among others,  
 3 and those principles have guided our work for more than 100 years;  
 4 and  
 5        WHEREAS, over the course of our history, these principles have  
 6 led us to fight against racism, religious bigotry and xenophobia, and  
 7 to protect those who have been targets of discrimination and violence  
 8 motivated by hate and bigotry; and  
 9        WHEREAS, the United States is home to over 50 million  
 10 immigrants who are workers, parents, caregivers, business owners,  
 11 and essential contributors to the nation's economy and civic life; and  
 12        WHEREAS, the U.S. Constitution guarantees that every resident  
 13 is afforded equal treatment under the law, regardless of national  
 14 origin or immigration status; and  
 15        WHEREAS, public safety is strengthened when residents trust  
 16 state government and are not deterred from reporting crimes,  
 17 cooperating with investigations, sending their children to school,  
 18 accessing necessary healthcare, and seeking essential services; and  
 19        WHEREAS, masked U.S. Immigration and Customs Enforcement  
 20 agents have been raiding communities across the country since  
 21 January 2025, ignoring the Constitution and our basic human rights—  
 22 ultimately making our streets more dangerous; and

HUMAN RIGHTS COMMITTEE

23 WHEREAS, for more than 30 years, schools, hospitals and places  
24 of worship were considered *sensitive locations*: places protected from  
25 immigration enforcement; and

26 WHEREAS, under the Trump administration, those places have  
27 been stripped of these protections, allowing ICE agents to target  
28 residents and families at their most vulnerable; and

29 WHEREAS, our neighbors, students and immigrant families  
30 across the country are gripped by fear as residents have been  
31 detained, with some becoming untraceable in the detention system;  
32 and

33 WHEREAS, the AFT is focused on justice and equal opportunities  
34 for all students, and we understand that children cannot learn if they  
35 don't feel safe; these threats take an emotional, psychological and  
36 physical toll on our children and their families, having a chilling effect  
37 on our schools and communities; and

38 WHEREAS, Black and brown people and multiple immigrant and  
39 refugee communities have historically been targeted by centralized  
40 power, most recently embodied by ICE agents throughout the  
41 country; and

42 WHEREAS, ICE raids in our streets are an escalation of the  
43 institutionalized suppression of civil rights that Black, Indigenous and  
44 people of color; LGBTQIA+; and disabled people have experienced  
45 for decades; and

46 WHEREAS, we must use every tool at our disposal to safeguard  
47 our communities against a federal government that is making our  
48 streets more dangerous and dismantling our very democracy; and

49 WHEREAS, we support efforts by governors, attorneys general,  
50 mayors, and other state and local leaders across the nation to protect  
51 residents from ICE; and

52 WHEREAS, the people across the country are fighting back  
53 against the same cruel deployments that are endangering families  
54 and communities while speaking out against the lawless and  
55 unconstitutional actions we are repeatedly seeing from ICE, including  
56 detaining individuals without warrants, denying access to legal  
57 counsel, rushing deportations—often in violation of court orders—and  
58 systematically violating due process rights guaranteed by the  
59 Constitution; and

60 WHEREAS, ICE agents are also enforcing the administration's  
61 anti-worker agenda, physically assaulting, arresting and prosecuting  
62 union leaders, such as SEIU-USWW President David Huerta, who  
63 was physically assaulted, arrested and is currently being prosecuted  
64 by ICE while other union siblings have been abducted and illegally  
65 deported, including SEIU Local 509 member Rumeysa Oztruk; and

66 WHEREAS, we have seen anti-American and inhumane treatment  
67 of American citizens and residents as they hold lawful and peaceful  
68 protests across the nation, including in Minneapolis, where ICE

69 agents murdered two U.S. citizens with no criminal records, Renee  
70 Nicole Good and American Federation of Government Employees  
71 Local 3669 member Alex J. Pretti:

72 **RESOLVED**, that the AFT will fully condemn the operations of  
73 **ICE** under this administration, which is allowing these masked  
74 **agents—many with almost no training—to act with unchecked**  
75 **authority as they seek to implement a racist, authoritarian**  
76 **agenda; and**

77 **RESOLVED**, that the AFT will demand action from members of  
78 **the U.S. Congress to abolish ICE in its current form and replace**  
79 **it with an immigration enforcement system that prioritizes**  
80 **human rights and due process; and**

81 **RESOLVED**, that the AFT will call on elected leaders across  
82 **the nation to use every tool in their toolbox to:**

- 83 • **Ban ICE from conducting immigration enforcement in**  
84 **schools, places of worship, hospitals, courts and other**  
85 **sensitive locations;**
- 86 • **Ban ICE from conducting immigration enforcement without**  
87 **a judicial warrant;**
- 88 • **Require ICE agents to identify themselves and ban them**  
89 **from wearing face masks while conducting official**  
90 **business;**
- 91 • **Safeguard public school districts against enrollment**  
92 **declines caused by the current immigration climate through**  
93 **state intervention and financial assistance;**
- 94 • **Protect the constitutional rights of all residents, including**  
95 **allowing a pathway for legal action against federal agents**  
96 **who violate these rights;**
- 97 • **Keep local and state law enforcement organizations**  
98 **focused on keeping our streets truly safe by preventing**  
99 **coordination between these organizations and federal**  
100 **agents;**
- 101 • **Provide necessary resources and training for state**  
102 **employees and those working in sensitive locations to**  
103 **properly defend against and respond to unlawful actions**  
104 **from ICE agents; and**

105 **RESOLVED**, that the AFT will call for **ICE** out of all  
106 **communities and stands in unwavering solidarity with immigrant**  
107 **communities of all backgrounds, recognizing their inherent**  
108 **dignity, safety and right to live free from fear; and**

109 **RESOLVED**, that the AFT will collaborate with immigrant  
110 **rights organizations and allied unions and stand up with**  
111 **impacted communities to resist the authoritarian actions**  
112 **happening in this country; and**

113       **RESOLVED, that the AFT will continue to prepare affiliates**  
114 **and members to respond to the authoritarian acts with training**  
115 **on legal observing, peaceful nonviolent demonstrations, and**  
116 **immigration rights and protections; and**  
117       **RESOLVED, that the AFT will continue to stand against**  
118 **militarized policing in this country, including ICE, and will**  
119 **continue to fight for our collective civil rights, and for the social**  
120 **and racial justice that every person deserves.**

*Submitted by: AFT Massachusetts*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **34. Affirming LGBTQIA+ Liberation, Resisting Bipartisan Federal Overreach, and Defending Education Workers Under H.R. 2616**

1       WHEREAS, the fundamental right of lesbian, gay, bisexual,  
2 transgender, queer, intersexual and asexual (LGBTQIA+) individuals  
3 to exist authentically and work safely within our public school systems  
4 is a cornerstone of labor dignity, civil rights and educational equity;  
5 and

6       WHEREAS, the U.S. House of Representatives has passed H.R.  
7 2616, the Stopping Indoctrination and Protecting Kids Act, which  
8 weaponizes federal education funding by amending Section 8526 of  
9 the Elementary and Secondary Education Act to prohibit funding for  
10 any school that "teaches or advances concepts" related to gender  
11 diversity; and

12       WHEREAS, H.R. 2616 relies on the sweeping anti-inclusive  
13 definitions codified in Executive Order 14168, handing the federal  
14 executive branch unprecedented authority to strip vital Title I and  
15 federal funding from public school districts, thereby threatening the  
16 baseline resources of our most vulnerable student populations; and

17       WHEREAS, the dangerously broad language of "teaching or  
18 advancing concepts" creates immediate workplace hazards and legal  
19 liabilities for AFT members, leaving educators vulnerable to targeted  
20 termination or discipline simply for utilizing a student's correct  
21 pronouns, maintaining diverse classroom libraries, or existing openly  
22 as LGBTQIA+ professionals; and

23       WHEREAS, H.R. 2616 mandates federal forced-outing protocols  
24 that strip students of safe, affirming, sex-based accommodations and  
25 names at school without prior parental consent, directly violating

26 student privacy and increasing the risk of family rejection, abuse and  
27 state-sanctioned conversion therapy; and

28 WHEREAS, the passage of H.R. 2616 was enabled by a historic  
29 and deeply concerning defection of eight congressional Democrats  
30 who joined an anti-inclusive majority, signaling a dangerous, well-  
31 funded tactical shift by self-described "moderate" political strategists  
32 to abandon LGBTQIA+ civil rights for perceived electoral expediency;  
33 and

34 WHEREAS, "an injury to one is an injury to all" is the defining  
35 principle of organized labor, dictating that the AFT cannot remain  
36 silent when politicians from *any* political party capitulate to right-wing  
37 panic and trade the safety of our members and students for political  
38 capital:

39 **RESOLVED, that the AFT unequivocally will condemn the**  
40 **passage of H.R. 2616, rejects any legislative attempt to defund**  
41 **public schools over inclusive practices, and pledges to use our**  
42 **full national political infrastructure to hold accountable any**  
43 **elected official—regardless of party affiliation—who votes to**  
44 **strip civil rights from LGBTQIA+ students and workers; and**

45 **RESOLVED, that the AFT will provide robust, immediate legal**  
46 **defense frameworks and contractual indemnification templates**  
47 **to our state and local affiliates to shield education workers from**  
48 **local administrative discipline, job loss or professional liability**  
49 **arising from the broad interpretation of "advancing gender**  
50 **concepts"; and**

51 **RESOLVED, that the AFT will launch a national legislative**  
52 **defense campaign to fiercely lobby the U.S. Senate to block H.R.**  
53 **2616, while simultaneously coordinating with legal advocacy**  
54 **groups to challenge the constitutionality of Executive Order**  
55 **14168 and ensure that public schools remain legally protected,**  
56 **safe and affirming sanctuaries for all students and staff.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

### **35. Championing Equality: Preserving Transgender Students' and Members' Rights**

1        WHEREAS, the AFT's mission statement is clear in the  
2 commitment to improving the professional, economic and personal  
3 lives of our members and their families, strengthening the institutions

4 in which they work, and furthering the cause of social justice for all;  
5 and

6 WHEREAS, regressive policy shifts at the federal level are  
7 impeding our transgender students and teachers from being active  
8 participants in their school communities by denying students, faculty  
9 and staff the right to assert their own gender identities, use the  
10 pronouns and names of their choice, seek gender-affirming care,  
11 equitably access restrooms and other facilities, and freely participate  
12 in sports and co-curricular activities; and

13 WHEREAS, threats of prosecution smother teachers' rights and  
14 responsibilities to support transgender students and their fellow  
15 teachers:

16 **RESOLVED, that the AFT will continue its lobbying efforts and**  
17 **advocacy for safe and equitable schools and communities for**  
18 **our transgender members and students.**

*Submitted by: New York State United Teachers*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

### **36. For a Comprehensive, Union-Led Defense of Immigrant Students, Families, and Staff Against Deportation and Detention Overreach**

1 WHEREAS, pursuant to the U.S. Supreme Court's landmark 1982  
2 ruling in *Plyler v. Doe*, all children residing in the United States have  
3 an absolute constitutional right to a public K-12 education regardless  
4 of their immigration status, a founding principle that the AFT is  
5 steadfastly committed to defending; and

6 WHEREAS, the federal administration has declared a "national  
7 emergency" to carry out threatened mass deportations targeting  
8 millions of undocumented immigrants, individuals maintaining  
9 temporary protected status, humanitarian parolees, asylum seekers  
10 and those protected under Deferred Action for Childhood Arrivals  
11 (DACA); and

12 WHEREAS, directives from the Department of Homeland Security  
13 have actively rescinded prior guidelines that restricted Immigration  
14 and Customs Enforcement actions inside or near "sensitive locations"  
15 such as public schools, hospitals and places of worship, while  
16 expanding "expedited removal" categories to individuals in the U.S.  
17 for less than two years; and

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18 WHEREAS, recent actions by ICE include arresting and detaining  
19 public school students during routine immigration court hearings,  
20 directly interrupting their educations, threatening their constitutional  
21 rights and instilling widespread trauma, fear and anxiety throughout  
22 school communities nationwide; and

23 WHEREAS, high school students should be focused on studying  
24 for final exams and participating in core milestone activities like prom,  
25 senior trips and graduation, rather than being subjected to isolation in  
26 ICE detention cells; and

27 WHEREAS, executive overreach has threatened to nullify the  
28 citizenship of children born in the U.S. to undocumented parents, in  
29 blatant violation of the 14th Amendment to the Constitution; and

30 WHEREAS, "an injury to one is an injury to all" remains a bedrock  
31 principle of the labor movement, dictating that it is the profound  
32 ethical duty of educators and labor unions to advocate for our  
33 students, protect their families, and defend our fellow school staff  
34 from targeted state actions:

35 **RESOLVED, that the AFT unequivocally will reject these**  
36 **attacks on immigrant communities, reaffirm its unwavering**  
37 **defense of the constitutional rights established under the 1982**  
38 ***Plyler v. Doe* decision, and call on the entire labor movement to**  
39 **mobilize its membership in active defense of immigrant**  
40 **students, families and education workers; and**

41 **RESOLVED, that the AFT will deploy its full legal resources,**  
42 **public advocacy and national voice to actively fight the detention**  
43 **of public school students, demand the immediate return of any**  
44 **detained student to their classroom, and speak out aggressively**  
45 **against any unlawful containment or separation of families; and**

46 **RESOLVED, that the AFT will establish close operational**  
47 **partnerships with community organizations, sanctuary networks,**  
48 **and civil rights advocacy groups to provide immediate,**  
49 **actionable legal navigation resources and protective frameworks**  
50 **to members and families navigating this rapidly shifting crisis;**  
51 **and**

52 **RESOLVED, that the AFT will work directly with coalition**  
53 **partners and legislative leaders to guarantee that designated**  
54 **sanctuary cities, school districts, and campus safe zones**  
55 **receive robust legal and political support to resist federal**  
56 **enforcement overreach and keep public education spaces free**  
57 **from immigration raids.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **37. Protecting Immigrant Communities and Advancing a Pathway Toward Citizenship**

1       WHEREAS, the AFT has always stood with working people, which  
2 means standing with the immigrants who teach our children, care for  
3 our sick, build and serve our communities, and strengthen our labor  
4 movement; and

5       WHEREAS, immigrants and refugees are essential to the strength  
6 of our nation, our labor movement and our public institutions; and

7       WHEREAS, the United States is experiencing an escalation of  
8 harsh and draconian immigration enforcement actions that are  
9 destabilizing communities, causing immense human suffering, and  
10 increasing fear and exploitation in our workplaces and communities.

11       WHEREAS, the administration is using immigration as a ploy to  
12 distract from the corporate coup of our democracy and the direct  
13 challenge to core constitutional rights for all of us, including our most  
14 foundational rights of freedom of speech and association.

15       WHEREAS, these enforcement practices are sowing fear and  
16 trauma among students, families and workers, leading to decreased  
17 attendance and participation in schools, avoidance of healthcare, and  
18 withdrawal from civic life; and

19       WHEREAS, family detention and separation policies are cruel,  
20 inhumane and cause lasting harm to children and families; and

21       WHEREAS, immigrants, including undocumented individuals, TPS  
22 (temporary protective status) holders, and DACA (Deferred Action for  
23 Childhood Arrivals) recipients have lived and contributed to this  
24 country for decades, raising families, paying taxes and sustaining key  
25 sectors of our economy; and

26       WHEREAS, enforcement-only immigration policies are costly,  
27 ineffective and out of step with public support for humane reform,  
28 including a pathway to citizenship;

29       WHEREAS, temporary or second-class immigration statuses  
30 leave workers vulnerable to exploitation and deny full participation in  
31 our democracy;

32       WHEREAS, the current immigration system prioritizes detention  
33 and deportation over rights, dignity and due process, reinforcing  
34 inequities and undermining democratic values;

35       WHEREAS, U.S. Immigration and Customs Enforcement has  
36 become emblematic of a system rooted in enforcement-first practices  
37 that separate families, destabilize communities and operate with  
38 insufficient accountability:

39       **RESOLVED, that the AFT will:**

- 40   1.   **Advocate for a broad, inclusive and earned pathway to**  
41       **citizenship for undocumented immigrants, TPS holders,**  
42       **DACA recipients and other long-term residents who**

- 43 contribute to our communities, economy and democracy,  
44 and pass background checks, are not a threat to public  
45 safety and meet other eligibility requirements;
- 46 2. Reimagine and advocate for an immigration system  
47 grounded in due process, accountability and human rights;
- 48 3. Demand an end to family detention and separation and  
49 policies that prioritize family unity and child well-being;
- 50 4. Ensure that schools, colleges, healthcare facilities, and  
51 community spaces remain safe and protected from  
52 immigration enforcement, so all can access essential  
53 services without fear;
- 54 5. Defend due process and constitutional protections for all  
55 people, including ending racial profiling and warrantless  
56 enforcement actions;
- 57 6. Support policies that protect all workers, regardless of  
58 immigration status, and strengthen the right to organize  
59 and collectively bargain;
- 60 7. Call on Congress to shift resources away from mass  
61 detention and deportation and toward investments in  
62 education, healthcare and community stability;
- 63 8. Promote policies that expand access to education,  
64 healthcare, housing and economic opportunity for  
65 immigrant families; and
- 66 **RESOLVED, that the AFT will:**
- 67 1. Equip members with training and resources to support  
68 students, families and communities impacted by  
69 immigration enforcement;
- 70 2. Build and deepen partnerships with labor, community and  
71 civil rights organizations to advance a humane immigration  
72 agenda;
- 73 3. Mobilize our members to advocate for just and equitable  
74 immigration policies at all levels of government; and
- 75 4. Continue building a unified, multiracial labor movement that  
76 rejects division and advances dignity, equity and justice for  
77 all.

*Submitted by: California Federation of Teachers*

- Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **38. Honoring the Life and Legacy of the Rev. Jesse L. Jackson Sr.**

1       WHEREAS, the Rev. Jesse Louis Jackson Sr. was born in  
2 Greenville, S.C., on Oct. 8, 1941, a descendant of Native Americans  
3 and enslaved peoples of Africa. He attended the University of Illinois  
4 and later North Carolina Agricultural and Technical State University, a  
5 historically Black college. He became active in the civil rights  
6 movement at North Carolina AT&T and graduated with a Bachelor of  
7 Science degree in sociology in 1964. He was ordained on June 30,  
8 1968, by renowned pastor the Rev. Clay Evans, founder of  
9 Fellowship Missionary Baptist Church on Chicago's South Side; and  
10       WHEREAS, he was appointed by the Rev. Dr. Martin Luther King  
11 Jr. and James Bevel to lead Operation Breadbasket—a Chicago  
12 extension of economic empowerment from the Southern Christian  
13 Leadership Conference—where he was promoted to national director  
14 in 1967. As an SCLC organizer and aide to Dr. King, Jackson shared  
15 in the transformative, luminous journey of the civil rights giant, and  
16 learned to both live and appreciate the substance of Dr. King's dream;  
17 and  
18       WHEREAS, Jackson emerged as a national leader in the Civil  
19 Rights Movement, working closely with Martin Luther King Jr. and  
20 carrying forward the movement's vision of multiracial democracy,  
21 economic justice and dignity for working people; and  
22       WHEREAS, through the founding of the Rainbow PUSH Coalition,  
23 Jackson built a powerful vehicle for advancing voting rights, labor  
24 rights, educational opportunity and economic inclusion; and  
25       WHEREAS, through the Rainbow PUSH Coalition's PUSH Excel  
26 program, Jackson promoted academic excellence, mentorship and  
27 college readiness by mobilizing educators, families, students and  
28 community leaders to build a culture that celebrates scholarship,  
29 discipline and lifelong learning; and  
30       WHEREAS, PUSH Excel has empowered generations of young  
31 people particularly those from underserved communities to pursue  
32 higher education, develop leadership skills, and recognize education  
33 as a pathway to opportunity, economic mobility and civic  
34 engagement; and  
35       WHEREAS, Jackson's work has long been rooted in the city of  
36 Chicago, where he served as a moral voice for justice and a tireless  
37 advocate for public education and the rights of working families; and  
38       WHEREAS, Jackson stood in solidarity with educators, students  
39 and families represented by the AFT, supporting our struggle for fully  
40 funded public schools, fighting a system of "educational apartheid,"  
41 demanding smaller class sizes, more racial equity, and dignity for  
42 educators and school communities; and

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43 WHEREAS, Jackson joined teachers and community members at  
44 rallies, marches, and public forums to defend neighborhood schools,  
45 oppose school closures and lift up the importance of fully funding  
46 public education as a cornerstone of democracy; and

47 WHEREAS, Jackson consistently emphasized that the struggle for  
48 high-quality public education is inseparable from the broader fight for  
49 civil rights, economic justice and opportunity for Black, brown and  
50 working-class communities; and

51 WHEREAS, he twice campaigned for the office of president of the  
52 U.S. on a progressive "Rainbow Coalition" platform focused on  
53 economic justice, social equality and peace. Key pillars included  
54 creating a Works Progress Administration-style jobs program;  
55 implementing universal, single-payer healthcare; slashing defense  
56 spending; raising taxes on corporations and the wealthy; and  
57 strengthening civil rights:

58 **RESOLVED, that we honor the extraordinary life, leadership**  
59 **and legacy of the Rev. Jesse L. Jackson Sr., whose courage,**  
60 **faith and commitment to justice have transformed the city of**  
61 **Chicago and the nation; and**

62 **RESOLVED, that we recognize with gratitude his steadfast**  
63 **solidarity with the AFT and the educators who fight each day for**  
64 **the schools our children deserve; and**

65 **RESOLVED, that we recommit ourselves to carrying forward**  
66 **Jackson's vision of a beloved community—where strong public**  
67 **schools, empowered workers and multiracial democracy form**  
68 **the foundation of justice and opportunity for all; and**

69 **RESOLVED, that thanks to the leadership and vision of**  
70 **Jackson, people of the African diaspora, and all impoverished,**  
71 **disenfranchised and discriminated people across the globe, are**  
72 **empowered to move and not mourn, march and not mope, and**  
73 **remain forever restless in their quest for dignity; and**

74 **RESOLVED, that the AFT will support a scholarship in**  
75 **Jackson's name for future students pursuing careers in social**  
76 **justice; and**

77 **RESOLVED, that we celebrate the Rev. Jesse L. Jackso, Sr. as**  
78 **a champion of educators, students, workers and the oppressed,**  
79 **whose call to "keep hope alive" continues to guide the ongoing**  
80 **struggle for freedom, equality and dignity.**

*Submitted by: Chicago Teachers Union, Local 1*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### 39. In Support of Protecting Students from ICE Detention

1 WHEREAS, in the United States, it is legal for people who have  
2 fled their countries for fear of persecution or violence to apply for  
3 asylum, and one must be physically present or seeking entry into the  
4 country at a port of entry; and

5 WHEREAS, there are reports of permanent residents and asylum  
6 seekers who have been forcibly taken to countries other than their  
7 home nations in violation of U.S. immigration law; and

8 WHEREAS, a guiding principle in the United States is the idea  
9 that the government cannot arbitrarily take away your rights and  
10 liberties, and that everyone has a right to defend themselves in court;  
11 and

12 WHEREAS, the removal of immigrants (including students) from  
13 courtrooms, workplaces, city streets and other spaces appears to be  
14 a violation of the basic human rights afforded to people in this  
15 country; and

16 WHEREAS, since the beginning of the second Trump  
17 administration, U.S. Immigration and Customs Enforcement has  
18 arrested and detained students at their routine immigration court  
19 hearings; and

20 WHEREAS, arresting and detaining these students has  
21 interrupted their education and has caused fear among other  
22 students; and

23 WHEREAS, high school students should be studying for final  
24 exams and Regents exams and participating in end-of-year activities  
25 like prom, senior trips and graduation, not sitting in ICE detention  
26 cells:

27 **RESOLVED, that the AFT will advocate and lend support for**  
28 **the students who were not released to return to their schools;**  
29 **and**

30 **RESOLVED, that the AFT will continue to work with**  
31 **community partners and immigration advocacy groups as we**  
32 **search for ways to support our students and members as they**  
33 **navigate this ever-evolving climate; and**

34 **RESOLVED, that the AFT will continue to speak out on behalf**  
35 **of any student who has been illegally detained.**

*Submitted by: New York State United Teachers*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

## 40. Defend Immigrant Rights! Abolish ICE!

1 WHEREAS, U.S. Immigration and Customs Enforcement has  
2 operated as gestapo shock troops for Donald Trump's fascist terror of  
3 immigrants, communities and immigrant rights supporters. He sent  
4 ICE to occupy cities across the country in an effort to threaten and  
5 violently attack immigrants and their supporters; and

6 WHEREAS, tens of thousands of immigrants have been rounded  
7 up across the country, including asylum seekers and people with  
8 green cards, in Trump's ICE-dragnet of mass detentions and  
9 deportations. ICE's vicious murders of Renee Nicole Goode and Alex  
10 Pretti in the daytime streets of Minneapolis exposed vicious and  
11 illegal ICE actions. Those atrocities have also spurred millions to take  
12 action to defend immigrants across the land. "Abolish ICE" has been  
13 one of the most widespread demands in all the No Kings marches  
14 across the country; and

15 WHEREAS, ICE has been protested, forced out, and defeated in  
16 their raid operations in Charlotte, N.C., Chicago, Los Angeles,  
17 Minneapolis, New York and Oakland, Calif., and every region of the  
18 nation by courageous groups of youth, workers and community  
19 members standing together to confront armed ICE attackers; and

20 WHEREAS, educators and healthcare workers have been on the  
21 frontlines defending our students, patients, their families, our  
22 neighbors, as well as our own members, when ICE has come to our  
23 schools, campuses, hospitals and neighborhoods to terrorize  
24 immigrants; and

25 WHEREAS, ICE has received an exponential increase in funding  
26 since Trump began his second term, practically tripling its budget:<sup>1</sup>

27 **RESOLVED, that the AFT will call for ICE to immediately be**  
28 **abolished and dismantled. We will publicize our demands in**  
29 **public statements in all our existing media channels.**

*Submitted by: Berkeley Federation of Teachers, Local 1078*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

<sup>1</sup> <https://www.npr.org/2026/01/21/nx-s1-5674887/ice-budget-funding-congress-trump>

## 41. Protecting Our Communities from Mass Deportation and Displacement

1 WHEREAS, the AFT is committed to the safety, dignity and well-  
2 being of all those who learn, work and seek care within our  
3 communities regardless of their immigration status; and

4 WHEREAS, the current federal campaign of mass deportations  
5 has created a pervasive climate of fear that prevents children from  
6 attending school and stops patients from seeking lifesaving  
7 healthcare; and

8 WHEREAS, indiscriminate enforcement actions tear apart  
9 families, destabilize local economies and exacerbate staffing  
10 shortages in critical sectors; and

11 WHEREAS, the current federal administration's January 2025  
12 decision to rescind longstanding "sensitive locations" protections  
13 preventing immigration enforcement in schools, hospitals and places  
14 of worship has directly undermined public trust in these institutions  
15 and deterred vulnerable people from accessing them; and

16 WHEREAS, mass deportation efforts have led to documented  
17 racial profiling and due process violations that threaten the civil  
18 liberties of all residents regardless of citizenship status:

19 **RESOLVED, that the AFT calls for an immediate end to the**  
20 **current federal campaign of mass deportation and a return to**  
21 **immigration policies that prioritize family unity and humanitarian**  
22 **values; and**

23 **RESOLVED, that the AFT will advocate for sanctuary**  
24 **protections at the local and state levels to ensure that schools**  
25 **and healthcare facilities remain safe, welcoming environments**  
26 **free from federal immigration surveillance; and**

27 **RESOLVED, that the AFT will provide information and "Know**  
28 **Your Rights" training to members; and**

29 **RESOLVED, that the AFT will work with coalition partners to**  
30 **lobby Congress for a pathway to permanent residency and**  
31 **citizenship for long-term residents, ensuring that no member of**  
32 **our community lives in the shadow of displacement.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 42. Against the War with Iran and Lebanon

1 WHEREAS, the 2026 military campaign of the United States and  
2 Israel against Iran has been an unjust, poorly planned and  
3 counterproductive war of choice. It lacks a legitimate just cause for  
4 the preemptive use of military force and war. It was undertaken  
5 without the express consent of the U.S. Congress and pursued  
6 unilaterally without the support or participation of our historic allies in  
7 Europe, Asia and the Americas. In the words of Pope Leo, it has  
8 inflicted upon the people of Iran an “absurd and inhuman violence”;  
9 and

10 WHEREAS, the Iranian regime is an authoritarian and theocratic  
11 regime that has ruled undemocratically for decades, denying Iranians  
12 their fundamental rights. It suppresses unions and oppresses women,  
13 LGBTQIA+ Iranians, and national and religious minorities. In an act of  
14 brutal repression, it slaughtered tens of thousands of peaceful  
15 protestors in January of this year. The Iranian regime has sponsored  
16 violence and extremism throughout the Middle East. If it were to  
17 possess nuclear weapons, it would pose a grave danger to peace in  
18 that region and the world. Support for human rights and democratic  
19 transformation in Iran, and measures to keep Iran from obtaining  
20 nuclear weapons, are entirely legitimate objectives. But this war  
21 undermines, rather than advances, these causes; and

22 WHEREAS, the claim that war is necessary to prevent Iran from  
23 obtaining nuclear weapons is unconvincing, as diplomacy has proven  
24 more effective in achieving this objective. In 2015, the Obama  
25 administration, with the support of the European Union and the other  
26 permanent members of the United Nations Security Council,  
27 negotiated a Joint Comprehensive Plan of Action that established a  
28 comprehensive, verifiable system for constraining Iran’s ability to  
29 develop nuclear weapons. In return, international economic sanctions  
30 against the Iranian regime were lifted. But during the first Trump  
31 administration, the United States unilaterally withdrew from this  
32 agreement and reinstated sanctions, leaving Iran with no incentive to  
33 refrain from restarting its development of nuclear weapons; and

34 WHEREAS, Israel’s bombing and ground invasion of Lebanon,  
35 with the forced evacuation of Shia Muslims from southern Lebanon  
36 have inflamed and escalated the war between Iran, Israel and the  
37 United States, and are a major obstacle to ending that war; and

38 WHEREAS, given President Trump’s explicit declaration that he  
39 would like “to take the oil” of Iran, following his January 2026 actions  
40 to take control of Venezuela’s oil production, and given the Chinese  
41 economy’s dependence upon Iranian oil, this war is deeply implicated  
42 in rivalries among the world’s superpowers; and

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43 WHEREAS, the execution of this war by the United States and  
44 Israel has revealed an absence of military and strategic acumen. It  
45 was launched in anticipation of a quick and decisive victory that  
46 proved vain, with no exit strategy; and

47 WHEREAS, in the course of this war, Trump has employed  
48 rhetoric that is morally indefensible. Particularly egregious was his  
49 social media threat that “A whole civilization will die tonight, never to  
50 be brought back again.” Empty or not, a threat to exterminate an  
51 entire people is completely beyond the pale of acceptable political  
52 discourse in a democracy: that an American president used such  
53 language as a tool of statecraft will be a lasting stain on our national  
54 honor:

55 **RESOLVED, that the AFT calls for an immediate end to the**  
56 **war with Iran. We call upon the United States and Israel to end**  
57 **the use of military force against Iran and the blockade of Iranian**  
58 **ports, and for Iran to end its blockade of the Strait of Hormuz. As**  
59 **part of a negotiated cessation of hostilities, an agreement must**  
60 **include a verifiable guarantee that Iran will not develop nuclear**  
61 **weapons; and**

62 **RESOLVED, that the AFT calls for an end to Israel’s bombing**  
63 **and invasion of Lebanon, and to the forced evacuation of Shia**  
64 **Muslims from southern Lebanon; and**

65 **RESOLVED, that the AFT calls upon the United States**  
66 **Congress to act on its constitutional authority to declare war, as**  
67 **elaborated in the War Powers Act of 1973, and require that the**  
68 **president cease his undeclared war with Iran; and**

69 **RESOLVED, that the AFT opposes funding the war with Iran**  
70 **and calls for that funding to be redirected toward investments in**  
71 **education, healthcare and other public goods that strengthen**  
72 **our communities, expand opportunities and improve lives; and**

73 **RESOLVED, that the AFT recommits to solidarity with the**  
74 **unions and people of Iran in their fight for democracy and**  
75 **human rights in their nation; and**

76 **RESOLVED, that the AFT condemns President Trump’s**  
77 **incendiary rhetoric in the war against Iran, and especially his**  
78 **unconscionable threat to end Iranian civilization.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### 43. U.S. Violations, ILO Convention, Child Labor

1 WHEREAS, the United States has ratified International Labor  
2 Organization Convention No.182 on the Worst Forms of Child Labor,  
3 yet deliberate obstruction has meant the U.S. is failing to meet its  
4 obligations under the treaty; and

5 WHEREAS, Convention No.182 is an essential international  
6 agreement, ratified by 186 other nations; it is the first convention in  
7 ILO history to be ratified by every member state; it requires every  
8 signatory to treat the worst forms of child labor as an immediate  
9 crisis: that is, criminalize, investigate and punish offenders; actively  
10 find and remove affected children; and ensure their recovery through  
11 education and social protection—none of which the U.S. has  
12 effectively achieved; and

13 WHEREAS, widespread child labor violations have been  
14 discovered in multiple states, including Arkansas, Iowa, Minnesota  
15 and Wisconsin, particularly in hazardous sectors such as  
16 meatpacking, agriculture, food processing, and automotive assembly,  
17 where minors have been found exposed to pesticides, working  
18 overnight shifts or operating dangerous machinery; and

19 WHEREAS, in recent years, state legislatures—more than 30 over  
20 the past five years—have introduced bills rolling back long-standing  
21 child labor protections; these rollbacks exploit legal loopholes that not  
22 only create a race to the bottom, but also undermine decades of  
23 progress in keeping young workers safe; and

24 WHEREAS, when legislation in Ohio threatened to weaken child  
25 labor protections by allowing teenagers to work later hours on school  
26 nights, it was educators and labor advocates, led by the Ohio  
27 Federation of Teachers, who mobilized to challenge the bill; their  
28 advocacy helped secure Gov. Mike DeWine’s veto of the regressive  
29 legislation, and showed the state that business economics should not  
30 come at the expense of children’s education or development; and

31 WHEREAS, the AFL-CIO and Education International—  
32 organizations where the AFT has membership—both have standing  
33 before the ILO in their capacity as workers’ organizations; as such,  
34 they are entitled to submit, to the ILO Governing Body, an Article 24  
35 Representation—a formal complaint alleging U.S. government  
36 noncompliance —triggering an official review, and calling for  
37 corrective action:

38 **RESOLVED, that the AFT will immediately call on the AFL-CIO**  
39 **and Education International to respectively submit to the ILO**  
40 **Governing Body an Article 24 Representation, with the goal of**  
41 **investigating and confirming noncompliance of ratified ILO**  
42 **Convention No.182 by the United States, and mandating specific**

43 **corrective measures to bring it into compliance with**  
44 **international anti-child labor laws.**

*Submitted by: Ohio Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

#### **44. Toward a Democratic Foreign Policy**

1        WHEREAS, the United States was founded in a revolution against  
2 tyranny and based on republican principles of liberty, equality, human  
3 rights and the consent of the governed. Memorialized in the  
4 Declaration of Independence, our founding provides a robust  
5 framework for a democratic foreign policy dedicated to the following  
6 tenets: the promotion of freedom and human rights around the globe;  
7 the defense of democracy and opposition to authoritarianism; support  
8 for national self-determination and economic development worldwide;  
9 and internationalism and multilateralism; and

10        WHEREAS, while the foreign policy of the United States has not  
11 always lived up to our nation’s founding ideals, its best moments—the  
12 struggle against fascism in World War II; the creation of the United  
13 Nations and other international bodies dedicated to economic and  
14 social cooperation, collective security, and peacekeeping; the  
15 opposition to authoritarian Communist regimes; support for the  
16 decolonization of Africa and Asia after 1945; and aid to nations of the  
17 Global South in economic development and public health campaigns  
18 against such scourges as the HIV epidemic—harken back to the  
19 principles laid out in the Declaration of Independence; and

20        WHEREAS, the international work of the AFT—our role in the  
21 creation of Education International, Public Services International, and  
22 the International Trade Union Confederation, and our ongoing  
23 participation in these bodies; our historic support for sister unions  
24 around the world in their struggles for human rights, labor rights and  
25 democracy, from democratic unions opposing apartheid South Africa  
26 and Pinochet’s Chile to Poland’s Solidarność and the independent  
27 unions of the 1989 Tiananmen Square protests; and our programs for  
28 building the organizational capacity of international unions in  
29 education, development and humanitarian work—is rooted in these  
30 same democratic principles; and

31        WHEREAS, in the first 18 months of his second presidency,  
32 Donald Trump has orchestrated a disastrous turn in U.S. foreign  
33 policy away from these democratic principles. Without the approval of  
34 Congress, he has engaged in unilateral military actions against  
35 Venezuela and had American armed forces kill defenseless survivors

36 of its attacks; initiated an unnecessary and counterproductive war of  
 37 choice against Iran; and instituted a fuel blockade against Cuba that  
 38 has created a humanitarian crisis—all with the explicit objective of  
 39 controlling and exploiting the national resources and wealth of those  
 40 countries. In the place of diplomacy and statecraft, he has publicly  
 41 employed crude, unvarnished threats of military aggression, naked  
 42 imperial rule, and the extermination of civilizations. He has associated  
 43 the United States with authoritarian world leaders such as Vladimir  
 44 Putin, Viktor Orbán, Narendra Modi, Mohammed bin Salman, Recep  
 45 Tayyip Erdoğan, Benjamin Netanyahu and Jair Bolsonaro, while  
 46 withholding support to Ukraine in its fight against Russian imperial  
 47 aggression and alienating longtime democratic allies over his vanity  
 48 calls to annex Canada and Greenland into the United States. He has  
 49 made the America government, abroad as well as at home, into an  
 50 instrument for the corrupt enrichment of himself, his family and his  
 51 cronies; and

52 WHEREAS, in the name of putting “America First” during Trump’s  
 53 second presidency, the United States government has:

- 54 • Withdrawn from the World Health Organization, undermining the  
 55 medical science that forecasts and fights future epidemics and  
 56 pandemics;
- 57 • Withdrawn from the Paris Climate Agreement to abate climate  
 58 change;
- 59 • Abandoned the United Nations Human Rights Council, giving  
 60 authoritarian regimes new ability to thwart that council’s work;
- 61 • Withdrawn effective December 2026 from UNESCO (United  
 62 Nations Educational, Scientific and Cultural Organization),  
 63 weakening international cooperation on global education  
 64 projects;
- 65 • Withheld more than \$200 million of dues from the International  
 66 Labor Organization, weakening its work and the collective  
 67 bargaining position of labor unions around the world; and
- 68 • Dismantled its own State Department, Labor Department and  
 69 United States Agency for International Development programs  
 70 that supported education, democratic governance, humanitarian  
 71 relief, labor reform and economic development initiatives in  
 72 dozens of countries across the Global South; and

73 WHEREAS, these actions by the Trump administration, with their  
 74 use of unilateral military aggression, their disregard for decades-old  
 75 alliances among democratic nations, their transactional arrangements  
 76 with authoritarian leaders and regimes, their withdrawal from  
 77 international agreements and organizations, and their slashing of  
 78 support for global development and humanitarian cooperation,  
 79 constitute a radical departure from bipartisan support for a post-World  
 80 War II foreign policy framework of support for democracy, human

81 rights, national self-determination and international multilateralism;  
82 and

83 WHEREAS, for more than 75 years, United States foreign policy  
84 has been anchored in the pursuit of a rules-based international order  
85 designed to promote multilateral cooperation, democratic  
86 governance, human rights, collective security, national self-  
87 determination, and sustainable development through institutions such  
88 as the United Nations and a multitude of other international and pan-  
89 national organizations. When American foreign policy went astray,  
90 such as during the war in Vietnam, it was in departures from this  
91 framework, and the principles that undergirded it:

92 **RESOLVED, that the AFT will recommit itself to the tenets of a**  
93 **democratic foreign policy, based on the United States' founding**  
94 **principles and dedicated to the promotion of freedom and**  
95 **human rights around the globe, the defense of democracy and**  
96 **opposition to authoritarianism, support for national self-**  
97 **determination and economic development worldwide, and**  
98 **internationalism and multilateralism; and**

99 **RESOLVED, that the AFT will recognize the acute damage**  
100 **wrought by the second Trump presidency on the post-World War**  
101 **II rules-based international order and on American alliances with**  
102 **democratic nations that have provided for our collective**  
103 **security, as well as the profound harm the Trump administration**  
104 **has done to the standing of the United States in the world; and**

105 **RESOLVED, that the AFT will pledge itself, in collaboration**  
106 **with like-minded elected officials, foreign policy leaders, public**  
107 **intellectuals and civil society institutions, to reversing the**  
108 **disastrous foreign policy of the Trump administration and**  
109 **developing anew a foreign policy rooted in human rights,**  
110 **economic justice and democracy; and**

111 **RESOLVED, that in this work, the AFT will engage with our**  
112 **sister unions in the international labor movement, especially**  
113 **Education International and Public Services International; and**

114 **RESOLVED, that the AFT and the Albert Shanker Institute will**  
115 **create a forum for thoughtful and provocative dialogues on the**  
116 **United States' future role in multilateral and bilateral**  
117 **cooperation.**

*Submitted by: AFT Connecticut*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 45. Oppose U.S. Military Aggression in the World

1 WHEREAS, on Jan. 3, the United States launched the systematic  
2 bombing of Venezuela, attacking government facilities, killing many,  
3 including civilians, and taking the president and first lady of  
4 Venezuela captive; and

5 WHEREAS, this invasion was conducted without congressional  
6 approval, making it flagrantly illegal; and

7 WHEREAS, President Trump claimed, "we're going to run the  
8 country" and admitted his goal of allowing U.S. corporations to profit  
9 from Venezuelan oil; and

10 WHEREAS, wars such as this endanger American and  
11 Venezuelan workers; create massive refugee populations fleeing  
12 violence; fuel offshoring; and low-wage, exploited, nonunion  
13 workforces; and

14 WHEREAS, a draconian sanctions regime imposed by the first  
15 Trump administration and continued by President Biden on  
16 Venezuela started the disruption of everyday life and mass exodus of  
17 people fleeing the economic devastation; and

18 WHEREAS, Trump has threatened the territorial integrity and  
19 national sovereignty of Canada, Colombia, Cuba, Gaza, Greenland,  
20 Iran, Mexico and Nigeria, to name a few; and

21 WHEREAS, wars and military spending often eclipse the need to  
22 fully fund schools, provide healthcare, housing, childcare, and college  
23 access to all; and

24 WHEREAS, the Trump administration has shown a boundless  
25 desire to engage in forever wars, militarily occupy U.S. cities,  
26 criminalize social protest, and consolidate MAGA's authoritarian  
27 ambitions:

28 **RESOLVED, that the AFT believes every worker deserves to**  
29 **live in dignity and peace without the fear of being bombed in**  
30 **their homes and workplaces; and**

31 **RESOLVED, that the AFT will denounce and call for an**  
32 **immediate end to all U.S. military intervention in Venezuela, and**  
33 **that the people of Venezuela have the sole right to control their**  
34 **natural resources, and determine their own leadership and**  
35 **future; and**

36 **RESOLVED, that the AFT will call upon the U.S. to end its**  
37 **cruel and costly sanction regime on Venezuela, Cuba and other**  
38 **countries, to allow more goods and services to be made**  
39 **available to a population reeling from decades of deadly**  
40 **embargoes; and**

41 **RESOLVED, that the AFT will call on elected leaders to reject**  
42 **U.S. imperialism in Venezuela and around the world, and demand**  
43 **an end to the war; and**

44       **RESOLVED, that the AFT will share materials on social media**  
45 **denouncing this illegal invasion and educating about the history**  
46 **of U.S. intervention in Venezuela and Venezuelan resistance; and**  
47       **RESOLVED, that the AFT will, as feasible, provide members**  
48 **with information on local events happening in solidarity with the**  
49 **people of Venezuela and encourage their attendance as proud**  
50 **union members.**

*Submitted by: Chicago Teachers Union, Local 1*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **46. Oppose Military Aggression Against Venezuela**

1       WHEREAS, U.S. political and military aggression toward  
2 Venezuela and the wider Caribbean is escalating—including the  
3 deployment of more than 10,000 U.S. military personnel, ongoing  
4 naval operations, and actions that have resulted in the killing of over  
5 80 people on boats off the Venezuelan coast—based on unproven  
6 claims of drug smuggling from the U.S. mainland and creating  
7 conditions many observers describe as a march toward a new war in  
8 the Americas; and

9       WHEREAS, the United Nations High Commissioner for Human  
10 Rights, Volker Turk, has formally condemned the military strikes  
11 conducted by the U.S. administration against vessels in the  
12 Caribbean Sea and eastern Pacific Ocean, and has called for a full  
13 and independent investigation into these acts, which represent a clear  
14 violation of international human rights law and the principles of the  
15 United Nations Charter; and

16       WHEREAS, the demonization of Venezuela and other Latin  
17 American countries in mainstream U.S. media inflames xenophobic  
18 and racist narratives long used to justify intervention in the  
19 hemisphere, and such narratives directly impact students and  
20 workers, particularly those who are immigrants from Latin America  
21 and the Caribbean; and

22       WHEREAS, since the 19th century, the Monroe Doctrine has  
23 served as a justification for repeated U.S. political, military, and  
24 economic interventions across Latin America and the Caribbean,  
25 undermining governments, social movements and trade unions  
26 committed to working-class struggles, resulting in repression, military  
27 coups, sanctions, and widespread killings of civilians, workers and  
28 their organizations; and

29       WHEREAS, U.S. militarization in the Caribbean—carried out even  
30 as federal aid is slashed, benefits are cut, Affordable Care Act

31 premiums are set to rise, and public resources are clawed back—  
32 diverts desperately needed funds from education, healthcare,  
33 housing, infrastructure and other social needs at a time when public  
34 services remain chronically underfunded; and

35 WHEREAS, Venezuelan workers, students and communities—like  
36 workers everywhere—deserve peace and the right to determine their  
37 own political, economic and social future free from foreign  
38 intervention:

39 **RESOLVED, that the AFT will help build a broad labor**  
40 **movement that opposes U.S. intervention in Venezuela and**  
41 **supports sovereignty, peace and international law in the**  
42 **Americas.**

*Submitted by: Professional Staff Congress, Local 2334*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 47. Stop the War Against Iran and Lebanon

1 WHEREAS, Donald Trump's war against Iran is an illegitimate,  
2 fascist war: unilaterally conducted by a president whose main goal is  
3 to demonstrate his authoritarian power and ability to use U.S. military  
4 forces to impose dominance anywhere in the world despite mass  
5 opposition in the U.S. and internationally; personally enriching the  
6 Trump family fortune exponentially; and bypassing congressional  
7 approval. Waging such wars of domination are central to the program  
8 of fascism and to maintaining a fascist regime; and

9 WHEREAS, Benjamin Netanyahu has not only partnered with  
10 Trump's war against Iran, but has also simultaneously conducted a  
11 brutal, weeklong war against Lebanon consisting of endless  
12 bombing and ground troops inside Lebanon, which has even raised  
13 fears that Netanyahu may be trying to expand Israeli territory and  
14 change existing borders;<sup>1</sup> and

15 WHEREAS, the human cost of the war against Iran has meant  
16 thousands of Iranians killed, including 120 elementary schoolchildren  
17 killed when it was bombed on the first day, hundreds more schools  
18 and hospitals systematically targeted by U.S. and Israeli attacks.<sup>2</sup>  
19 Netanyahu's unremitting military aggression has ruined villages and  
20 towns in Southern Lebanon, with the Israeli military eviscerating

<sup>1</sup> <https://www.newyorker.com/news/q-and-a/why-israel-is-attacking-lebanon>

<sup>2</sup> <https://truthout.org/articles/us-israeli-attacks-have-damaged-nearly-500-schools-300-health-centers-in-iran/>

21 entire neighborhoods in seconds.<sup>3</sup> In one of the worst atrocities in this  
22 war, on April 8, 2026, Israel carpet-bombed densely populated  
23 residential neighborhoods of more than 150 locations simultaneously  
24 across Lebanon, killing at least 303 people, and wounding 1,150  
25 others in a 10-minute span of time;<sup>4</sup> and

26 WHEREAS, despite current formal ceasefires between the U.S.,  
27 Iran, Israel, and Lebanon, these ceasefires are fragile and unreliable,  
28 and they have not succeeded in ending the conflict; and

29 WHEREAS, the U.S. is waging a losing war against Iran. By  
30 executing this war, Trump has demonstrated for all to see the  
31 weakening of American political and military power in the world. The  
32 post-World War II world order centering on U.S. hegemony has been  
33 destroyed; and

34 WHEREAS, comparisons of this war to the U.S. war in Vietnam  
35 can easily be made. In the Vietnam War, it was clear from the time of  
36 the Tet Offensive in 1968 that the U.S. could not win the war against  
37 the Vietnamese people. Yet, U.S. military action continued until  
38 1973—a full five years later. The commitment of the Vietnamese  
39 people to defend their nation, together with the mass anti-war  
40 movement in the U.S. and globally, finally forced U.S. withdrawal.  
41 That same type of combined international movement can stop the  
42 continuation of military attacks and the threat of nuclear war in the  
43 Middle East today; and

44 WHEREAS, executing this war has already cost U.S. taxpayers *at*  
45 *least* \$25 billion so far, the equivalent to the annual budget of NASA,  
46 U.S. military aid to Israel since Oct 7, spending on the U.S. Agency  
47 for International Development before it was disbanded, and the cost  
48 to expand Obamacare subsidies for one year;<sup>5</sup> and

49 WHEREAS, we have an opportunity now to deal a serious defeat,  
50 not only to Trump, but to fascism and the far-right worldwide. Mass  
51 “No Kings Day” demonstrations have brought millions out into the  
52 streets to demand an end to the war and to Trump’s government.  
53 Millions, especially young people, have demonstrated around the  
54 world demanding an end to the war. Dockworkers in Italy have shut  
55 down all their ports, and dockworkers in Tunisia, Germany, and  
56 France have refused to load and unload military weapons to Israel.  
57 Spain has prohibited flyovers by U.S. military planes heading to Iran;  
58 and

59 WHEREAS, the power of the organized labor movement must  
60 stand on the side of the youth and oppressed of the world to join and  
61 build mass actions in the street to demand an end to the war now.  
62 Trump will continue to wage this war, or another similar, unless the

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<sup>3</sup> <https://www.npr.org/2026/04/30/g-s1-119210/lebanon-israel-war>

<sup>4</sup> <https://www.ohchr.org/en/press-releases/2026/04/un-experts-condemn-israels-unprecedented-bombing-lebanon-after-ceasefire>

<sup>5</sup> <https://www.nytimes.com/interactive/2026/04/29/upshot/iran-war-cost-comparison.html>

63 movement stops him, demanding: Trump Out Now. End the War  
64 Now!:

65 **RESOLVED, that the AFT will call for an end to the United**  
66 **States' and Israel's wars against Iran and Lebanon now; and**  
67 **RESOLVED, that the AFT will call for a withdrawal of U.S.**  
68 **troops and naval ships mobilized for this war, and the withdrawal**  
69 **of all Israeli troops from Lebanon; and**  
70 **RESOLVED, that the AFT will publicize our demand to end the**  
71 **war in our existing publications, websites and social media as**  
72 **well as other means.**

*Submitted by: Berkeley Federation of Teachers, Local 1078*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

## 48. Relief to Gaza Children

1 WHEREAS, since Oct. 7, 2023, Israeli bombing raids on Gaza  
2 have killed 72,000 Palestinians, which includes over 21,000 children,  
3 according to the Gaza Health Ministry and the World Health  
4 Organization, as of Dec. 31, 2025, with injuries exceeding 171,000.  
5 Children account for approximately 30 percent of the total casualty  
6 rate; and

7 WHEREAS, children still alive in Gaza experience complex  
8 continuous trauma, characterized by ongoing exposure to multiple  
9 traumatic events. This results in symptoms of complex post-traumatic  
10 stress disorder, including emotional dysregulation, hypervigilance,  
11 flashbacks, avoidance behaviors, and a pervasive sense of  
12 helplessness and hopelessness;<sup>1,2,3</sup> and

13 WHEREAS, approximately 85-90 percent of educational facilities  
14 in Gaza have been damaged or destroyed as a result of the ongoing  
15 conflict;<sup>4</sup> and

16 WHEREAS, the AFT advocates for children and their education  
17 everywhere in the world; and

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<sup>1</sup> <https://www.psychiatrictimes.com/view/the-invisible-wounds-of-palestinian-children?t>

<sup>2</sup> Vostanis P. (2003). Impact of trauma on Palestinian children's mental health: lessons from the Gaza studies. *International Psychiatry: Bulletin of the Board of International Affairs of the Royal College of Psychiatrists*, 1(2), 5–6.

<sup>3</sup> Abudayya, A., Bruaset, G T. F., Nyhus, H.B., Aburukba, R., & Tofthagen, R. (2023). Consequences of war-related traumatic stress among Palestinian young people in the Gaza Strip: A scoping review. *Mental Health & Prevention*, 32, 200305. <https://doi.org/10.1016/j.mhp.2023.200305>

<sup>4</sup> <https://www.savethechildren.net/blog/education-under-attack-gaza-nearly-90-school-buildings-damaged-or-destroyed?t>

18 WHEREAS, children cannot engage in learning, even if schools  
19 existed, when they suffer from extreme trauma; and

20 WHEREAS, UNICEF (United Nations International Children's  
21 Education Fund) has provided aid to children and education programs  
22 in conflict areas since 1948 and is currently operating substantial aid  
23 to children in Gaza, to wit:

- 24 • More than 350 UNICEF trucks entered from crossing points at  
25 both the north and south ends of the Gaza Strip during the first  
26 week of the ceasefire, delivering water, hygiene kits,<sup>5</sup>  
27 malnutrition treatments, warm clothes,<sup>6</sup> tarpaulins and other  
28 critical humanitarian aid for distribution to families in need.
- 29 • UNICEF aims to deliver 50 trucks a day in this first phase of the  
30 ceasefire and has hundreds of pallets with aid prepositioned at  
31 the borders of the Gaza Strip, with more on the way, prioritizing  
32 items local communities and humanitarian partners have  
33 identified as most urgent.
- 34 • Service delivery for children and their families, including mental  
35 health and psychosocial support<sup>7</sup> and critical water, sanitation  
36 and nutrition services, are also being ramped up on the ground.<sup>8</sup>

37 **RESOLVED, that the AFT will allocate \$50,000 to UNICEF's**  
38 **relief program in Gaza and embark on a campaign through all its**  
39 **media outlets and publications to encourage AFT members to**  
40 **contribute to UNICEF's relief program in Gaza at**  
41 **[https://www.unicefusa.org/stories/ceasefire-brings-hope-gazas-](https://www.unicefusa.org/stories/ceasefire-brings-hope-gazas-children?form=FUNHAFZDMVA)**  
42 **[children?form=FUNHAFZDMVA](https://www.unicefusa.org/stories/ceasefire-brings-hope-gazas-children?form=FUNHAFZDMVA), *Designate to Gaza and West***  
43 ***Bank.***

*Submitted by: United Teachers Los Angeles, Local 1021*

Adopted     Adopted as Amended     Defeated     Tabled  
 Precluded by \_\_\_\_\_     Referred to \_\_\_\_\_

<sup>5</sup> <https://www.unicefusa.org/stories/unicef-hygiene-kits-protect-children-gaza>

<sup>6</sup> <https://www.unicefusa.org/stories/unicef-aids-children-facing-bitter-winter-gaza>

<sup>7</sup> <https://www.unicefusa.org/stories/helping-gazas-children-cope-trauma>

<sup>8</sup> <https://www.unicefusa.org/stories/ceasefire-brings-hope-gazas-children>

## **49. Preparing for the Age of Artificial Intelligence: Protecting Democracy, Workers, Students and the Planet**

1 WHEREAS, artificial intelligence is rapidly reshaping nearly every  
2 aspect of society, including education, healthcare, employment,  
3 media, communication, public services, and democracy itself; and

4 WHEREAS, technological innovation should improve the lives of  
5 working people, students and communities rather than concentrate  
6 wealth and power into the hands of a small number of individuals and  
7 corporations; and

8 WHEREAS, workers, students and communities should not bear  
9 the costs of technological disruption while corporations capture the  
10 profits and avoid accountability; and

11 WHEREAS, unions and collective bargaining are essential tools  
12 for ensuring AI is implemented in ways that strengthen rather than  
13 weaken workers, students, families and communities; and

14 WHEREAS, public education, public services and democratic  
15 institutions must remain grounded in human relationships,  
16 professional expertise, transparency and accountability:

17 **RESOLVED, that the AFT will fight to ensure artificial**  
18 **intelligence serves humanity, democracy and the common good,**  
19 **not corporate greed or unchecked technological power.**

### **20 1. Societal Harms and Threats to Democracy**

21 WHEREAS, researchers, educators, parents, healthcare  
22 professionals and spiritual leaders from many faiths, including Pope  
23 Leo XIV, have raised increasing concerns about the harmful effects of  
24 excessive and unsupervised technology use, particularly on the well-  
25 being, development and human relationships of children and young  
26 people; and

27 WHEREAS, numerous leaders and experts have warned that  
28 artificial intelligence must never be allowed to dehumanize or place  
29 decisions about war, human dignity and public life in the hands of a  
30 powerful few, and have called for strong ethical safeguards and  
31 regulations to ensure technology serves humanity rather than  
32 exploitation, violence or unchecked corporate and military power; and

33 WHEREAS, AI systems are already contributing to societal harms  
34 through the spread of disinformation, deepfakes, propaganda,  
35 algorithmic bias, surveillance, political manipulation and attacks on  
36 truth itself, weakening public trust and threatening democratic  
37 institutions; and

38 WHEREAS, AI policy must protect civil rights, racial justice,  
39 accessibility, privacy and democratic participation and prevent  
40 technology from reproducing or amplifying discrimination and  
41 inequality; and

42 WHEREAS, government procurement and public funding of AI  
43 technologies should model the highest standards of transparency,  
44 worker participation, safety and accountability; and

45 WHEREAS, public education and public institutions must not be  
46 sacrificed to subsidize or accommodate private technology profits:

47 **RESOLVED, that the AFT will advocate for strong federal,**  
48 **state and local regulation of AI technologies to prevent**  
49 **disinformation, protect democratic institutions and hold**  
50 **corporations accountable for harmful, deceptive or**  
51 **discriminatory uses of data and AI; and**

52 **RESOLVED, that the AFT will advocate for balanced,**  
53 **responsible and human-centered use of technology, including**  
54 **AI, that protects well-being, strengthens real human**  
55 **relationships and ensures children, young people and adults are**  
56 **not harmed by excessive, addictive or unsupervised digital**  
57 **technologies and social media platforms; and**

58 **RESOLVED, that the AFT will advocate for democratic**  
59 **oversight, strong ethical standards, regulations, and human**  
60 **accountability in the development and use of artificial**  
61 **intelligence, including opposition to the unrestricted use of AI in**  
62 **warfare, surveillance and systems that undermine human**  
63 **dignity, deepen inequality or distance people from the human**  
64 **consequences of technological decisions; and**

65 **RESOLVED, that the AFT will support establishing an**  
66 **independent, publicly accountable research consortium to study**  
67 **the impacts of AI, screens and technology on students, workers**  
68 **and communities, free from corporate influence or industry**  
69 **funding; and**

70 **RESOLVED, that the AFT will affirm that technology must**  
71 **strengthen human connection, expand opportunity, protect**  
72 **democracy and improve lives, and that no machine can replace**  
73 **the humanity, expertise, compassion and solidarity that**  
74 **educators and workers bring to their communities every day.**

## 75 **2. Environmental and Climate Harms**

76 WHEREAS, AI technologies consume enormous amounts of  
77 electricity, water and natural resources, worsening climate change,  
78 straining communities' infrastructure and disproportionately harming  
79 low-income communities and communities of color; and

80 WHEREAS, unchecked AI expansion risks diverting public  
81 resources away from schools, healthcare and community needs in

82 order to subsidize private technology infrastructure and corporate  
83 profits:

84 **RESOLVED, that the AFT will demand binding environmental**  
85 **safeguards governing AI infrastructure, including enforceable**  
86 **limits on carbon emissions, water consumption, energy usage**  
87 **and electronic waste associated with AI, data centers and large-**  
88 **scale computing operations; and**

89 **RESOLVED, that technology corporations operating AI**  
90 **infrastructure must bear full responsibility for the environmental**  
91 **and public health impacts imposed on surrounding**  
92 **communities, particularly low-income communities and**  
93 **communities of color that disproportionately experience**  
94 **pollution, resource depletion and infrastructure strain; and**

95 **RESOLVED, that the AFT will advocate for aggressive federal**  
96 **and state sustainability standards requiring AI companies and**  
97 **data centers to transition rapidly toward renewable energy,**  
98 **transparent environmental reporting and strong community**  
99 **accountability measures.**

### 100 **3. Workforce Displacement and Worker Protections**

101 WHEREAS, AI-driven automation and algorithmic management  
102 threaten workforce displacement, deskilling and worker surveillance,  
103 while allowing corporations to replace stable middle-class jobs with  
104 precarious, lower-paid work and shifting more wealth upward to  
105 billionaires and shareholders; and

106 WHEREAS, educators, healthcare workers and other  
107 professionals are increasingly subjected to technologies that monitor,  
108 score and control their work, undermining professional judgment,  
109 human relationships and workplace dignity; and

110 WHEREAS, AI systems used in workplaces often operate without  
111 transparency or accountability, leaving workers unaware of how  
112 decisions regarding hiring, evaluation, scheduling, discipline,  
113 workload or termination are being made; and

114 WHEREAS, algorithmic surveillance and automated management  
115 systems threaten workers' privacy, civil liberties, freedom of  
116 association and workplace democracy; and

117 WHEREAS, AI-generated content threatens the intellectual  
118 property, academic freedom, creative works and professional  
119 expertise of educators, writers, artists and other workers whose labor  
120 is often used without consent or compensation; and

121 WHEREAS, workers deserve advance notice, training, bargaining  
122 rights and enforceable protections before AI technologies are  
123 introduced into workplaces; and

124 WHEREAS, working people who create society's wealth deserve  
125 to share fairly in the economic gains produced by technological  
126 advancement:

127 **RESOLVED, that the AFT will support strong collective**  
128 **bargaining rights guaranteeing workers and unions the legally**  
129 **enforceable right to negotiate over the evaluation, procurement,**  
130 **adoption, implementation, monitoring and oversight of AI and**  
131 **related technologies in the workplace, including full**  
132 **transparency regarding data collection and safety, algorithmic**  
133 **decision-making, productivity metrics, surveillance practices**  
134 **and workplace impacts; and**

135 **RESOLVED, that no AI system affecting hiring, evaluation,**  
136 **discipline, scheduling, workload, compensation or termination**  
137 **should be implemented without meaningful worker participation,**  
138 **democratic oversight and enforceable protections negotiated**  
139 **through collective bargaining; and**

140 **RESOLVED, that the AFT will oppose any attempt to use AI to**  
141 **weaken unions, bypass bargaining obligations, misclassify**  
142 **workers or erode due process, workplace safety, privacy or**  
143 **professional autonomy; and**

144 **RESOLVED, that the AFT will defend educators' intellectual**  
145 **property rights, academic freedom and professional judgment**  
146 **while supporting educators with training, resources and support**  
147 **to make informed decisions about technology integration within**  
148 **strong public guardrails and democratic oversight.**

#### 149 **4. Harms to Children and Students**

150 WHEREAS, children and young people face unique harms from  
151 excessive screen exposure, addictive technologies, social companion  
152 chatbots and AI systems that interfere with healthy development,  
153 relationship-building, persistence, emotional growth and civic  
154 engagement; and

155 WHEREAS, students in prekindergarten through second grade  
156 learn best through human interaction, play, conversation, movement  
157 and hands-on experiences, not through excessive screen exposure or  
158 online assessments; and

159 WHEREAS, student-facing AI in elementary schools risks  
160 replacing authentic human connection and developmental learning  
161 experiences with automated systems that cannot nurture empathy,  
162 trust, curiosity or resilience; and

163 WHEREAS, schools must remain places where students learn to  
164 think critically, work collaboratively, solve real-world problems and  
165 participate meaningfully in democracy, not merely adapt to  
166 technology created by corporations; and

167 WHEREAS, educators need high-quality professional  
168 development, research-based guidance and democratically  
169 accountable institutions to help ensure AI is used responsibly,  
170 ethically, and effectively in ways that strengthen teaching and  
171 learning rather than undermine them; and

172 WHEREAS, the absence of comprehensive federal and state  
173 regulation governing artificial intelligence, student data privacy,  
174 cybersecurity, algorithmic transparency and technology procurement  
175 in K-12 education leaves students, educators and families vulnerable  
176 to unsafe, unaccountable and exploitative AI systems:

177 **RESOLVED, that the AFT will advocate for no screens,**  
178 **including online assessments, for students in prekindergarten**  
179 **through second grade except where necessary to support**  
180 **students with disabilities or other compelling educational needs;**  
181 **and**

182 **RESOLVED, that the AFT will oppose student-facing AI in**  
183 **elementary schools and support strict guardrails on all student-**  
184 **facing AI technologies, including educator supervision of digital**  
185 **literacy initiatives and a ban, at minimum until age 16, on so-**  
186 **called social companion chatbots that simulate human**  
187 **relationships; and**

188 **RESOLVED, that the AFT will advocate for an education**  
189 **system that prioritizes human relationships, critical thinking,**  
190 **creativity, civic participation and hands-on learning over passive**  
191 **screen-based instruction and automated educational**  
192 **technologies; and**

193 **RESOLVED, that schools must remain democratic public**  
194 **institutions centered on human educators and student well-**  
195 **being, not testing laboratories for unregulated technology**  
196 **products or profit-driven experimentation; and**

197 **RESOLVED, that the AFT will fight to ensure AI serves as a**  
198 **limited and carefully supervised tool that supports educators**  
199 **rather than replacing instructional relationships, professional**  
200 **judgment or authentic student engagement; and**

201 **RESOLVED, that the AFT will promote the National Academy**  
202 **for AI Instruction as a trusted, educator-led initiative to provide**  
203 **training, resources, research and best practices that help**  
204 **educators thoughtfully integrate AI in ways that protect**  
205 **students, strengthen instruction, preserve professional**  
206 **judgment and uphold the fundamental role of human**  
207 **relationships in education; and**

208 **RESOLVED, that the AFT will work to develop, promote and**  
209 **implement a rigorous set of gold standards for AI safety, student**  
210 **data privacy, cybersecurity, transparency and accountability in**  
211 **K-12 education, and will advocate that any technology provider**

212 **unable or unwilling to meet these standards be prohibited from**  
213 **operating in schools or accessing student and educator data;**  
214 **and**

215 **RESOLVED, that public investment in education should**  
216 **prioritize smaller class sizes, mental health supports, libraries,**  
217 **arts, career and technical education, experiential learning and**  
218 **community schools before investments in unproven or harmful**  
219 **AI technologies.**

220 **5. Economic Inequality and Concentration of Wealth**

221 WHEREAS, the economic gains produced by artificial intelligence  
222 are increasingly flowing to a small number of billionaires, investors  
223 and technology corporations while working people face rising  
224 insecurity, stagnant wages and declining economic power; and

225 WHEREAS, unchecked AI expansion threatens to deepen existing  
226 inequalities by concentrating ownership of data, infrastructure,  
227 computing power and wealth into the hands of a few dominant  
228 corporations; and

229 WHEREAS, workers, educators and communities whose labor,  
230 knowledge and public institutions help generate AI-driven profits  
231 deserve a fair share of the economic benefits created by  
232 technological advancement; and

233 WHEREAS, public resources, taxpayer-funded research and  
234 publicly educated workers have played a central role in building the  
235 technologies now generating enormous private wealth; and

236 WHEREAS, economic inequality weakens democracy,  
237 destabilizes communities, and undermines educational opportunity  
238 and social mobility:

239 **RESOLVED, that the AFT will advocate for economic policies**  
240 **ensuring the benefits of AI and technological advancement are**  
241 **broadly shared rather than concentrated among a small number**  
242 **of corporations and wealthy individuals; and**

243 **RESOLVED, that the AFT will support progressive taxation,**  
244 **public investment and strong labor protections to reduce**  
245 **inequality and ensure AI-generated wealth strengthens public**  
246 **education, healthcare, infrastructure, retirement security and**  
247 **community well-being; and**

248 **RESOLVED, that the AFT will support establishing a**  
249 **substantial “tech tax” on major technology corporations, AI-**  
250 **driven profits, large-scale automation systems and data-center**  
251 **operations to ensure corporations benefiting from AI contribute**  
252 **fairly to the public good; and**

253 **RESOLVED, that revenues generated through such taxes**  
254 **should be directed toward strengthening public education,**  
255 **workforce retraining and transition programs, pension**

256 **protections, healthcare, affordable housing, climate mitigation,**  
257 **modern infrastructure and support for workers and communities**  
258 **disrupted by technological change; and**

259 **RESOLVED, that corporations should not be permitted to**  
260 **privatize the gains of AI while pushing off the economic,**  
261 **educational and environmental costs onto workers, students,**  
262 **families and taxpayers; and**

263 **RESOLVED, that the AFT will fight to ensure workers have**  
264 **ownership, bargaining power and democratic participation in**  
265 **decisions surrounding technological deployment and the**  
266 **distribution of productivity gains; and**

267 **RESOLVED, that the AFT will affirm that technological**  
268 **progress must be measured not by corporate profits or stock**  
269 **valuations, but by whether working families, students and**  
270 **communities experience greater dignity, security, opportunity**  
271 **and democratic participation.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 50. Artificial Intelligence

1        WHEREAS, the term “artificial intelligence” is a misnomer that  
2 glorifies what are essentially advanced algorithms that take existing  
3 text and transfer it from one place to another;<sup>1</sup> and

4        WHEREAS, generative AI has based almost all of its information  
5 and “learning” on stolen intellectual property;<sup>2</sup> and

6        WHEREAS, there is still very little research that provides any  
7 evidence of educational benefits of the use of AI in the classroom, but  
8 there is a lot of evidence that AI leads to a host of negative  
9 educational outcomes from losing critical thinking skills,<sup>3</sup> damaging  
10 users’ cognitive abilities,<sup>4</sup> and increased procrastination, memory loss  
11 and drop in academic performance;<sup>5</sup> and

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<sup>1</sup> <https://www.theatlantic.com/culture/archive/2025/06/artificial-intelligence-illiteracy/683021/>

<sup>2</sup> <https://jskfellows.stanford.edu/theft-is-not-fair-use-474e11f0d063>

<sup>3</sup> <https://futurism.com/study-ai-critical-thinking>

<sup>4</sup> <https://futurism.com/artificial-intelligence/concern-grows-ai-damaging-think>

<sup>5</sup> <https://link.springer.com/article/10.1186/s41239-024-00444-7>

12 WHEREAS, AI has shown that it more often exacerbates racial  
13 bias, increased racial bias in healthcare,<sup>6,7</sup> rejecting job applications  
14 of people of color,<sup>8</sup> and other harmful racial profiling incidents;<sup>9</sup> and

15 WHEREAS, AI has so few working safeguards or regulations that  
16 it has led to it encouraging people to self-harm<sup>10</sup> and other serious  
17 emotional damage;<sup>11</sup> and

18 WHEREAS, data centers pose extreme environmental risk,<sup>12</sup>  
19 including worsening climate change, and are exacerbating  
20 environmental racism<sup>13</sup> throughout the United States; and

21 WHEREAS, more than 3,500 lobbyists<sup>14</sup> are now lobbying on AI in  
22 order to maintain private control, keep regulation low and allow a few  
23 people to seek huge infusions of investor capital in the pursuit of  
24 future profits that may or may not ever materialize;<sup>15</sup> and

25 WHEREAS, AI poses significant risks<sup>16</sup> to data privacy in  
26 healthcare, finance, social networks and education, especially in the  
27 area of special education,<sup>17</sup> including FERPA guidelines; and

28 WHEREAS, AI is being used to “fix” underlying problems of not  
29 having enough time, personnel and reasonable contractual  
30 protections instead of dealing with the very real challenges that lead  
31 educators to cut corners and use AI to try and get through the day;  
32 and

33 WHEREAS, the AFT has developed too close relationships to the  
34 corporations that are pushing AI into our classrooms though thinly  
35 veiled sales pitches and are corrupting the image and credibility of  
36 our union, making it harder to demand strict regulations:

37 **RESOLVED, that the AFT will not allow companies that are**  
38 **pushing AI to sell its use to our members without critical**  
39 **analysis of what they are pushing and instead focus on the**  
40 **ethics, regulation of and dangers of unfettered AI use in the**  
41 **classroom and healthcare; and**

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6 <https://www.artsci.utoronto.ca/news/when-algorithm-wrong-new-partnership-calls-out-racism-ai-systems>

7 <https://www.cedars-sinai.org/newsroom/cedars-sinai-study-shows-racial-bias-in-ai-generated-treatment-regimens-for-psychiatric-patients/>

8 <https://www.brookings.edu/articles/gender-race-and-intersectional-bias-in-ai-resume-screening-via-language-model-retrieval/>

9 <https://hai.stanford.edu/news/covert-racism-ai-how-language-models-are-reinforcing-outdated-stereotypes>

10 <https://www.judiciary.senate.gov/imo/media/doc/e2e8fc50-a9ac-05ec-edd7-277cb0afcdf2/2025-09-16 PM - Testimony - Garcia.pdf>

11 <https://www.cnn.com/2025/11/06/us/openai-chatgpt-suicide-lawsuit-invs-vis>

12 <https://www.cnn.com/2026/03/30/climate/data-centers-are-having-an-underrported>  
13 <https://truthout.org/articles/big-tech-data-centers-compound-decades-of-environmental-racism-in-the-south/>

14 <https://www.citizen.org/news/one-in-four-federal-lobbyists-now-work-on-ai/>

15 <https://www.newyorker.com/news/the-financial-page/the-ai-industry-is-booming-when-will-it-actually-make-money>

16 <https://pmc.ncbi.nlm.nih.gov/articles/PMC12957209/>

17 <https://www.k12dive.com/news/artificial-intelligence-special-education-Section-504-benefits-risks-privacy-IDEA-IEP/804535/>

- 42       **RESOLVED, that the AFT will support locals that are fighting**  
43 **against data centers invading their school communities; and**  
44       **RESOLVED, that the AFT will develop and support locals with**  
45 **language for contract bargaining that restricts AI's use,**  
46 **especially to replace experienced educators in the conducting of**  
47 **our job duties; and**  
48       **RESOLVED, that the AFT will work with locals to develop an**  
49 **AI and data center regulation platform that will introduce strong**  
50 **data privacy, environmental and ethical constraints on the use of**  
51 **AI, and will lobby Congress and all other bodies to pass it; and**  
52       **RESOLVED, that until strict regulations are passed, the AFT**  
53 **will advocate for AI use to be blocked until those regulations are**  
54 **in place; and**  
55       **RESOLVED, that the AFT will support all members and locals**  
56 **that choose to opt out of using AI and may face repercussions;**  
57 **and**  
58       **RESOLVED, that the AFT will focus more on reducing**  
59 **workload and providing members with the real supports they**  
60 **need rather than promoting the use of AI tools.**

*Submitted by: Washington Teachers' Union, Local 6*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **51. AI Integration in Our Schools and Workplaces**

- 1       WHEREAS, a new class of technologies collectively known as  
2 artificial intelligence is actively being developed and deployed in  
3 workplaces across sectors, with the ability to simulate and automate a  
4 growing number of human intellectual, interpersonal and creative  
5 endeavors; and  
6       WHEREAS, AI technologies represent a new frontier in the  
7 automation of work, especially knowledge and data-intensive work,  
8 which have the potential for both positive innovation and damaging  
9 disruption to the nature of work and employment; and  
10       WHEREAS, AI-driven technologies are already regularly being  
11 used by individual students, educational and state employers, and by  
12 employees in schools, state agencies and constitutional offices, as  
13 well as being packaged and marketed as institutional products for  
14 educational and state employers; and  
15       WHEREAS, AI raises concerns about the potential displacement  
16 of the public sector workforce in areas such as administrative tasks,  
17 support staff duties and responsibilities; and

18 WHEREAS, the uncritical adoption of AI systems into schools and  
19 colleges poses risks, including harming the development of  
20 meaningful relationships between students and their teachers and  
21 peers, and noting that confiding in AI systems rather than human  
22 connections poses serious risks to the health and safety of  
23 individuals, and that AI systems may decrease the agency of workers;  
24 and

25 WHEREAS, it is essential that public employers engage in  
26 collective bargaining and seek input from unions on AI-related matters  
27 that affect employees; and

28 WHEREAS, the current national political climate is unlikely to yield  
29 proactive, worker-friendly laws, regulations or policies regarding the  
30 conscientious adoption of AI in our workplaces:

31 **RESOLVED, that the AFT recognizes both the potential**  
32 **benefits of adopting AI technologies in our schools and**  
33 **workplaces when done in collaboration with workers and**  
34 **families, as well as the potential harm these technologies may**  
35 **cause if implemented without conscientious consultation,**  
36 **planning and oversight; and**

37 **RESOLVED, that the AFT affirms the essential role of workers**  
38 **in deciding if and how to incorporate AI systems into their work**  
39 **and workplaces to identify where AI systems are necessary, safe**  
40 **and well-tested. The AFT opposes adoption, without**  
41 **consultation, of unnecessary, unsafe or untested AI systems and**  
42 **affirms the rights of workers to refuse such adoption of AI**  
43 **systems in their work and workplaces and will defend workers**  
44 **from retaliation for such refusal; and**

45 **RESOLVED, that the AFT affirms that critical decisions**  
46 **affecting education—including but not limited to grading,**  
47 **curriculum, discipline, staffing, finance, student support**  
48 **services and hiring practices—must remain in the hands of**  
49 **human professionals. The AFT opposes the outsourcing of**  
50 **essential administrative, curricular, instructional, student**  
51 **services, or counseling/caseload decision-making to AI systems**  
52 **and will speak out forcefully against any attempts to do so; and**

53 **RESOLVED, that the AFT will actively engage with the**  
54 **affiliates and legislatures— national, state and territorial—to vet,**  
55 **support, propose and amend laws to promote worker-friendly**  
56 **and student-friendly approaches to using AI in our schools and**  
57 **workplaces, while providing regulation and oversight to improve**  
58 **intellectual property protections and rights, employee data**  
59 **ownership rights, data privacy protections, prevent bias, and**  
60 **enforce accountable implementations of these technologies; and**

61 **RESOLVED, that the AFT will fight to protect jobs as AI**  
62 **transforms our workplaces. The AFT will advocate for robust**

63 **retraining, professional development and upskilling**  
64 **opportunities for members whose work may be affected by AI**  
65 **adoption. The AFT will demand that schools, colleges, state**  
66 **agencies and offices, and the federal government provide the**  
67 **necessary resources to ensure our members are supported and**  
68 **empowered through these transitions; and**

69 **RESOLVED, that the AFT will support broader societal efforts**  
70 **to ensure AI technologies align with human needs, equity, social**  
71 **justice and climate justice, including addressing AI bias,**  
72 **preventing misinformation and the exacerbation of inequality,**  
73 **and working in coalition with labor, civil rights, environmental**  
74 **and public interest organizations to ensure ethical standards,**  
75 **professional and environmental standards, and accountability in**  
76 **AI development and deployment; and**

77 **RESOLVED, that the AFT will create an AI and Automation**  
78 **Working Group that is reflective of all AFT constituents to**  
79 **examine the impact of AI adoption and automation in our**  
80 **workplaces, provide guidance and recommendations on how to**  
81 **best support union members as AI changes our workplaces, and**  
82 **promote best practices for discussing and bargaining over AI**  
83 **and automation issues in our workplaces.**

*Submitted by: Illinois Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **52. Fight for Affordability and Improved Quality of Life**

1        WHEREAS, AFT members—educators, healthcare workers  
2 and public employees are the backbone of our communities, and a  
3 relentless affordability crisis is undermining their economic  
4 security and dignity; and

5        WHEREAS, the AFT's December 2025 member debt survey  
6 confirmed what members already know: Working people are being  
7 squeezed from every direction. Medical debt and credit card debt  
8 are the top burdens. Three in 4 members live paycheck to  
9 paycheck. Nine in 10 cannot save enough for retirement. Housing,  
10 healthcare, energy and basic necessities are slipping beyond  
11 reach. This resolution commits the AFT to fight back—through our  
12 Fight for Affordability campaign, collective bargaining, legislative  
13 advocacy and member empowerment—so that every AFT  
14 member can live with dignity, not just survive; and

15        WHEREAS, key findings of AFT's 2025 member survey found:

- 16 • 74 percent of members live paycheck to paycheck; 35 percent  
17 cannot cover all monthly bills.  
18 • 60 percent report costs rising faster than wages; 9 in 10  
19 cannot save enough for retirement.  
20 • 8 in 10 cite housing costs as a significant burden; 1 in 4 call it  
21 a "major challenge."  
22 • More than half are worse off financially since the Trump  
23 administration returned to office.  
24 • Medical debt, credit card debt, and rising energy costs are the  
25 leading drivers of financial distress; and

26 WHEREAS, AFT members who teach our children, heal our  
27 sick, and provide public services to keep our communities running  
28 deserve wages and benefits that reflect the value of their work;  
29 and

30 WHEREAS, unchecked corporate power, the erosion of  
31 collective bargaining, and the dismantling of consumer protections  
32 have compounded the economic suffering of working families; and

33 WHEREAS, the AFT's Fight for Affordability campaign—  
34 including the AFT Debt Navigator, Life Literacies video series, and  
35 member debt clinics—is already providing members with tools to  
36 navigate medical debt, credit card debt and predatory financial  
37 practices; and

38 WHEREAS, affordable housing, high-quality healthcare,  
39 retirement security and freedom from predatory debt are not  
40 luxuries but fundamental rights for working people; and

41 WHEREAS, many working families, including AFT members,  
42 are also experiencing increasing food insecurity due to rising costs  
43 of living, stagnant wages, housing expenses, medical bills and  
44 economic instability; and

45 WHEREAS, no educator, healthcare worker, public employee,  
46 or union member who works full time should have to skip meals,  
47 reduce the quality of food for their family, or struggle in silence not  
48 knowing where to turn for help; and

49 WHEREAS, food insecurity impacts not only physical health,  
50 but also emotional well-being, workplace performance, family  
51 stability and overall quality of life:

52 **RESOLVED, that the AFT will acknowledge food insecurity**  
53 **as a serious issue affecting many working families and will**  
54 **work with affiliates, labor partners and community**  
55 **organizations to help connect members with available food**  
56 **assistance resources, nutritional education and community**  
57 **support programs; and**

58 **RESOLVED, that the AFT will incorporate awareness of**  
59 **food insecurity into its Fight for Affordability campaign and**  
60 **continue advocating for fair wages, economic justice, and**

61 policies that allow working people to provide healthy and  
62 reliable meals for themselves and their families with dignity;  
63 and

64 **RESOLVED**, that the AFT will fully expand the Fight for  
65 **Affordability** campaign—including the Debt Navigator tool,  
66 **debt clinics, and Life Literacies resources—to reach every**  
67 **member and affiliate; and**

68 **RESOLVED**, that the AFT will develop a robust member  
69 **financial education program, including on-site and digital**  
70 **debt management clinics, retirement savings workshops, and**  
71 **webinars with economists and consumer advocates; and**

72 **RESOLVED**, that the AFT will advocate at every level of  
73 **government for policies that reduce medical debt, cap**  
74 **predatory credit card interest rates, expand affordable**  
75 **housing, protect pension plans and strengthen the Affordable**  
76 **Care Act; and**

77 **RESOLVED**, that the AFT will use collective bargaining to  
78 **pursue wages that keep pace with the true cost of living,**  
79 **employer-paid healthcare, housing assistance and student**  
80 **loan repayment support; and**

81 **RESOLVED**, that the AFT will build coalitions with  
82 **consumer, housing, and healthcare advocates and**  
83 **conduct annual member surveys to track economic well-**  
84 **being and hold policymakers accountable; and**

85 **RESOLVED**, that the AFT will use every tool at our  
86 **disposal—political action, legislative advocacy, media**  
87 **campaigns and grassroots organizing—to ensure AFT**  
88 **members can build financial security and share fully in the**  
89 **prosperity of the nation they serve.**

*Submitted by: Public Employees Federation, Local 4053*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **53. In Remembrance of Kent Wong**

1        WHEREAS, on Oct. 8, 2025, the labor movement lost Kent  
2 Wong—a proud member of UC-AFT and respected community  
3 leader, mentor, friend, educator and activist renowned across Los  
4 Angeles and the nation for his commitment to social justice,  
5 international solidarity, labor and immigrant rights advocacy; and

6        WHEREAS, Kent was a catalyst for change and architect for  
7 justice who pushed the labor movement to be inclusive of all workers  
8 regardless of race, nationality, citizenship, gender and sexuality; and

9 WHEREAS, Kent was a professor of labor studies and Asian  
10 American studies at UCLA and served as the director of the UCLA  
11 Labor Center for three decades. His work led to innovative and  
12 transformational scholarship and elevated and amplified what we  
13 know about workers who had traditionally been marginalized in the  
14 history of the U.S. labor movement; and

15 WHEREAS, Kent's commitment to Asian American, Native  
16 Hawaiian and Pacific Islander workers was instrumental in the first  
17 national gathering of AANHPI labor unionists and the founding of the  
18 Asian Pacific American Labor Alliance in 1992; and

19 WHEREAS, Kent's commitment to education, teaching and  
20 mentorship played a significant role in countless students entering the  
21 workforce understanding the importance of labor solidarity and to new  
22 generations of changemakers who opted for careers in the labor  
23 movement; and

24 WHEREAS, Kent's creation of the national Dream Summer,  
25 launched in 2011, has built an alumni network of over 1,000 young  
26 immigrant rights leaders who interned in unions and social justice  
27 organizations; and

28 WHEREAS, Kent was a CFT vice president from May 2009 until  
29 October 2025; and

30 WHEREAS, in March 2025, Kent received the Ben Rust Award,  
31 the CFT's most prestigious award for commitment and involvement in  
32 education, politics and the trade union movement, and, in July 2022,  
33 Kent received the AFT's Drum Major for Justice Award, which honors  
34 those demonstrating an extraordinary commitment to social justice,  
35 civil rights and equity for diverse communities; and

36 WHEREAS, Kent's commitment to organizing, mobilizing and  
37 nonviolent direct action created pathways for fighting tyranny,  
38 authoritarianism and oppression; and

39 WHEREAS, Kent's ability to see the ties that bind worker struggles  
40 globally led to the development of a vast network of global labor  
41 leaders that cultivated their connection through international  
42 delegation exchanges to Japan, Okinawa, Vietnam, the Philippines  
43 and China, designed to help labor leaders from around the world  
44 understand each other's struggles; and the establishment of labor  
45 centers globally; and

46 WHEREAS, Kent's trailblazing leadership, vision and clarity of  
47 purpose inspired generations of new AANHPI leaders to organize and  
48 raise our voices not just in our unions but also across campuses and  
49 communities to advocate for Asian American studies, build multiracial  
50 and multigenerational coalitions, confront anti-Asian hate, address  
51 socioeconomic needs and strengthen our communities inclusively  
52 and visibly:

53       **RESOLVED, that the AFT honor Kent Wong and carry on his**  
54 **legacy by committing ourselves to uplifting his life work and**  
55 **organizing around the struggles of AANHPI workers, promoting**  
56 **international solidarity, continuing to train for and execute**  
57 **nonviolent direct action as taught by his mentor Jim Lawson,**  
58 **and advocating for immigrants, undocumented students and**  
59 **worker rights; and**

60       **RESOLVED, that the AFT promote Kent’s co-edited book,**  
61 ***Asian American Workers Rising: APALA’s Struggle to Transform***  
62 ***the Labor Movement*, which traces APALA founders through**  
63 **current leaders; and**

64       **RESOLVED, that the AFT heed Kent’s call from July 2025 to**  
65 **be an organization that is committed to ensuring that “the power**  
66 **of justice be more powerful than the forces of tyranny, hatred**  
67 **and racism; and that we stand together to stop deportation, to**  
68 **create a beloved community, to let each child in this country live**  
69 **with peace and with justice”;** and

70       **RESOLVED, that the AFT thank Kent and his family for his life**  
71 **of service to the federation, the labor movement and global**  
72 **social justice.**

*Submitted by: AFT Guild, Local 1931; AFT Massachusetts; California Federation of Teachers; El Camino College Federation of Teachers, Local 1388; Los Angeles College Faculty Guild, Local 1521; Los Rios College Federation of Teachers, Local 2279; Peralta Federation of Teachers, Local 1603; San Mateo Community College Federation of Teachers, Local 1493; University Council-AFT, Local 1474*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **54. May 1 Day of Civic Action and Defense of Public Education**

1       WHEREAS, public education is facing an unprecedented national  
2 assault driven by MAGA politicians, billionaire donors, and corporate  
3 interests who seek to privatize our schools, censor educators, ban  
4 books, dismantle civil rights protections, criminalize and separate  
5 immigrant families, and weaken workers' unions; and

6       WHEREAS, these coordinated attacks include efforts to expand  
7 vouchers that transfer public dollars to private schools; close  
8 neighborhood schools; censor curriculum; target LGBTQIA+ students;  
9 erode protections for Black, brown, immigrant and non-Christian  
10 communities; and use federal power to intimidate school districts into

11 compliance with a white supremacist and anti-democratic agenda;  
12 and

13 WHEREAS, the attack on public education is a central part of an  
14 agenda that is breaking any democratic norms, threatening the  
15 integrity of upcoming elections, attacking Black and brown  
16 communities, ending hard-fought-for voting rights, and attempting to  
17 cement authoritarian power in pursuit of enriching the billionaire class  
18 even further; and

19 WHEREAS, educators know firsthand that fully funded public  
20 schools, labor rights, and the democratic right to vote are three  
21 foundations to the success of our students and their families and that  
22 attacks on unions and public education are attacks on our students  
23 and their families, particularly working-class communities,  
24 communities of color and immigrant communities; and

25 WHEREAS, billionaires, the ultra-wealthy, and powerful  
26 corporations are funding campaigns at the federal, state and local  
27 levels to avoid paying taxes and fully funding schools at legally  
28 required amounts; and

29 WHEREAS, we did not fight to win an elected school board to see  
30 billionaire donors corrupt the November elections; and

31 WHEREAS, our union has never stood on the sidelines in  
32 moments of local or national crisis, and we understand that the  
33 defense of public education from cuts and privatization, the defense  
34 of our communities from federal occupation, the defense of our union  
35 rights, and the defense of democracy itself are inseparable; and

36 WHEREAS, May Day is rooted in labor history and represents the  
37 global tradition of workers organizing collectively for dignity, safety  
38 and justice; and

39 WHEREAS, in recent years, May Day has become a powerful  
40 National Day of Action uniting labor, educators, students, and  
41 immigrant and community organizations to demand public schools  
42 over private profits, people over billionaires, and democracy over  
43 authoritarianism; and

44 WHEREAS, historic examples from enslaved Africans breaking  
45 the confederacy, A. Philip Randolph's organization of a march on  
46 Washington, the Civil Rights movement's response to Jim Crow, the  
47 late Rev. Jackson's Operation Breadbasket, our own union's  
48 countless labor actions for educational justice, the courageous day of  
49 truth and freedom in Minneapolis, and international resistance to  
50 fascism teach us that the most effective force to strengthen and fortify  
51 our country's democracy is workers' collective action in coalition with  
52 community; and

53 WHEREAS, right-wing authoritarian donors via AIPAC, artificial  
54 intelligence companies, Common Ground Collective, the Urban  
55 Center, Americans for Prosperity, and crypto currency PACs, that

56 support policies antithetical to our beliefs and values, are flooding our  
57 election system with dark money; and

58 WHEREAS, these entities also seek to divide and misinform Black  
59 and brown and working- class communities, upend coalitions, and  
60 purposefully confuse the electorate; and

61 WHEREAS, Trump has illegally declared war on Iran built on lies  
62 and deception while using American resources to bomb schools,  
63 hospitals and civilian infrastructure that has killed, harmed and  
64 displaced countless people in both Iran and Lebanon; and

65 WHEREAS, our students and students everywhere deserve our  
66 love and support, not fear, military assaults, silence, nor complicity,  
67 but political education, civic engagement, and school communities  
68 prepared to protect one another in the face of massive federal  
69 interference:

70 **RESOLVED, that the AFT will formally declare May 1 a Day of**  
71 **Civic Action in Defense of Public Education where we are in**  
72 **community engaging our students, their families and our**  
73 **neighbors, and supporting mutual aid efforts, leading civic**  
74 **education, participating in voter registration, know-your-rights,**  
75 **and mass resistance training from the beginning to the end of**  
76 **the day; and**

77 **RESOLVED, that we will join our siblings in Minnesota and**  
78 **the nation by joining the call for a National Day to defend our**  
79 **Democracy, demand ICE out of our cities, and tax the rich to**  
80 **support our schools and vital services; and**

81 **RESOLVED, that the AFT members will send petitions and**  
82 **resolutions to their boards of education and mayors asking for**  
83 **their full support and participation in May Day activities by**  
84 **formally declaring May 1 a Day of Civic Action, and in the lead up**  
85 **to May 1 encouraging schools to engage in age-appropriate civic**  
86 **learning, marches and rallies, political education, peace**  
87 **concerts, labor history programming, and community safety**  
88 **trainings that equip students; and**

89 **RESOLVED, that the AFT will organize and promote age-**  
90 **appropriate civic education, labor history programming, and**  
91 **know-your-rights trainings in the days surrounding and on May**  
92 **Day to equip educators, students, and families with tools to**  
93 **defend themselves and their communities; and**

94 **RESOLVED, that the AFT will call on members to participate**  
95 **in collective actions on Labor Day and May Day, in coalition with**  
96 **labor and community partners, to reject privatization; illegal**  
97 **wars; union busting; anti-immigrant and anti-diversity, equity**  
98 **and inclusion policies; and federal overreach into our**  
99 **classrooms; and**

100       **RESOLVED, that the AFT will continue building a national**  
101 **fight-back alongside unions and community organizations**  
102 **across the country to defend public schools as democratic**  
103 **institutions governed by and for the people; and**  
104       **RESOLVED, that the AFT will develop a working committee to**  
105 **review and revise our political endorsement process and**  
106 **questionnaires to defend our values and interests against dark**  
107 **money interference in our elections and mitigate efforts to**  
108 **undermine our efficacy and coalition commitments; and**  
109       **RESOLVED, that the AFT affirms that the future of public**  
110 **education will be shaped by educators, students and families—**  
111 **not by billionaires, corporate PACs, or authoritarian politicians—**  
112 **and commits to sustained organizing beyond May Day to protect**  
113 **our schools and our democracy; and**  
114       **RESOLVED, that the AFT will continue to organize and**  
115 **support working class coalitions to align with the United Auto**  
116 **Workers’ call to have joint contract expirations to build more**  
117 **power that will enable us to win more for working families by**  
118 **May 2028.**

*Submitted by: Chicago Teachers Union, Local 1*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 55. Building Power for a Better Life for All

1 WHEREAS, the strength of the AFT is built on the collective power  
2 of our members and affiliates, and our shared commitment to  
3 improving the lives of our members, protecting democracy and  
4 strengthening the communities we serve; and

5 WHEREAS, between December 2025 and March 2026, the AFT  
6 conducted nationwide regional meetings to ensure extensive  
7 outreach and dialogue with over 2,000 activists representing 435  
8 affiliates to identify the urgent challenges facing working families and  
9 shape our collective path forward; and

10 WHEREAS, poll after poll demonstrates that the priorities of AFT  
11 members reflect what regular Americans actually want, establishing  
12 our union as a mainstream voice in the fight for economic relief,  
13 strong public institutions and worker dignity; and

14 WHEREAS, America on its 250th birthday is confronting multiple  
15 crises, most particularly rising costs and whether the American dream  
16 is still attainable for the vast number of Americans due to rising costs  
17 for housing, healthcare, childcare, groceries, utilities, higher  
18 education, and retirement security, while corporations and billionaires  
19 continue to accumulate wealth and power; and

20 WHEREAS, our teachers, PSRPs, healthcare workers, higher  
21 education members, and public employees face growing challenges,  
22 including unsafe staffing levels, burnout, disrespect, attacks on  
23 collective bargaining, unregulated artificial intelligence, attacks on  
24 curriculum, privatization, and worsening working conditions that  
25 impact both workers and the people we serve; and

26 WHEREAS, public education is facing a relentless, sustained and  
27 highly coordinated assault from billionaire-funded ideologues seeking  
28 to defund public schools through voucher schemes, censor honest  
29 history, micromanage educators, and ultimately dismantle public  
30 education as a cornerstone of American democracy and opportunity;  
31 and

32 WHEREAS, working people are under coordinated attack by  
33 forces seeking to dismantle our democracy—systematically  
34 suppressing the vote, silencing dissent, criminalizing free speech,  
35 gutting public institutions, and weaponizing fear and discrimination to  
36 divide our communities; and

37 WHEREAS, callous and cruel immigration policies continue to  
38 harm families, destabilize communities, target vulnerable workers,  
39 and create fear among the very people who contribute every day to  
40 our schools, healthcare systems, public services and economy; and

41 WHEREAS, corporate-driven forces are further exploiting workers  
42 and public spaces through the unregulated rollout of artificial  
43 intelligence—which threatens to replace professional judgment,

44 automate management and strip away data privacy—all while relying  
45 on massive, resource-heavy tech infrastructure that consumes vast  
46 amounts of energy and water, worsening the environmental crisis in  
47 our communities; and

48 WHEREAS, the issues facing our members are inseparable from  
49 the fight for economic justice, workers' rights, public education, high-  
50 quality healthcare, strong public services, and the future of  
51 democracy itself:

52 **RESOLVED, that the AFT will strengthen our commitment to**  
53 **organizing workers in all states to build power and win collective**  
54 **bargaining agreements that focus on improving the lives of**  
55 **workers, their families, and students, patients and the**  
56 **communities we serve; and**

57 **RESOLVED, that the AFT will recommit itself to a unified**  
58 **worker-first agenda centered on affordability, economic security,**  
59 **worker power, democracy and dignity for all people; and**

60 **RESOLVED, that the AFT will continue to organize, bargain,**  
61 **mobilize and advocate to:**

- 62 • **Raise living standards for working people;**
- 63 • **Strengthen collective bargaining and workers' rights;**
- 64 • **Protect voting rights, free speech and other constitutional**  
65 **rights, and democratic participation;**
- 66 • **Oppose attacks on immigrants and vulnerable**  
67 **communities;**
- 68 • **Fight corporate greed and billionaire-driven policies;**
- 69 • **Defend, fully fund, and protect public schools as a**  
70 **fundamental right for every child;**
- 71 • **Support, strengthen and expand higher education, high-**  
72 **quality healthcare and vital public services;**
- 73 • **Ensure emerging technologies, including AI, support, not**  
74 **replace, workers, while protecting labor rights, privacy,**  
75 **transparency and professional judgment;**
- 76 • **Advance affordability solutions for working families; and**
- 77 • **Build members' power in workplaces, communities and at**  
78 **the ballot box; and**

79 **RESOLVED, that the AFT will continue fighting for**  
80 **affordability at the bargaining table, in legislatures, in the courts**  
81 **and through public campaigns, including efforts to expose**  
82 **corporate practices that exploit working people and drain wealth**  
83 **from our communities; and**

84 **RESOLVED, that the AFT will continue building power**  
85 **through the work our members do every day—from schools and**  
86 **campuses to hospitals and public agencies—to win respect,**  
87 **dignity, fair working conditions, and high-quality public services**  
88 **for all; and**

89       **RESOLVED, that the AFT will commit to building an economy**  
90 **and democracy where working people—not billionaires, private**  
91 **equity and corporate interests—have the power to shape their**  
92 **lives, their workplaces and their future.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **56. Governments Must Not Use the Withholding of Salaries as a Weapon Against Teachers**

1       WHEREAS, education systems around the world depend on  
2 qualified and justly compensated teachers in order to guarantee the  
3 fundamental right to education for all students; and

4       WHEREAS, teachers are among the most visible and respected  
5 members of civil society, playing leading roles in citizenship building,  
6 and social movements advocating for human rights, and high-quality  
7 public education; and

8       WHEREAS, authoritarian governments have delayed, reduced or  
9 withheld teachers' salaries during political and labor conflicts, using  
10 educators' compensation as a weapon to put pressure on teachers  
11 unions and public sector workers. Consider:

- 12       • In the Palestinian territories, because of Israel's withholding of  
13 tax revenues, public sector workers, including teachers, receive  
14 only a portion of their salaries, leading to major disruptions  
15 affecting more than 50,000 teachers and hundreds of thousands  
16 of students; classes have been reduced to three days per week  
17 in many places;
- 18       • In several African countries, including Nigeria and Zimbabwe,  
19 teachers have repeatedly gone on strike over months of unpaid  
20 wages and salary arrears, resulting in school closures and  
21 losses in the teaching profession; specifically, in Nigeria, where  
22 the public education system employs more than 570,000  
23 teachers, several states have reported salary arrears of four to  
24 14 months, triggering strikes that have closed schools for  
25 months, while in Zimbabwe, pay disputes have led to work  
26 stoppages involving more than 135,000 teachers—nearly the  
27 entire public school workforce—leaving many schools unable to  
28 operate;
- 29       • In Latin America, in El Salvador, following the October 2024  
30 "White March" in defense of public sector labor rights, unions

31 reported at least 60 teachers, healthcare workers, and public  
32 employees dismissed within days of the protest; and  
33 • In Asia, teachers in countries, including India, Sri Lanka and  
34 Pakistan have mobilized in large numbers to protest delayed  
35 salary payments; in India, protests have involved more than  
36 20,000 teachers over salary arrears; in Sri Lanka, a nationwide  
37 strike mobilized over 200,000 teachers and principals for nearly  
38 100 days; and in Pakistan, around 20,000 teachers in 4,300  
39 schools have reported months of unpaid salaries; and

40 WHEREAS, these examples and others reveal a troubling global  
41 pattern where teacher salaries become vulnerable during political  
42 conflicts, exposing educators to economic insecurity and undermining  
43 the stability of education systems; and

44 WHEREAS, when governments refuse to pay teachers as  
45 retaliation for union activity, or withhold wages to pressure unions  
46 during a dispute, or refuse collectively bargained salary agreements,  
47 they threaten fundamental labor rights and signed Conventions of the  
48 International Labor Organization; and

49 WHEREAS, Education International created a report in 2025 titled  
50 “Teacher Compensation in Crisis Contexts: Challenges in the  
51 Occupied Palestinian Territories” that is a comprehensive collection of  
52 evidence showing the primary factors contributing to irregular salary  
53 disbursements in Palestine during emergencies, identifies potential  
54 interventions to address the issue, and evaluates the consequences  
55 of financial instability on education quality:

56 **RESOLVED, that the AFT will work with Education**  
57 **International in its continuing efforts to document the use of**  
58 **salary withholding as a tool against educators and unions; The**  
59 **AFT will call on Education International to petition UNESCO to**  
60 **highlight in its teacher salary database the incidents when**  
61 **governments are withholding teacher salaries as a weapon; and**

62 **RESOLVED, that the AFT will request that Education**  
63 **International submit its 2025 research report, titled “Teacher**  
64 **Compensation in Crisis Contexts: Challenges in the Occupied**  
65 **Palestinian Territories” to the International Labor Organization;**  
66 **the ILO Committee on Freedom of Association treats wage**  
67 **withholding, used as pressure against unions, to be a violation**  
68 **of ILO Convention No. 87—Freedom of Association—ratified by**  
69 **Israel more than 60 years ago; and**

70 **RESOLVED, that the AFT will build an alliance of teachers**  
71 **unions and public sector unions to advocate for the creation of a**  
72 **multinational donor safety net to ensure that teachers in the**  
73 **West Bank and Gaza, at all levels, elementary to higher**  
74 **education, can be paid their due wages; the message of this**  
75 **alliance shall be a call to governments “to not forget public**

76 **sector workers in the future rebuilding of a war-torn Middle**  
77 **East.”**

*Submitted by: California Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

**57. Protecting Federal Collective Bargaining Rights and Supporting Overseas Federal Employees**

1        WHEREAS, the Overseas Federation of Teachers provides vital  
2 services that support education, diplomacy, and the well-being of  
3 military-connected families and communities worldwide; and  
4        WHEREAS, collective bargaining is a fundamental workplace right  
5 that ensures employees have a voice in decisions affecting their  
6 working conditions, professional responsibilities, and workplace  
7 equity and fairness; and  
8        WHEREAS, federal sector employees serving overseas face  
9 unique challenges such as cost-of-living fluctuations, distance from  
10 family support systems and most recently, as experienced in Bahrain,  
11 dangerous situations causing uncertainty and the sudden uprooting of  
12 families, and work assignments; and  
13        WHEREAS, ensuring strong union representation and fair working  
14 conditions is essential to maintaining stability, job security, and  
15 equitable treatment in the face of such conditions as federal  
16 employment overseas can bring:

17        **RESOLVED, that the AFT reaffirms our unwavering**  
18 **commitment to defending and strengthening collective**  
19 **bargaining rights for all federal sector employees; and**  
20        **RESOLVED, that the AFT commits to continuing to work with**  
21 **policymakers to ensure that federal sector employees retain a**  
22 **strong collective voice in the workplace as a cornerstone**  
23 **concept of “a better life for all.”**

*Submitted by: Overseas Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 58. Establishing State-Level Labor Protections Amid Federal Inaction

1 WHEREAS, the National Labor Relations Act was enacted to  
2 protect the rights of workers to organize and bargain collectively, yet  
3 the National Labor Relations Board has been frequently rendered  
4 dysfunctional by political obstruction, funding shortages and the loss  
5 of a governing quorum; and

6 WHEREAS, the current federal preemption doctrine prevents  
7 states from protecting private-sector workers even when the NLRB is  
8 unable or unwilling to enforce the law, creating a “no man’s land”  
9 where workers’ rights are violated with impunity; and

10 WHEREAS, the “Garmon Preemption” doctrine, while intended to  
11 ensure national uniformity, should not serve as a shield for employers  
12 to commit unfair labor practices (ULPs) during periods of federal  
13 paralysis; and

14 WHEREAS, states possess a “deeply rooted” interest in  
15 maintaining labor peace, protecting their citizens from workplace  
16 retaliation and ensuring the stability of their local economies:

17 **RESOLVED, that the AFT calls upon state legislatures to**  
18 **enact State Labor Relations Acts that mirror the protections of**  
19 **the NLRA, providing a secondary enforcement mechanism for**  
20 **private-sector workers when federal oversight fails; and**

21 **RESOLVED, that the AFT will advocate for state-level funding**  
22 **of Employment Relations Boards to investigate and adjudicate**  
23 **labor disputes that the NLRB is currently unable to process; and**

24 **RESOLVED, that the AFT will lead a legal and legislative**  
25 **campaign to challenge the overextension of federal preemption,**  
26 **arguing that states must have the authority to act as a**  
27 **“backstop” when the federal government abdicates its statutory**  
28 **duties; and**

29 **RESOLVED, that the AFT will partner with state attorneys**  
30 **general to utilize existing state consumer protection and anti-**  
31 **retaliation laws to penalize anti-union conduct that harms the**  
32 **general welfare of the community.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **59. Fortifying Our Union Against the Current Administration and Anticipated Attacks**

1       WHEREAS, unions play a central role in United States  
2 democracy, provide a voice to workers in their places of employment,  
3 and serve as a vehicle for the collective expression of the working  
4 class; and  
5       WHEREAS, our union represents the collective interests of  
6 educators regardless of political ideology, affiliation or belief; and  
7       WHEREAS, diversity of opinion and strategic orientation among  
8 members brings value to and strengthens the position of our union;  
9 and  
10       WHEREAS, our union upholds a collective solidarity that provides  
11 for free speech and access to legal remedies as well as freedom from  
12 discrimination as core rights of our membership; and  
13       WHEREAS, our union is organizing in the context of the current  
14 federal administration, which is eroding collective bargaining rights, is  
15 in the act of terminating the Department of Education, and advancing  
16 an agenda that ends public education as a public good and  
17 transferring the public good and resources to private tyrannies; and  
18       WHEREAS, the Trump administration is working directly to enrich  
19 the three wealthiest individuals in the U.S., while those individuals  
20 have more wealth than the bottom 50 percent of the population  
21 combined, while 400 of America's largest corporations paid an  
22 average income tax of only 11 percent—the lowest effective rate in  
23 four decades—and while 91 firms, including Amazon, Chevron,  
24 Halliburton and IBM, paid 0 percent or less in taxes; and  
25       WHEREAS, the right-wing entities inside and outside the  
26 administration actively are employing strategies and tactics to  
27 confront, diminish, and undermine the power and professionalism of  
28 our union and the broader labor movement, including but not limited  
29 to social media harassment and misrepresentation, earned media  
30 influence, legal action, policy, litigation, veiled and unveiled threats of  
31 harm to union members and leaders; and  
32       WHEREAS, the strength and solidarity of our union and the  
33 broader labor movement, the right to organize and advocate for high-  
34 quality public education for all, the safety and security of union  
35 leaders, as well as the livelihood of our members, rely on being  
36 prepared for and successfully countering such threats both external  
37 and internal; and  
38       WHEREAS, preparation for threats to our solidarity is most  
39 fundamentally rooted in actively organizing our members as well as  
40 fortifying our infrastructure and clarifying our internal processes; and  
41       WHEREAS, our union is not alone in being targeted by right-wing  
42 forces but is among the many Black, Latino, immigrant, Muslim,  
43 LGBTQIA+, individuals with disabilities, and working-class

44 communities, especially those who are our students and/or are  
45 members of our school communities, who are also under attack; and

46 WHEREAS, threats to federal funding in the form of grants,  
47 scholarships, fellowships, and more are impeding the development of  
48 an equitable and educated society, and these cuts and freezes are  
49 being weaponized to threaten civil liberties and the health of our  
50 public institutions:

51 **RESOLVED, that the AFT will redouble our efforts to**  
52 **safeguard our union and our school communities in response to**  
53 **these mounting attacks and ensure we are prepared for a more**  
54 **aggressive and destructive Trump administration; and**

55 **RESOLVED, AFT delegates and members will increase the**  
56 **frequency and urgency of signing nonmembers to union cards,**  
57 **holding monthly meetings, and ensuring everyone knows that**  
58 **our greatest power is our solidarity; and**

59 **RESOLVED, AFT leadership is strongly encouraged to fortify**  
60 **and strengthen our internal systems—financial, personnel,**  
61 **compliance and others—in response to challenges to the**  
62 **National Labor Relations Board, Department of Education and**  
63 **other federal entities and safeguards, and to ensure**  
64 **preparedness for common anti-labor efforts such as those seen**  
65 **in Florida and Wisconsin; and**

66 **RESOLVED, AFT delegates and members will be informed of**  
67 **their rights and responsibilities as union members and/or**  
68 **elected representatives of their locals, as stated in the AFT**  
69 **Constitution and Bylaws, including external and internal**  
70 **processes and supports available to our elected bodies in the**  
71 **event that our union or members' solidarity or values are**  
72 **compromised; and**

73 **RESOLVED, that the AFT is encouraged to adopt and pursue**  
74 **a legislative agenda that will reify and improve protections for**  
75 **our most vulnerable students, their families, and our members**  
76 **and their families by fully funding and implementing compliance**  
77 **with the Individuals with Disabilities Education Act, bilingual**  
78 **staffing and supports, sanctuary protections, LGBTQIA+**  
79 **protections, housing for our unhoused students, memorializing**  
80 **our commitment to teaching authentic and multidimensional**  
81 **coverage of American and world history, Black history and**  
82 **ethnic studies, and funding to fully renovate and modernize**  
83 **school infrastructure to ensure our buildings are healthy and**  
84 **thriving and to address the climate crisis; and**

85 **RESOLVED, any such legislative agenda will include making**  
86 **the wealthiest individuals and corporations pay their fair share;**  
87 **and**

88 **RESOLVED, that AFT locals will attempt to be active partners**  
89 **with their governing bodies to implement training, policies and**  
90 **practices to protect the integrity of our curricula and teaching**  
91 **practices and also protect the lives and well-being of**  
92 **marginalized students and those members of our school**  
93 **communities targeted by the current administration's rhetoric**  
94 **and policies; and**

95 **RESOLVED, that the AFT, a union whose membership is**  
96 **comprised mostly of women, will continue to defend and**  
97 **promote access to women's reproductive healthcare, and fight**  
98 **for women's rights to make autonomous decisions about their**  
99 **own bodies; and**

100 **RESOLVED, that the AFT will continue to promote and**  
101 **support rallies, marches, legal rights education, and other**  
102 **actions to provide further protections for students and their**  
103 **families against harmful policies that aim to divide or incarcerate**  
104 **students and/or their families.**

*Submitted by: Illinois Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **60. Protecting AFT Solidarity Against Deceptive Anti-Union Campaigns**

1 WHEREAS, the AFT<sup>1</sup> was founded in 1916 on the fundamental  
2 principle that "Democracy in Education and Education for Democracy"  
3 can only be achieved when educators and public service  
4 professionals have a collective voice to advocate for fairness,  
5 economic opportunity and high-quality public services; and

6 WHEREAS, labor unions were created as a necessary  
7 counterweight to the unchecked power of employers, providing  
8 workers the strength to secure the Wagner Act of 1935<sup>2</sup> and other  
9 protections that shield employees from managerial abuse, unsafe  
10 conditions and arbitrary termination; and

11 WHEREAS, the labor movement has faced a decades-long,  
12 coordinated legal assault culminating in the 2018 Supreme Court  
13 decision in *Janus v. AFSCME*, which overturned 41 years of  
14 precedent by ruling that public sector unions cannot collect "agency  
15 fees" from nonmembers, effectively aiming to create a "free-rider"

<sup>1</sup> <https://www.aft.org/about/history>

<sup>2</sup> <https://www.ebsco.com/research-starters/education/teachers-unions-past-and-present>

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16 system designed to starve unions of the resources<sup>3</sup> necessary to  
17 represent workers; and

18 WHEREAS, since the *Janus* decision, a network of billionaire-  
19 backed organizations—including the Freedom Foundation, the  
20 Mackinac Center for Public Policy, Americans for Fair Treatment, and  
21 the State Policy Network—have engaged in aggressive "opt-out"  
22 campaigns; and

23 WHEREAS, these organizations use public records requests to  
24 obtain the private home addresses and emails of AFT members to  
25 send deceptive mailers<sup>4</sup> that promise "instant raises" by dropping  
26 dues, while intentionally omitting that such actions weaken the  
27 collective bargaining power that secures those very wages and  
28 benefits:

29 **RESOLVED, that the AFT and its locals will launch a**  
30 **comprehensive internal education initiative to expose the true**  
31 **motivations of these "opt-out" groups, identifying them as front**  
32 **organizations for special interests that seek to privatize public**  
33 **education and dismantle the public sector; and**

34 **RESOLVED, that the AFT will aggressively pursue legislative**  
35 **and legal avenues to protect member privacy, seeking to limit**  
36 **the ability of anti-union groups to exploit public records laws for**  
37 **the purpose of harassing public employees at their private**  
38 **residences; and**

39 **RESOLVED, that the AFT will emphasize a "member-to-**  
40 **member" organizing model to counter these mailers with**  
41 **personal outreach, ensuring every member understands that**  
42 **their dues are not a "fee" but a vital investment in the collective**  
43 **power<sup>5</sup> required to maintain healthcare, pensions and**  
44 **professional dignity; and**

45 **RESOLVED, that the AFT will remain undeterred by these**  
46 **outside interferences and will continue to operate as a "Union of**  
47 **Professionals," standing in solidarity against any individual or**  
48 **organization that seeks to divide our membership for the benefit**  
49 **of corporate interests.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

<sup>3</sup> [https://academicworks.cuny.edu/gc\\_etds/4674/](https://academicworks.cuny.edu/gc_etds/4674/)

<sup>4</sup> <https://www.calfac.org/what-you-need-to-know-about-anti-union-mailers/>

<sup>5</sup> <https://ucpea.ct.aft.org/news/janus-v-afscme-decision>

## 61. Building Organizing Capacity and Solidarity for Mass Collective Action

- 1       WHEREAS, workers across the country are facing attacks on  
2 wages, benefits, working conditions and the right to organize, while  
3 corporate profits soar and economic inequality continues to widen;  
4 and
- 5       WHEREAS, the right to strike is a fundamental tool for workers to  
6 demand fair wages, safe working conditions and dignity on the job,  
7 yet many public sector workers across the U.S. remain subject to  
8 restrictive no-strike laws; and
- 9       WHEREAS, our locals and unions across the country have won  
10 historic victories in recent years, demonstrating the power of worker  
11 solidarity in securing fair contracts, better working conditions and  
12 stronger labor protections; and
- 13       WHEREAS, the labor movement is experiencing a resurgence in  
14 public support, with 71 percent of Americans and 88 percent of young  
15 workers expressing favorable views of unions, providing an  
16 opportunity to grow and strengthen worker power; and
- 17       WHEREAS, organized labor must expand its capacity for  
18 coordinated action, including aligning contract expirations, increasing  
19 strike readiness, and fostering cross-sector and community solidarity  
20 to maximize economic and political influence; and
- 21       WHEREAS, major unions, including the United Auto Workers and  
22 the AFT, have taken steps toward aligning contract expirations for  
23 May 1, 2028, International Workers' Day, with the goal of increasing  
24 worker power and the potential for mass collective action; and
- 25       WHEREAS, more than 70,000 instances of mass collective  
26 actions across the United States were pivotal in building a strong  
27 labor movement, winning the New Deal, and many other advances;  
28 and
- 29       WHEREAS, our labor movement has a unique opportunity to lead  
30 in building cross-sector solidarity and preparing for mass collective  
31 action—including but not limited to strikes, direct actions, civil  
32 disobedience and new unionization efforts—to fight for not just  
33 stronger worker protections and fair contracts but also broader  
34 societal change, including universal healthcare, childcare for all, fully  
35 funded education from cradle to career, and a more just economy;  
36 and
- 37       WHEREAS, the strength of the labor movement lies in our ability  
38 to organize, educate, and mobilize members to take bold, strategic  
39 action in the fight for economic, racial and social justice:
- 40       **RESOLVED, that the AFT will support efforts to build the**  
41 **organizing capacity necessary for mass collective action,**  
42 **including leadership development, strike preparation and cross-**

43 **union collaboration, as well as promote wider cross-sector**  
44 **public/community support; and**

45 **RESOLVED, that the AFT will coordinate with labor allies**  
46 **across the country to explore aligning contract expirations,**  
47 **where possible, to increase collective bargaining power and**  
48 **create opportunities for unified action; and**

49 **RESOLVED, that the AFT will commit to supporting affiliated**  
50 **locals and the broader labor movement in organizing, bargaining**  
51 **and engaging in direct action—including strikes—when**  
52 **necessary to secure just and equitable contracts; and**

53 **RESOLVED, that the AFT will deliver an interim report to state**  
54 **federation presidents by July 1, 2027, describing the financial**  
55 **and staff resources that were committed in support of the**  
56 **preparation efforts described herein, and the specific concrete**  
57 **actions taken by the AFT in support of the effort, and plans for**  
58 **the following year; and**

59 **RESOLVED, that the AFT will call on the AFL-CIO and allied**  
60 **unions to stand in solidarity with efforts to build toward mass**  
61 **coordinated action, ensuring that the labor movement remains a**  
62 **powerful force for justice, democracy and economic equality.**

*Submitted by: AFT-Oregon*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **62. Create a Percentage-Based Dues Pilot Program**

1        WHEREAS, when a member joins a local union, they  
2        automatically become a member of the AFT, their state federation  
3        and the AFL-CIO. Local unions serve a “pass through” function for  
4        their members by collecting dues and then paying the appropriate  
5        “per capita taxes” to the state and national AFT, as well as to the  
6        AFL-CIO bodies to which the local belongs; and

7        WHEREAS, some AFT locals collect membership dues as a  
8        percentage of salary, while others collect flat rates; and

9        WHEREAS, originally, like most unions, AFT Michigan per capita  
10        dues were a flat amount for every member. That meant that locals  
11        paid the same amount on every member, no matter what they  
12        earned; and

13        WHEREAS, as AFT Michigan began to organize more support  
14        staff and other lower-paid workers, this model became untenable.  
15        Adding income-based tiers to our traditional per capita system over  
16        the years helped address the fairness issue faced by locals  
17        representing lower-paid workers; and

18 WHEREAS, as AFT Michigan began to organize more part-time  
19 faculty and graduate employees (often referred to as “contingent”  
20 workers) in the 2000s, another set of issues with our dues system  
21 emerged. Because locals representing contingent employees have  
22 high turnover and unpredictable employment patterns, it is often  
23 impossible to estimate a full year’s salary for each member at the  
24 beginning of the year the way traditional K-12 or full-time faculty  
25 locals are able to; and

26 WHEREAS, while for many locals it is relatively easy to look at  
27 their membership roster in September and predict quite accurately  
28 how much they will collect and send to AFT Michigan and the AFT  
29 over the year, for locals whose members have unpredictable  
30 employment patterns, it is nearly impossible; and

31 WHEREAS, based on years of advocacy on the part of contingent  
32 local leaders, AFT Michigan formed a Dues Committee and created a  
33 “percentage dues” option in 2018 (with locals paying 0.4 percent of  
34 member salaries)—first as a pilot program and then incorporated as a  
35 permanent option in the Constitution in 2020; and

36 WHEREAS, a percentage-based dues structure promotes  
37 economic equity within the union by ensuring that dues are  
38 proportional to a member's actual income; and

39 WHEREAS, AFT Michigan’s percentage-based system has been  
40 a success—lessening the burden on contingent locals while  
41 remaining generally revenue neutral for the state federation; and

42 WHEREAS, AFT Michigan passed a resolution at its May 2026  
43 convention encouraging the national AFT to launch a percentage-  
44 based dues pilot program with the goal of creating a permanent  
45 option for locals across the country that would benefit from it:

46 **RESOLVED, that the AFT executive council will work with**  
47 **interested local leaders to launch a percentage-based dues pilot**  
48 **program.**

*Submitted by: AFT Michigan*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **63. Institute a Progressive Per Capita Dues Structure**

1 WHEREAS, the current AFT per capita dues structure is a set of  
2 flat rates; and

3 WHEREAS, a flat dues structure is a regressive model, as  
4 highest-paid members pay the lowest proportion of their income in  
5 per capita dues; and

6 WHEREAS, a regressive dues structure is not aligned with the  
7 principles of progressive unionism; and  
8 WHEREAS, this places a heavy burden on relatively low-paid  
9 members and locals; and  
10 WHEREAS, changing to a per capita structure that is a  
11 percentage of income, rather than a flat monthly amount, would result  
12 in a fairer structure across the federation; and  
13 WHEREAS, this change would bring this federation in line with  
14 many of its locals, state federations and other national unions:

15 **RESOLVED, that the AFT executive council form a working**  
16 **group to study the consequences of changing the AFT per capita**  
17 **dues structure to a percentage of member income; and**

18 **RESOLVED, that this working group is tasked with**  
19 **determining a percentage that would allow the AFT to maintain**  
20 **sufficient revenue to continue its operations; and**

21 **RESOLVED, that the AFT executive council propose a**  
22 **constitutional amendment at the 2028 convention changing the**  
23 **per capita dues structure to such a percentage of income; and**

24 **RESOLVED, that the AFT executive council propose a**  
25 **resolution at the next AFL-CIO convention encouraging it to**  
26 **revise its per capita structure to a percentage of income.**

*Submitted by: Graduate Teaching Fellows Federation, Local 3544*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 64. Mobilizing for the 2026 Elections

1       WHEREAS, the promise of America is under attack from every  
2 angle—from economic policies that rob working people of opportunity,  
3 to the defunding and undermining of public education and higher  
4 education, subversion of elections and voting rights, corruption and  
5 cronyism at the highest levels of government, and lawmakers and  
6 institutions cowering to an imperial presidency; and

7       WHEREAS, the affordability crisis is squeezing working- and  
8 middle-class families and pushing those living in poverty over the  
9 edge, forcing families to make impossible choices, such as skipping  
10 meals or delaying medical care; and

11       WHEREAS, working people do not feel that they can get ahead or  
12 that their voice is being heard, and instead see the ladder of  
13 opportunity being pulled out from under them by the people elected to  
14 make their lives better; and

15       WHEREAS, civil rights are under siege, fair representation is  
16 being rolled back, and the visibility and historical contributions of  
17 Black, Latino, Indigenous and other marginalized people are being  
18 erased to the point of effectively enacting new “Jim Crow” laws,  
19 including the gutting of the 1965 Voting Rights Act; and

20       WHEREAS, the fundamental democratic principles that power  
21 rests with the people, that free and fair elections are the foundation of  
22 democracy, and that there are no kings in America are being  
23 threatened; and

24       WHEREAS, partisan government officials are redrawing voting  
25 districts to lock in electoral advantages and disenfranchise millions of  
26 voters through racial gerrymandering, systematically purging eligible  
27 voters from rolls, attacking vote by mail and early voting, changing  
28 voting locations, suing elected officials and community organizations  
29 who expand and protect the rights of citizens to vote, and attempting  
30 to usurp state election laws; and

31       WHEREAS, political power, workplace power and economic  
32 power are inseparable, and the 2026 elections are the tipping point  
33 for democracy and in determining whether working people can thrive  
34 and have any power to shape their future and the future of this  
35 country; and

36       WHEREAS, control of the U.S. House, the U.S. Senate,  
37 governorships, state legislatures, school boards and local offices can  
38 be determined by a handful of votes in a handful of districts, and  
39 therefore every vote DOES count, making AFT members’ and their  
40 families’ votes potentially decisive in this election:

41       **RESOLVED, that the 2026 elections are a “which side are you**  
42 **on” moment, and, accordingly, the AFT, its affiliates and AFT**

43 members commit to an unprecedented mobilization effort to  
44 urgently advocate for public education, access to healthcare,  
45 union rights, civil rights, economic justice and democracy; and

46 **RESOLVED**, that the AFT will mobilize members and  
47 communities to vote, and to vote early if possible, and will  
48 partner with labor, community, faith and civic organizations to  
49 engage in voter protection and election defense programs to  
50 ensure that every eligible voter can vote, that their vote is  
51 counted and that the results of elections are honored; and

52 **RESOLVED**, that the AFT is committed to combating any  
53 attempt to rig or steal elections, including, but not limited to,  
54 disinformation campaigns, the use of law enforcement to  
55 intimidate voters, voter identification requirements, challenging  
56 valid ballots, interfering with vote counts, moving of polling  
57 locations, stoking of political violence and threatening legal  
58 prosecution; and

59 **RESOLVED**, that the AFT, AFT affiliates and our members will  
60 build on the successful electoral efforts of the past and redouble  
61 our efforts to meet this moment by providing the resources  
62 necessary and by conducting our most effective political  
63 campaign program ever.

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 65. Protecting the Right to Vote

1 WHEREAS, the right to vote is the cornerstone of our democracy,  
2 and the AFT has long stood for increased access to the ballot box;  
3 and

4 WHEREAS, a true democracy demands that all people are able to  
5 participate freely, fairly and without discriminatory barriers, ensuring  
6 that every voice is heard and every ballot is accurately counted; and

7 WHEREAS, restrictive federal actions and legislative proposals,  
8 including the SAVE Act and the SAVE America Act, deliberately  
9 undermine democratic participation by imposing severe, bureaucratic  
10 documentary proof-of-citizenship requirements that disproportionately  
11 disenfranchise working-class voters, students and marginalized  
12 communities; and

13 WHEREAS, these restrictive measures do not protect elections,  
14 but rather serve to legitimize xenophobia and cultivate community  
15 anxiety, using the pretext of security to entrench systemic privilege  
16 and fracture working-class solidarity through suspicion of our

17 immigrant neighbors while casting doubt on electoral results and  
18 giving rise to false narratives of election theft; and  
19 WHEREAS, educators, school staff and union members play a  
20 vital role in civic education by teaching the importance of voting  
21 rights, democratic participation and accessible, transparent and fair  
22 elections for all eligible voters:

23 **RESOLVED, that the AFT reaffirms its commitment to**  
24 **protecting and strengthening the right to vote for all eligible**  
25 **citizens by supporting policies and practices that expand**  
26 **equitable access to voter registration and ballot participation,**  
27 **ensure every legally cast vote is counted, and promote full**  
28 **democratic participation for all communities; and**

29 **RESOLVED, that the AFT will oppose federal and state**  
30 **legislation that creates unnecessary barriers to voter registration**  
31 **or participation, including policies that disproportionately**  
32 **disenfranchise eligible voters under the guise of voter roll**  
33 **maintenance or election reform; and**

34 **RESOLVED, that the AFT will provide members with**  
35 **resources to help educate students and communities about**  
36 **democratic participation, voting rights, equitable access to the**  
37 **ballot and the importance of combating misinformation that**  
38 **undermines public trust in democratic institutions; and**

39 **RESOLVED, that the AFT will work with coalition partners to**  
40 **support election officials and election workers in administering**  
41 **free, fair, accessible and transparent elections that are protected**  
42 **from intimidation, harassment or political interference.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

**66. Free DC: Protect Home Rule and Autonomy in Washington, D.C.**

1 WHEREAS, the AFT has publicly supported Washington, D.C.'s  
2 autonomy through home rule since at least 1967; and

3 WHEREAS, the AFT acknowledges that Washington, D.C.'s  
4 nearly 700,000 residents have not had a vote in the U.S. House of  
5 Representatives or the Senate for over 200 years; and

6 WHEREAS, the Trump administration, starting in August 2025,  
7 has deployed more than 2,600 National Guard troops from more than  
8 10 states to patrol the streets of Washington, D.C., in what amounts  
9 to a military occupation of its people; and

10 WHEREAS, the U.S. Department of Homeland Security and  
11 Immigration and Customs Enforcement have increased extrajudicial  
12 immigration arrests in the region to over 20,000 people, causing  
13 needless fear in our schools and communities; and

14 WHEREAS, Washington, D.C., Mayor Muriel Bowser has been  
15 complicit in allowing the Metropolitan Police Department to  
16 collaborate with ICE and weaponizing and politicizing the racist dog  
17 whistle of the fear of crime in an urban area against her own  
18 community members; Washington’s population is roughly 40 percent  
19 African American:

20 **RESOLVED, that the AFT will take a clear stance against the**  
21 **military occupation of the District of Columbia and continue to**  
22 **support full autonomy via D.C. statehood; and**

23 **RESOLVED, that the AFT will demand the immediate pullout**  
24 **of National Guard troops from the District of Columbia and**  
25 **ceasing of ICE and Department of Homeland Security raids,**  
26 **thereby shielding students, teachers, and community members**  
27 **from the negative psychological and physical trauma of their**  
28 **presence in our streets; and**

29 **RESOLVED, that the AFT will expand training for local**  
30 **affiliates on how to defend their school communities living in the**  
31 **shadow of the National Guard and ICE occupation, to better**  
32 **protect our teachers, students and community members from**  
33 **this oppressive situation; and**

34 **RESOLVED, that the AFT will educate and engage affiliates**  
35 **about the importance of D.C. statehood and advocate to their**  
36 **members of Congress for legal pathways to do so.**

*Submitted by: Washington Teachers’ Union, Local 6*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **67. Protecting Social Security and the Social Security Disability Determination Process**

1 WHEREAS, the Social Security Administration is moving to move  
2 SSA Disability Determination Services (DDS) from the states to the  
3 federal government; and

4 WHEREAS, since last year, SSA has lost roughly 7,500  
5 employees—about 13 percent of its workforce, contributing to service  
6 delays and growing backlogs; and

7 WHEREAS, without proper funding and staffing, SSA cannot meet  
8 the growing needs of Americans on Social Security or sick, injured or

9 other workers who are applying for Social Security disability benefits;  
10 and

11 WHEREAS, the recent move to transfer the state-operated  
12 disability determination process to SSA will result in even longer wait  
13 times, higher denial rates and reduced resources for Americans with  
14 injuries, illnesses, disabilities or other issues that limit their ability to  
15 work; and

16 WHEREAS, if eligible beneficiaries are unable to access needed  
17 disability services and benefits because of bureaucracy, ineffective  
18 communication and/or lack of staffing, it constitutes a *cut* in Social  
19 Security benefits:

20 **RESOLVED, that Congress must act to ensure SSA has the**  
21 **workforce and accountability needed to serve the public**  
22 **effectively; and**

23 **RESOLVED that the AFT will urge Congress and the president**  
24 **to bolster SSA and to maintain the DDS process with the state-**  
25 **based disability determination services programs that have been**  
26 **successfully operated in the states for decades; and**

27 **RESOLVED, that the AFT will urge the following actions be**  
28 **taken by the U.S. Congress:**

- 29 **1. Providing administrative funding equivalent to 1.2 percent**  
30 **of benefit outlays, which will help increase staffing,**  
31 **enhance services and eliminate the need for additional field**  
32 **office closures and consolidations;**
- 33 **2. Support H.R. 8190, the Social Security Customer Service**  
34 **Act, which will ensure additional funding explicitly**  
35 **earmarked for frontline and support staff based on unique**  
36 **community needs;**
- 37 **3. Protect frontline service capacity, including field offices and**  
38 **community-based service delivery, and maintaining the**  
39 **states as the primary delivery vehicle for the SSA DDS**  
40 **applications, hearings and determinations;**
- 41 **4. Deliver emergency funding for 3,000–5,000 permanent**  
42 **customer service representatives for the national toll-free**  
43 **number, additional field office staff to restore community-**  
44 **based service capacity, and payment center and support**  
45 **unit staff to address growing backlogs;**
- 46 **5. Require full transparency of customer service metrics,**  
47 **including call wait times, field office availability,**  
48 **overpayments, SSI (Supplemental Security Income) and**  
49 **disability backlogs;**
- 50 **6. Enhance direct congressional oversight of SSA service**  
51 **delivery—including field offices, the national 800 number,**  
52 **and online claims processing—to address staffing-driven**  
53 **delays and backlogs; and**

- 54 **7. Hold public hearings on and provide strict congressional**  
55 **oversight over the acquisition and implementation of**  
56 **artificial intelligence to ensure algorithmic transparency**  
57 **and validity, protect confidential SSA beneficiary data,**  
58 **protect against implicit biases, ensure that a human is**  
59 **ultimately responsible for any decisions made by AI, and**  
60 **ensure that all benefit eligibility determinations are made by**  
61 **humans, not machines.**

*Submitted by: Public Employees Federation, Local 4053*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **68. Restoring Constitutional Balance and Executive Accountability**

1        WHEREAS, the U.S. Constitution establishes a system of three  
2 co-equal branches of government—legislative, executive and  
3 judicial—designed to provide essential checks and balances that  
4 prevent the dangerous centralization of power; and

5        WHEREAS, the current administration has engaged in an  
6 unprecedented assertion of executive power that bypasses  
7 congressional authority resulting in more than 350 lawsuits filed  
8 against the administration; and

9        WHEREAS, the ability of Congress to hold any administration  
10 accountable is fundamental to a functioning democracy; its power of  
11 the purse, subpoena authority and oversight function represent the  
12 primary constitutional mechanisms through which the voices of the  
13 people, represented through their elected legislators, remain the  
14 driver of federal law and action; and

15        WHEREAS, in the absence of consistent federal legislative  
16 oversight, state attorneys general have been forced to step into the  
17 breach to defend congressional appropriations, consumer  
18 protections, labor standards and civil rights on behalf of working  
19 families; and

20        WHEREAS, while the actions of state attorneys general have  
21 been vital in protecting the public interest, the burden of maintaining  
22 constitutional order should not rest solely on the states:

23        **RESOLVED, that the AFT will call upon the U.S. Congress to**  
24 **aggressively reclaim its co-equal status by exercising its full**  
25 **oversight, subpoena and "power of the purse" authorities to**  
26 **hold the administration accountable to the law; and**

27        **RESOLVED, that the AFT will commend the proactive work of**  
28 **state attorneys general who have defended the rule of law and**

29 **the rights of working families during periods of federal inaction**  
30 **or overreach; and**  
31 **RESOLVED, that the AFT will lobby for legislative reforms that**  
32 **strengthen congressional oversight mechanisms and ensure**  
33 **that no administration, regardless of party, can operate without**  
34 **the transparency and accountability required by the**  
35 **Constitution.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

**69. Protect Democracy; Defend Public Education,  
Higher Education and Healthcare; and Safeguard our  
Schools, Colleges, Hospitals, Courts, Libraries and  
Other Public Institutions from Authoritarianism**

1        WHEREAS, public education is the foundation of opportunity,  
2 equality, critical thinking, and where young people develop as active  
3 participants in civic life; and  
4        WHEREAS, public healthcare is critical for physical and mental  
5 well-being and places where young people and adults receive the  
6 care they need to thrive; and  
7        WHEREAS, higher education is essential for the development of  
8 skills and knowledge for careers and critical thinking, and college  
9 campuses are spaces where young adults and people of all ages  
10 receive connections and support they need to grow into their full  
11 potential; and  
12        WHEREAS, public institutions such as libraries and courts are vital  
13 for the development of knowledge, equity and justice, and are spaces  
14 where young adults and people of all ages can receive support,  
15 direction and the opportunity to make amends; and  
16        WHEREAS, public schools, colleges and universities, hospitals,  
17 libraries and courts are among the most trusted and stabilizing  
18 institutions in our communities, serving not only as centers of learning  
19 and health but also as spaces of safety, nourishment, care, civic  
20 education, justice and democratic participation; and  
21        WHEREAS, the AFT has taken great strides to advance the  
22 common good, fulfill our social contract, and create community  
23 stability; and  
24        WHEREAS, current interests controlling federal policy are actively  
25 seeking to obstruct our progress toward equity and dismantle the

26 universal right to high-quality public education, exceptional higher  
27 education, meaningful careers and accessible healthcare; and

28 WHEREAS, the AFT has been negatively impacted by federal  
29 policy that has slashed social safety net programs that families rely  
30 on—increasing hunger, homelessness, stress, and insecurity and  
31 decreasing physical health, mental well-being and life opportunities;  
32 and

33 WHEREAS, our communities have been harmed by the actions of  
34 federal agents on behalf of a White House that declared war on the  
35 residents of America's cities, through the unjust arrests of people from  
36 their homes, in their communities and in court houses; brutal attacks  
37 on people following the orders of ICE, Customs and Border Control  
38 and other federal agents operating like a secret police force;  
39 dangerous use of tear gas and other chemical weapons; illegal  
40 kidnapping of people from their homes and public spaces; immoral  
41 blocking of lifesaving healthcare at the scenes; unjust, lengthy and  
42 secret detentions; outrageous raids of businesses; and the unlawful  
43 killing of citizens; with undue burden on Black, brown, Asian and  
44 Indigenous people and communities and all leading to drops in school  
45 attendance and rise in trauma; and

46 WHEREAS, democracy depends on free and fair elections, strong  
47 public institutions, strong public schools and the protection of civil and  
48 human rights; and

49 WHEREAS, across the country, there is a coordinated and  
50 escalating effort to undermine these foundations, including restricting  
51 voting rights, spreading election disinformation, censoring curriculum  
52 and books, attacking higher education, and eroding trust in public  
53 institutions such as public education and public health systems; and

54 WHEREAS, these actions target and harm educators, higher  
55 education faculty and staff, healthcare professionals, students and  
56 marginalized communities, while weakening unions, silencing dissent,  
57 undermining the rule of law, and concentrating power in the hands of  
58 a few;

59 WHEREAS, these attacks are part of a broader assault on  
60 democracy itself, including efforts to take away voting rights from  
61 women and people of color; ban books; separate children from  
62 parents; lay off workers; discredit university professors and staff;  
63 weaken unions and undermine workers' rights; criminalize immigrant  
64 families; roll back civil rights protections; censor curriculum; and use  
65 federal power to intimidate educators, healthcare workers, higher  
66 education staff, students and local communities; and

67 WHEREAS, the AFT, our members, our families, and our  
68 communities—particularly Black, brown, Asian, Indigenous,  
69 immigrant, LGBTQIA+, disabled and working-class communities—are  
70 disproportionately harmed by these policies, which destabilize  
71 neighborhoods; undermine safety and health; reverse progress on

72 human development; and strip schools, colleges and healthcare  
73 centers of the resources needed to meet academic, social, physical  
74 health and emotional needs:

75 **RESOLVED**, that the AFT unequivocally will condemn the  
76 national attacks on public schools, higher education, healthcare  
77 centers, public libraries, courts, our civil rights, immigrant  
78 families and organized labor, and will reject any federal policies  
79 or actions that undermine the safety, dignity and well-being of  
80 our students, patients, neighbors, families, schools and  
81 communities; and

82 **RESOLVED**, that the AFT will demand further accountability  
83 of ICE, Customs and Border Patrol, and other federal agents for  
84 their illegal, undemocratic, unconstitutional and racist policing  
85 and actions. The AFT will call on our legislators to use  
86 investigations, due process, and other tools to hold ICE,  
87 Customs and Border Patrol, and federal agents publicly and  
88 criminally accountable for these illegal actions; and

89 **RESOLVED**, that the AFT will call on all members to join in  
90 collective and direct action to continue building our union power  
91 to fight back and to fight forward; and

92 **RESOLVED**, that the AFT will continue to provide guidance  
93 and training to members so that they have a clear counter-  
94 narrative to defend and protect our public education for all  
95 students, our communities and our members; and

96 **RESOLVED**, that the AFT will shift our priorities from regular  
97 business as usual to increased organizing and movement  
98 building, creating the necessary space for individuals and  
99 communities to engage in civic learning, political education, and  
100 collective action aligned with our educational and democratic  
101 mission; and

102 **RESOLVED**, that the AFT will engage in civic learning, know-  
103 your-rights education, and community safety trainings that equip  
104 members, community leaders and families with the tools to  
105 protect themselves and one another; and

106 **RESOLVED**, that the AFT will direct our collective energy,  
107 resources and power to defend the democratic process and the  
108 results of the 2026 and 2028 general elections in solidarity with  
109 others committed to these efforts; and

110 **RESOLVED**, that the AFT will call on other labor unions and  
111 community organizations nationwide to join in collective action  
112 to defend public institutions as democratic institutions that  
113 serve the common good; and

114 **RESOLVED**, that the AFT will not be intimidated by the threats  
115 of the current administration and will continue to uphold our  
116 values that all people deserve safe and welcoming communities

117 with well-functioning, fully funded public institutions of learning,  
118 health and justice; and

119 **RESOLVED, that the AFT will reaffirm our belief that the future**  
120 **of our democracy must be shaped by educators, healthcare**  
121 **workers, public employees, students and working families—not**  
122 **by billionaires, private interests or authoritarian federal**  
123 **agendas—and will pledge to fulfill our duty to the communities**  
124 **we represent to actively lead and support broader efforts for**  
125 **safe, fully funded, and inclusive public schools, higher**  
126 **education institutions and healthcare centers; and**

127 **RESOLVED, that the AFT will fight back against the chaos**  
128 **that the Trump administration is creating, and the AFT will fight**  
129 **forward by building a movement with the members, students,**  
130 **other workers, and our communities to fight for a stronger**  
131 **democracy and build a better future for all.**

*Submitted by: AFT Massachusetts; Oregon Nurses Association, Local 5905*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **70. Supporting the People Over the Pentagon Campaign to Cut the Military Budget**

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

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

12 WHEREAS, the Trump administration attacked Iran in February  
13 2026, without congressional authorization and despite the fact that  
14 Iran posed no imminent threat to the United States, costing U.S.  
15 taxpayers at least \$29 billion; and

16 WHEREAS, the U.S. Pentagon budget increased by an average  
17 of 5.6 percent per year from 2001 to 2025; and

18 WHEREAS, the federal minimum wage of \$7.25 per hour would  
19 be more than \$25 per hour if it had increased at the same rate as the  
20 Pentagon budget, but it has increased by an average of only 1  
21 percent per year since 2001; and

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22 WHEREAS, the Pentagon consumes more than half of the federal  
23 discretionary budget, and currently costs taxpayers \$900 billion per  
24 year; and

25 WHEREAS, the U.S. military expenses are higher than those of  
26 the next nine nations combined, and six of those are U.S. allies; The  
27 Pentagon's budget is nearly three times bigger than China's defense  
28 spending and 10 times that of Russia; and

29 WHEREAS, the Pentagon has failed all eight attempted audits  
30 and is unable to account for 61 percent of its \$3.5 trillion in assets;  
31 and

32 WHEREAS, military corporations routinely gouge the public,  
33 overcharge the government and inflate their profits at taxpayer  
34 expense; and

35 WHEREAS, the 750 or more overseas U.S. bases do not make us  
36 more secure, but rather become flashpoints for conflict and possible  
37 war; the U.S. government alone operates more than 90 percent of the  
38 world's foreign military bases; and

39 WHEREAS, the Pentagon is the planet's largest institutional fossil  
40 fuel user and emitter of greenhouse gases; and

41 WHEREAS, the *American Conservative* magazine and former  
42 chairman of the Joint Chiefs of Staff have found that the U.S. could  
43 make substantial reductions to military spending without  
44 compromising national security; and

45 WHEREAS, the U.S. government spends 10 times more on the  
46 military than on education; and

47 WHEREAS, the funds saved should be redirected to combating  
48 the climate crisis, meeting urgent social priorities and addressing  
49 other needs of working people, the poor and the disadvantaged such  
50 as expanded childcare, expanded funding for public education at all  
51 levels, expanded healthcare for all, housing security; and

52 WHEREAS, the 2017 national AFL-CIO convention resolved that  
53 "The AFL-CIO calls upon the president and Congress to bring the war  
54 dollars home and make our priority as a nation rebuilding the nation's  
55 crumbling infrastructure, creating millions of living wage jobs and  
56 addressing human needs such as education, healthcare, housing,  
57 retirement security and jobs"; and

58 WHEREAS, an AFT convention resolution in 2012 stated  
59 "RESOLVED, that the AFT will call on ... Congress to take the money  
60 saved by cutting unnecessary war spending and use that money to  
61 fund education, family-sustaining job creation, special protections for  
62 military sector workers, environmental restoration, care for veterans  
63 and their families, and human services that our cities and states so  
64 desperately need; and

65 WHEREAS, the AFT has repeatedly reaffirmed our commitment to  
66 a just transition to a peaceful and sustainable economy in the

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67 following resolutions: 2014, Resolution 37; 2016, Resolution 64;  
68 2018, Resolution 63; 2020, Resolution 35; 2022, Resolution 34; and  
69 WHEREAS, Veterans for Peace urges the labor movement to join  
70 in its work of reducing bloated Pentagon spending; and  
71 WHEREAS, the People Over Pentagon Act, initially introduced in  
72 2023 by Reps. Barbara Lee and Mark Pocan is being revised in 2026  
73 by Reps. Mark Pocan and Ilhan Omar to include a provision to  
74 provide a just transition for workers in the military industries who  
75 could be affected by a reduction of the Pentagon budget; and  
76 WHEREAS, more than 50 AFT affiliates have already declared  
77 their support of the People Over Pentagon Act, namely Alaska  
78 Nurses Association, Local 1953; Washington State Nurses  
79 Association (Local 5901); Health Professionals and Allied Employees  
80 (New Jersey); Montana Nurses Association; AFT Connecticut; AFT  
81 Massachusetts; AFT Oklahoma; AFT Oregon; AFT New Mexico; AFT  
82 Vermont; AFT Washington; AFT Wisconsin; California Federation of  
83 Teachers; Georgia Federation of Teachers; Illinois Federation of  
84 Teachers; Chicago Teachers Union, Local 1; Washington (D.C.)  
85 Teachers' Union, Local 6; Saint Paul Federation of Educators (Minn.),  
86 Local 28; Minneapolis Federation of Educators, Local 59; Boston  
87 Teachers Union, Local 66; San Antonio Alliance (Texas), Local 67;  
88 Detroit Federation of Teachers, Local 231; Baltimore Teachers Union,  
89 Local 340; AFT St. Louis, Local 420; Newark Teachers Union, Local  
90 481 (N.J.); United Teachers of New Orleans, Local 527; Dearborn  
91 Federation of Teachers, Local 681 (Mich.); Perth Amboy Federation  
92 Local 857 (N.J.); United Teachers Los Angeles, Local 1021;  
93 Albuquerque Teachers Federation, Local 1420; Cincinnati Federation  
94 of Teachers, Local 1520; AFT Guild, Local 1931 (San Diego); Faculty  
95 and Staff Federation of Community College of Philadelphia, Local  
96 2026; City College of San Francisco Faculty Union, Local 2121;  
97 United University Professions, Local 2190 (New York); Alliance/AFT,  
98 Local 2260 (Dallas); Portland Community College Federation of  
99 Faculty and Academic Professionals, Local 2277 (Ore.); Oklahoma  
100 City AFT, Local 2309; Professional Staff Congress, Local 2334 (N.Y.);  
101 Houston Federation of Teachers, Local 2415; Teaching Assistants'  
102 Association, Local 3220 (Madison, Wis.); Graduate Teaching Fellows  
103 Federation, Local 3544 (Ore.); Brownsville Educators Stand  
104 Together, Local 3877 (Texas); Norfolk Federation of Teachers, Local  
105 4261 (Va.); Jackson Federation of Teachers, Local 4402 (Miss.);  
106 Temple Association of University Professionals, Local 4531  
107 (Philadelphia); Wisconsin Professional Employees Council, Local  
108 4848; Temple University Graduate Students' Association, Local 6290  
109 (Philadelphia); Rutgers AAUP-AFT (Rutgers University Full-time  
110 Faculty), Local 6323 (N.J.); Rutgers Adjunct Faculty Union, Local  
111 6324 (N.J.); Aldine AFT, Local 6345 (Texas); Citrus College Adjunct  
112 Faculty, Local 6352 (Glendora, Calif.); United Faculty of Florida, Local

113 7463 (Tallahassee); The Guild, Local 1931R, (San Diego); United  
114 Educators of San Francisco, Local 2026R; City College of San  
115 Francisco Faculty Union, Local 2121R:

116 **RESOLVED, that the AFT opposes the Trump administration’s**  
117 **war against Iran and calls for the U.S. to prioritize resolving this**  
118 **and other international conflicts by the use of diplomacy rather**  
119 **than war; and**

120 **RESOLVED, that the AFT will support legislation that**  
121 **significantly reduces the excessive Pentagon budget without**  
122 **cutting pay or benefits of those serving in the U.S. military; one**  
123 **such bill is the People Over Pentagon Act, being introduced in**  
124 **2026 by Rep. Mark Pocan (D-Wis.), which would rescind \$150**  
125 **billion in U.S. taxpayer dollars from the Pentagon’s ever**  
126 **increasing budget and reallocate that \$150 billion into**  
127 **healthcare, food assistance and other human needs priorities,**  
128 **and provide just transition for military workers whose job or**  
129 **career might be impacted by the implementation of this bill; and**

130 **RESOLVED, that a copy of this resolution will be delivered to**  
131 **all congressional representatives and senators with a request**  
132 **that they co-sponsor a bill similar to the People Over the**  
133 **Pentagon Campaign and**

134 **RESOLVED, that the AFT will inform our members of this**  
135 **resolution so that they may understand the importance of having**  
136 **our tax dollars reflect our true priorities and communicate to**  
137 **their congressional representative and senators their support for**  
138 **the People Over the Pentagon campaign; and**

139 **RESOLVED, that the AFT will urge the labor bodies with**  
140 **which it is affiliated to pass similar resolutions in support of**  
141 **sensible priorities.**

*Submitted by: Chicago Teachers Union, Local 1; Illinois Federation of  
Teachers; Retiree Chapter of Faculty and Staff Federation Community  
College of Philadelphia, Local 2026R*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **71. Impeach, Convict, Remove Trump from Office Now**

1        WHEREAS, Donald Trump’s fascist takeover of American  
2 democracy is real—including the threat to the right to public  
3 education—but the mass movement to defend democracy and stop  
4 the rise of fascism is real too; and

5 WHEREAS, Trump’s terrorization of immigrant communities in Los  
6 Angeles, Minneapolis, Washington, D.C., and many others by  
7 Immigration Customs Enforcement is an affront to fundamental  
8 human rights and all principles of equal justice. Dozens of immigrants  
9 have already died in ICE custody, and tens of thousands rounded up  
10 and deported. The ICE murders of Renee Nicole Goode, a 37-year-  
11 old mother of three shot in front of her wife, and intensive care unit  
12 nurse Alex Pretti, shocked the nation, confirming the fears of all who  
13 value basic human rights that no one is safe; and

14 WHEREAS, Trump has carried out illegal and indefensible wars,  
15 military actions, and extrajudicial executions in Venezuela and Iran,  
16 bypassing the rights of the people of those nations to live free from  
17 U.S. military aggression and to choose their own governments, and  
18 bypassing congressional oversight; and

19 WHEREAS, Trump has waged the most far-reaching attacks on  
20 public education in history, dismantling the federal Department of  
21 Education and weakening the rights and oversight of special  
22 education guarantees. He has targeted schools, colleges and  
23 universities for their commitment, or even their perceived  
24 commitment, to racial, ethnic, sex and gender equality, as well as  
25 targeting educators’ rights to academic freedom and free speech for  
26 their political viewpoints; and

27 WHEREAS, sexism and gross misogyny, as well as anti-  
28 LGBTQIA+ bigotry and attacks on trans people are actively pursued  
29 by Trump and his government. The military purge of trans soldiers  
30 and denying trans student athletes’ rights to compete in sports teams  
31 are all policies that reverse gains that were won for gender equality,  
32 protections against homophobia and transphobia, and increase  
33 harassment and assaults based on sex, sexual orientation and  
34 gender identity; and

35 WHEREAS, Trump’s fascist takeover of the judiciary has resulted  
36 in the most recent Supreme Court decision gutting the Voting Rights  
37 Act in the case *Louisiana v. Callais*<sup>1</sup> that rolls back decades of civil  
38 rights protections and gains in the democratic participation for Black  
39 and brown voters, as well as other minorities. He is engaging in  
40 outright voter suppression. According to the Brennan Center:

41 “Since day one of his second term, the Trump administration has  
42 attempted to rewrite election rules to burden voters and usurp control  
43 of election systems, targeted and threatened election officials and  
44 others who keep elections free and fair, supported people who  
45 undermine election administration, and retreated from the federal

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<sup>1</sup> <https://www.scotusblog.com/cases/louisiana-v-callais-2/>

46 government's role of protecting voters and the electoral process";<sup>2</sup>  
47 and

48 WHEREAS, Trump's denial of science and the climate crisis have  
49 led to the dangerous reopening of coal production, oil drilling, and the  
50 removal of wildlife protections on land, air and sea, all in the interest  
51 of corporate profits over human health and quality of life as well as  
52 the planet; and

53 WHEREAS, Trump continues to carry out a systematic campaign  
54 of political retaliation, persecution, and retribution of government  
55 officials who he perceives as politically hostile or of being  
56 insufficiently loyal to him, as well as members of the press and even  
57 private civil rights organizations;<sup>3</sup> and

58 WHEREAS, Trump and his family have massively increased their  
59 wealth in his second term since making investments that flagrantly  
60 run afoul of conflicts of interest, especially since the start of the U.S.  
61 war against Iran, and could well account, in part, for prolonging the  
62 military conflict;<sup>4</sup> and

63 WHEREAS, every day that Trump remains in office, the atrocities,  
64 scandals and further consolidation of fascism move the nation into  
65 emergency territory. Waiting until the next election, if there is one,  
66 would be a fatal mistake; and

67 WHEREAS, the majority of Americans now support impeaching  
68 Trump.<sup>5</sup> What's needed is to concentrate that popular sentiment in  
69 Washington, D.C., in the spirit of mass civil rights marches and  
70 demonstrations in defense of democracy:

71 **RESOLVED, that the AFT will call for the impeachment,**  
72 **conviction and removal of Donald Trump from the U.S.**  
73 **presidency as soon as possible; and**

74 **RESOLVED, that the AFT will call for a national march on**  
75 **Washington, D.C., before the November 2026 midterm elections**  
76 **to impeach, convict and remove Donald Trump. We will invite**  
77 **other labor unions, civil rights, and other progressive**  
78 **organizations to join us.**

*Submitted by: Berkeley Federation of Teachers, Local 1078*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

<sup>2</sup> <https://www.brennancenter.org/our-work/research-reports/timeline-trump-administrations-efforts-undermine-elections>

<sup>3</sup> <https://www.hrc.org/press-releases/trump-doj-targeting-of-southern-poverty-law-center-represents-dangerous-weaponization-of-government-against-civil-rights-organizations>

<sup>4</sup> <https://www.nbcwashington.com/news/national-international/trump-organization-profits-office-president-conflicts-of-interest/4089861/>

<sup>5</sup> <https://www.newsweek.com/donald-trump-impeachment-backed-by-most-americans-poll-11800093>

## 72. Cut the Military Budget

1 WHEREAS, the United States spends an obscene amount of  
 2 money on its military budget. In the last fiscal year, the U.S. spent  
 3 roughly \$900 billion on the military, and Congress has approved a \$1  
 4 trillion budget for this fiscal year. No other country comes even close.  
 5 The Pentagon's budget is nearly three times bigger than China's  
 6 defense spending and 10 times that of Russia. The U.S. military  
 7 budget exceeds the next nine countries' military budgets combined  
 8 and exceeds the military budget of 144 countries combined. The U.S.  
 9 government alone operates more than 90 percent of the world's  
 10 foreign military bases, controls more than 42 percent of the world's  
 11 nuclear warheads, and dominates 43 percent of the global arms  
 12 trade;<sup>1,2,3</sup>and

13 WHEREAS, the Pentagon budget consumes more than one-half  
 14 of the annual U.S. discretionary budget; and

15 WHEREAS, the U.S. government spends 10 times more on the  
 16 military than education;<sup>4</sup> and

17 WHEREAS, according to the National Priorities Project, the trillion-  
 18 dollar Pentagon budget could instead do all of these:

- 19 • Expand childcare;
- 20 • Provide free college for the upcoming graduating class;
- 21 • Erase all medical debt;
- 22 • Treat substance use disorder;
- 23 • End the nursing and teacher shortage;
- 24 • Provide healthcare for all uninsured children;
- 25 • End homelessness
- 26 • Provide housing security for renters under threat of eviction;
- 27 • Cut child poverty;
- 28 • Replace all lead pipes;
- 29 • Build nationwide high-speed rail;
- 30 • Address climate change; and

31 WHEREAS, both liberals and conservatives have recommended  
 32 cutting the military budget at least in half without risk of national  
 33 security. Democratic U.S. Rep. Barbara Lee (D-Calif.) has introduced  
 34 legislation outlining many ways the military budget could be cut in half  
 35 by eliminating waste without harm to the security of the U.S. As well,

1 "2025 United States federal budget," Wikipedia.com,  
[https://en.wikipedia.org/wiki/2025\\_United\\_States\\_federal\\_budget](https://en.wikipedia.org/wiki/2025_United_States_federal_budget)

2 "It's Time to Rein in Inflated Military Budgets," Elliot Negin, *Scientific American*  
<https://www.scientificamerican.com/article/its-time-to-rein-in-inflated-military-budgets/>

3 "The Trillion Dollar Trade Off: War & Weapons vs. Basic Needs," National Priorities  
 Project, <https://www.nationalpriorities.org/blog/2025/05/13/trillion-dollar-trade-what-if-presidents-budget-prioritized-communities-instead-war-profiteers/>

4 "The U.S. spent \$877 billion on military in 2022, a new report says—more than 10 times  
 federal education spending," Peter Guelling, *Business Insider*  
<https://www.businessinsider.com/us-defense-military-budget-compared-federal-education-spending-2023-4?op=1>

36 the *American Conservative* magazine has also proposed 16 ways to  
37 cut waste in the military budget, effecting a 50 percent cut. Such cuts  
38 have been endorsed by Admiral Mike Mullen, the former chairman of  
39 the Joints Chief of Staff, and Republican lawmakers such as the late  
40 Sen. Tom Coburn (R-Okla.) and Rep. Ron Paul (R-Texas):<sup>5,6</sup>

41 **RESOLVED, that the AFT is on record as supporting a 50**  
42 **percent reduction in the military budget, focusing on waste cited**  
43 **by several federal lawmakers and military experts, and to use**  
44 **that money on critical domestic needs; and**

45 **RESOLVED, that the AFT will support any present or future**  
46 **legislation that recommends at least a 50 percent reduction in**  
47 **military spending.**

*Submitted by: United Teachers Los Angeles, Local 1021*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### 73. Time for Guaranteed Basic Income

1 WHEREAS, 11 percent of the population—nearly 40 million  
2 Americans—now live in poverty in the richest country in the world,  
3 according to the Census’ report “Poverty in the United States: 2024”;  
4 and

5 WHEREAS, this official poverty rate is defined by gross pretax  
6 cash income to a national poverty threshold of three times the cost of  
7 minimum food diet adjusted by family composition, regularly updated  
8 and adjusted by the CPI-U (Consumer Price Index for All Urban  
9 Consumers; and

10 WHEREAS, the Supplemental Poverty Measure (SPM)  
11 determined in collaboration with the Bureau of Labor Statistics,  
12 produces a better measure of actual conditions, accounts for cash  
13 income, noncash benefits, such as the Supplemental Nutrition  
14 Assistance Program (SNAP) and housing subsidies, tax credits, while  
15 subtracting necessary expenses such as taxes, work expenses and  
16 medical out-of-pocket costs; and

17 WHEREAS, the more comprehensive SPM shows 13 percent of  
18 Americans in poverty; and

19 WHEREAS, the AFT has frequently taken appropriate and correct  
20 positions throughout its history addressing efforts to reduce or

<sup>5</sup> “Representative Barbara Lee: ‘Defund the Pentagon Budget’” John Nichols, *The Nation*,  
<https://www.thenation.com/article/politics/defund-pentagon-budget-ndaa/>

<sup>6</sup> “16 Ways to Cut Defense Spending,” *The American Conservative*,  
<https://www.theamericanconservative.com/16-ways-to-cut-defense-spending-7/>

21 forestall poverty conditions ranging from Social Security, Medicare,  
22 Medicaid, WIC (Special Supplemental Nutrition Program for Women,  
23 Infants, and Children), SNAP, pension reform, loan reduction and  
24 forgiveness and more, but fail address the underlying problem of  
25 insufficient, even no income and of paycheck-to-paycheck financial  
26 existence; and

27 WHEREAS, the entire tax code has evolved to all manner of  
28 schemes to reduce or eliminate from "income," as much as possible  
29 for those richest Americans and corporations, thereby thinning the  
30 basis for tax collections, the foundation upon which to support  
31 government for the people; and

32 WHEREAS, income distribution across the population has skewed  
33 upward toward the richest corporations and Americans, especially  
34 during the Trump presidency and congressional minions who have  
35 latched onto his personality cult and wandered away from their  
36 fundamental roles as representatives of the people; and

37 WHEREAS, poverty reduction is substantially and better helped  
38 by putting actual cash directly into the hands of individuals; and

39 WHEREAS, nearly 40 pilot programs in cities, counties and states  
40 across the country with some 8,700 participants (generally, those at  
41 or below 200 to 250 percent of the official poverty line) have amply  
42 demonstrated that even small amounts of guaranteed monthly  
43 income, ranging from \$200 to \$1,000 (with most at \$500), relieve  
44 recipients of stress and anxiety from financial insecurity over basic  
45 living costs; and

46 WHEREAS, guaranteed basic income (GBI) offers individual  
47 flexibility, with studies of GBI pilot programs repeatedly showing  
48 reduction in financial hardship (decreased financial volatility to better  
49 pay bills and cover emergencies); better spending priorities (primarily  
50 on retail and services, food, transport and housing); allowing  
51 individuals to pay down debt from student loans, personal loans or  
52 car payments; and providing stability for food and housing insecurity;  
53 and

54 WHEREAS, studies of GBI and their successes are tracked and  
55 available with a range of data, experience and personal testimony in  
56 the comprehensive work of the Stanford Basic Income Lab and the  
57 Center for Guaranteed Income Research at University of  
58 Pennsylvania, which offers a dashboard of information (See  
59 Guaranteed Income Pilots Dashboard at  
60 <https://guaranteedincome.us/>); and

61 WHEREAS, GBI should not be confused with universal basic  
62 income, which provides uniform monthly payments to all regardless of  
63 income and financial condition, including the richest individuals:

64 **RESOLVED, that the AFT will make achievement of**  
65 **guaranteed basic income a priority legislative goal commencing**

66 with the 120th Congress and continuing until the goal is met;  
67 and

68 **RESOLVED, that the AFT will query candidates for both the**  
69 **U.S. House and Senate, and for U.S. president on their support**  
70 **and advocacy for this goal as an ingredient in determining**  
71 **whether they should receive an AFT endorsement and support**  
72 **and recommendation to members for support.**

*Submitted by: AFT-Oregon Retirees*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### 74. Separation of Church and State in Education

1        WHEREAS, the principle of separation of church and state is a  
2 cornerstone of American democracy, ensuring that public institutions,  
3 including schools, remain secular and inclusive for all students  
4 regardless of their religious beliefs (*Everson v. Board of Education*,  
5 1947); and

6        WHEREAS, recent advocacy for publicly funded religious charter  
7 schools, including the Oklahoma Religious Charter School initiative,  
8 poses a direct challenge to this foundational principle, potentially  
9 diverting taxpayer dollars to religious institutions in violation of  
10 constitutional protections (American Civil Liberties Union, 2023); and

11        WHEREAS, weakening the separation of church and state  
12 threatens the neutrality of public education, creating an environment  
13 where students of minority faiths or no faith may feel excluded or  
14 discriminated against:

15 **RESOLVED, that the AFT will continue to oppose any**  
16 **initiatives to establish or fund religious charter schools or other**  
17 **forms of religious instruction with public money; and**

18 **RESOLVED, that the AFT will call on lawmakers to uphold and**  
19 **enforce the constitutional principle of separation of church and**  
20 **state in all matters related to public education; and**

21 **RESOLVED, that the AFT will commit to educating its local**  
22 **affiliates and state federations and the broader public about the**  
23 **importance of maintaining secular public schools to ensure**  
24 **equity and inclusivity for all students.**

*Submitted by: New York State United Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 75. Defending Critical Speech and Scholarship

1 WHEREAS, academic freedom and critical scholarship are  
2 foundational principles of public education, higher education and  
3 democratic society; and

4 WHEREAS, educators and students must retain the right to  
5 question, critique and analyze governments, political ideologies and  
6 political leaders without fear of retaliation, censorship or professional  
7 discipline; and

8 WHEREAS, educational institutions in particular have seen  
9 escalating attempts by governmental actions to restrict course topics,  
10 course discussions, research plans and public speech; and

11 WHEREAS, a democratic society depends upon the principle that  
12 no nation-state, political ideology or political leader is beyond  
13 reasoned critique; and

14 WHEREAS, attempts to impose definitions, policies or disciplinary  
15 frameworks that limit protected critique undermine both academic  
16 freedom and First Amendment rights:

17 **RESOLVED, that the AFT will affirm the following as protected**  
18 **topics of inquiry, teaching and critique:**

- 19 **1. Nation-States and Governmental Actions: Including**  
20 **reasoned and evidence-based scholarly critique of the**  
21 **actions, policies, conduct or practices of nation-states and**  
22 **their governments, such as:**
- 23 • **The United States' complete blockade of fuel and**  
24 **essential supplies to the island of Cuba;**
  - 25 • **Genocide, including the U.S./Israeli genocide and**  
26 **scholasticide in Gaza with the deliberate targeting of**  
27 **schools and universities;**
  - 28 • **The violation of Venezuela's sovereignty through**  
29 **actions, including the detention of its president;**
  - 30 • **Violent Immigration and Customs Enforcement**  
31 **operations in Minnesota and across the United States.**
- 32 **2. Political Ideologies: Including but not limited to critique of**  
33 **political ideologies such as fascism, authoritarianism,**  
34 **settler-colonialism, Zionism, imperialism, conservatism,**  
35 **liberalism, and other systems of political belief and**  
36 **governance.**
- 37 **3. Political Leaders and Public Officials: Including critical**  
38 **examination of the policies, rhetoric, governance decisions**  
39 **and use of power by public officeholders and government**  
40 **leaders at the federal, state, local and international levels,**  
41 **particularly where such actions affect human rights, public**  
42 **welfare, democracy or civil liberties.**

- 43 **4. Inclusive Studies: Including but not limited to the scholarly**  
44 **analysis and teaching of Black history, antiracist curricula,**  
45 **LGBTQIA+ liberation movements, Native American history,**  
46 **the Disability Rights Movement, genocide and Holocaust**  
47 **studies, Latin American studies and ethnic studies; and**  
48 **RESOLVED, that the AFT will affirm that academic freedom**  
49 **includes the right, irrespective of academic discipline, to engage**  
50 **with the above topics as protected scholarly expression,**  
51 **teaching and research; and**  
52 **RESOLVED, that the AFT will not adopt, promote or endorse**  
53 **any definition, framework, policy or measure that bars, restricts**  
54 **or penalizes reasoned criticism within the above topics as part**  
55 **of legitimate academic freedom and critical scholarship; and**  
56 **RESOLVED, that the AFT will oppose efforts by any**  
57 **administration, governing authority, educational institution, or**  
58 **external actor to censor, intimidate, discipline, retaliate against**  
59 **or otherwise restrict educators or students for engaging in**  
60 **protected academic scholarship, teaching, research, discourse,**  
61 **protest or speech, especially regarding the above topics, and**  
62 **will in particular provide support, including access to AFT legal**  
63 **and communications staff, for members targeted by such**  
64 **efforts; and**  
65 **RESOLVED, that the AFT will oppose legal provisions that**  
66 **support censorship, especially regarding the above topics, such**  
67 **as California’s Assembly Bill 7151;<sup>1</sup> and**  
68 **RESOLVED, that the AFT will provide locals, in their next**  
69 **bargaining cycles, with suggested contract language to advance**  
70 **the protection of academic freedom and systems of educator**  
71 **defense, including:**  
72 **• Establishing or strengthening rights of workers to**  
73 **supplement curriculum that will meet the needs of their**  
74 **students according to their professional judgment and**  
75 **relevant standards, inclusive of but not limited to the above**  
76 **topics;**  
77 **• Protecting academic freedom, including as defined above;**  
78 **• Establishing or strengthening transparent and democratic**  
79 **processes in the workplace by which disputed**  
80 **lessons/content can be evaluated, advancing the voice and**  
81 **power of educators and utilizing bodies where workers are**  
82 **represented wherever possible;**  
83 **• Limiting the ability of administrators to unilaterally dictate**  
84 **curriculum;**  
85 **• Limiting the ability of administrators to penalize educators**  
86 **for curricular decisions or for grading students in a way**

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<sup>1</sup> <https://oaklandside.org/2025/10/16/newsom-signs-law-addressing-claims-antisemitism-bias-public-schools-ab715/>

87 **that administrators disagree with, such as with retaliatory**  
88 **evaluations or firings.**

Submitted by: Graduate Labor Organization, Local 6516

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 76. No Endorsement for Genocide Enablers

1        WHEREAS, the attack on Israel is recognized as a genocide by  
2 every human rights group, including B'Tselem (Israel) and Physicians  
3 for Human Rights Israel, the United Nations and all genocide  
4 experts;<sup>1,2</sup> and  
5        WHEREAS, the Gaza genocide has killed over 73,000 civilians, as  
6 of Dec. 31, 2025, according the World Health Organization and the  
7 Gaza Ministry of Health, whose figures are accepted by the Israel  
8 government. A report in the medical journal *Lancet* suggests that the  
9 death toll is undercounted by at least 40 percent as it does not  
10 include bodies not yet discovered, such as those under the bombing  
11 rubble, and later deaths occurring as a result of injuries sustained in  
12 the Israeli attacks;<sup>3,4</sup> and  
13        WHEREAS, according to recent studies, Israel could not have  
14 carried out the genocide without the military equipment and  
15 armaments acquired from the United States;<sup>5</sup> and  
16        WHEREAS, the armaments sent to Israel were approved by the  
17 U.S. Congress in bipartisan votes. Hence, the genocide could not  
18 have been possible without the support of U.S. Congress members;  
19 and  
20        WHEREAS, prior to the Gaza genocide, the U.S. Congress also  
21 appropriated millions of dollars in military aid to Israel, which were  
22 used in periodic bombing attacks on Palestinians in Gaza. The Israeli  
23 military and government cynically referred to these bombing attacks

1    <sup>1</sup> "Israel/OPT: Israeli organizations conclude Israel committing genocide against  
Palestinians in Gaza in another milestone for accountability efforts," Amnesty.org  
[https://www.amnesty.org/en/latest/news/2025/07/israel-opt-israeli-organizations-  
conclude-israel-committing-genocide-against-palestinians-in-gaza-in-another-milestone-  
for-accountability-efforts/](https://www.amnesty.org/en/latest/news/2025/07/israel-opt-israeli-organizations-conclude-israel-committing-genocide-against-palestinians-in-gaza-in-another-milestone-for-accountability-efforts/)

2    <sup>2</sup> "List of humanitarian and human rights groups accusing Israel of genocide in Gaza,"  
Wikipedia.org  
[https://en.wikipedia.org/wiki/List\\_of\\_humanitarian\\_and\\_human\\_rights\\_groups\\_accusing\\_  
Israel\\_of\\_genocide\\_in\\_Gaza](https://en.wikipedia.org/wiki/List_of_humanitarian_and_human_rights_groups_accusing_Israel_of_genocide_in_Gaza)

3    <sup>3</sup> "Reported impact snapshot | Gaza Strip (Jan. 6, 2026)," OCHA  
<https://www.ochaopt.org/content/reported-impact-snapshot-gaza-strip-6-january-2026>

4    <sup>4</sup> "Counting the dead in Gaza: difficult but essential," multiple authors, *The Lancet*  
<https://www.thelancet.com/journals/lancet/article/PIIS0140-67362401169-3/fulltext>

5    <sup>5</sup> "\$21.7 billion in U.S. military aid has fueled Israel's war on Gaza," William Hartung,  
*Responsible Statecraft*, <https://responsiblestatecraft.org/us-aid-israel-gaza/>

POLITICAL ACTION/LEGISLATION COMMITTEE

24 as “mowing the lawn,” which were used for sheer intimidation and  
25 hence constitute terrorist attacks;<sup>6</sup> and  
26 WHEREAS, the AFT and its members oppose the use of U.S. tax  
27 dollars for terrorism and mass murder:

28 **RESOLVED, that the AFT should refrain from endorsing any**  
29 **candidate for public office, who as a member of the U.S.**  
30 **Congress, voted to send military weapons to Israel.**

*Submitted by: United Teachers Los Angeles, Local 1021*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

Proposed

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<sup>6</sup> “Mowing the Lawn: The Genocide Industry,” Edward Ongweso Jr., *Logic(s)*,  
<https://logicmag.io/policy/the-genocide-industry-mowing-the-lawn/>

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## 77. Fighting for Tax Justice for American Workers by Addressing the Tax Gap

1 WHEREAS, our system of taxation provides revenue to fund  
2 government services, but corporate and individual tax evasion  
3 weakens that system and leads to an unequal burden in national and  
4 state tax systems as a whole; and unjustly results in a larger burden  
5 on low-wage and middle-class workers to “foot the bill”; and

6 WHEREAS, in 2026, history suggests that ultra-wealthy  
7 Americans and corporations will pay hundreds of billions of dollars  
8 less in taxes than they should. This “tax gap”—the difference between  
9 the taxes legally owed to the government and the amount paid to the  
10 government—is caused by taxpayers and corporations that should file  
11 but do not, who underreport their income, and who do not pay in a  
12 timely manner; and

13 WHEREAS, many businesses collect sales and other special  
14 taxes on behalf of state and local governments and fail to remit the  
15 tax collected to the government, further increasing the tax gap in a  
16 state; and

17 WHEREAS, staffing cuts and hiring challenges at the federal  
18 Internal Revenue Service and at state tax departments increase tax  
19 gaps and lower government capacity to service the taxpayers, answer  
20 taxpayer questions, conduct audits and collect unpaid taxes; and

21 WHEREAS, addressing the tax gap could provide the revenue  
22 that states need to avoid tax increases on working class Americans  
23 and cuts to core public services; and

24 WHEREAS, the Working Americans’ Tax Cut Act aims to provide  
25 tax relief for low and middle-income Americans:

26 **RESOLVED, that the AFT will support increased enforcement**  
27 **of existing tax laws to reduce the tax gap and address the**  
28 **millionaires, billionaires, corporations and others who flagrantly**  
29 **flaunt their responsibility to contribute to our democracy; and**

30 **RESOLVED, that the AFT will work with our state affiliates to**  
31 **draft model legislation to be introduced in state legislatures to**  
32 **expose and define the tax gap in each state; and**

33 **RESOLVED, that the AFT will continue to work with**  
34 **community partners to ensure a strong, fully funded public**  
35 **sector that works for the common good of all; and**

36 **RESOLVED, that the AFT will advocate for the Working**  
37 **Americans’ Tax Cut Act which supports a functional and fair tax**  
38 **system at the federal and state levels.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 78. Protection of Native Public Services and Federal Trust Responsibility

1 WHEREAS, the federal government holds a legal trust and treaty  
2 responsibility to provide healthcare, education, public safety and  
3 essential services to Native American communities; and

4 WHEREAS, Native American communities have been historically  
5 underfunded and underserved across federal systems, resulting in  
6 long-standing disparities in health, education, infrastructure and  
7 economic opportunity; and

8 WHEREAS, Native public employees—including healthcare  
9 workers, educators, public safety personnel, and land and resource  
10 managers—are essential to the delivery of these federally supported  
11 services in tribal communities; and

12 WHEREAS, current and proposed federal workforce reductions  
13 and funding cuts are already resulting in layoffs, service disruptions,  
14 and diminished capacity across the Indian Health Service, Bureau of  
15 Indian Affairs and Bureau of Indian Education; and

16 WHEREAS, these reductions are placing immediate strain on  
17 healthcare systems, schools and public services in tribal  
18 communities, increasing risk to health, safety and educational access;  
19 and

20 WHEREAS, the loss of federal facilities, program funding, and  
21 workforce capacity is actively destabilizing service delivery in Indian  
22 Country, particularly in rural and underserved regions; and

23 WHEREAS, these actions threaten the federal government's  
24 compliance with its trust and treaty obligations to Native nations at a  
25 time of heightened vulnerability and uncertainty:

26 **RESOLVED, that the AFT affirms its unwavering commitment**  
27 **to protecting Native public employees and the essential services**  
28 **they provide; and**

29 **RESOLVED, that the AFT strongly opposes federal workforce**  
30 **reductions and funding cuts that undermine healthcare,**  
31 **education and public services in Indian Country; and**

32 **RESOLVED, that the AFT calls for the immediate halt to**  
33 **policies that reduce capacity in Native-serving agencies and**  
34 **demands the full funding and staffing of the Indian Health**  
35 **Service, Bureau of Indian Affairs and Bureau of Indian**  
36 **Education; and**

37 **RESOLVED, that the AFT urges federal policymakers to fully**  
38 **uphold treaty and trust obligations to Native nations and to take**  
39 **immediate action to stabilize and strengthen services in tribal**  
40 **communities; and**

41       **RESOLVED, that the AFT will actively advocate for the**  
42 **restoration, protection and expansion of funding for programs**  
43 **that support Native health, education and community well-being,**  
44 **and will work in partnership with tribal nations and allied**  
45 **organizations to ensure these commitments are met.**

*Submitted by: United Teachers Los Angeles, Local 1021*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **79. AFT Members Refuse to Accept Violence as Part of the Job**

1       WHEREAS, violence is not, and must never be, “part of the job”  
2 for our members. The right to a safe and healthy workplace is a  
3 fundamental human right and a legal right enshrined in the  
4 Occupational Safety and Health Act of 1970. Every worker should  
5 have the right to leave work in the same condition in which they  
6 arrived—alive, uninjured and mentally whole; and

7       WHEREAS, workplace violence has severe and lasting impacts on  
8 workers, including physical injury, psychological trauma, anxiety,  
9 depression, post-traumatic stress, lost work time, disability, and in  
10 some cases permanent harm or death, with ripple effects on families,  
11 co-workers and the quality of public services; and

12       WHEREAS, inconsistent definitions of workplace violence across  
13 employers, occupations, states and federal agencies have  
14 contributed to underreporting, inconsistent data collection, uneven  
15 prevention efforts and gaps in worker protections, limiting the ability to  
16 fully assess the scope, causes and impact of workplace violence  
17 across AFT-represented professions; and

18       WHEREAS, the National Institute for Occupational Safety and  
19 Health (NIOSH) classifies Type II workplace violence as violence  
20 directed at workers by clients, customers, patients, students, inmates  
21 or other recipients of services, yet the increasing incidence of threats,  
22 intimidation, harassment, assault and violence committed against  
23 educators and school staff by parents, guardians, caregivers, family  
24 members, volunteers, visitors, contractors, advocates and other non-  
25 student adults in educational settings warrants expanded recognition,  
26 research and prevention strategies; and

27       WHEREAS, unlike many private sector employers, numerous  
28 preK-12 school systems, higher education institutions and public  
29 employers are not required to maintain OSHA 300 injury and illness  
30 logs or comparable workplace violence reporting systems, creating  
31 dangerous gaps in accountability, hazard identification, injury

32 surveillance and violence prevention efforts in educational settings;  
33 and

34 WHEREAS, AFT members in healthcare, public service, preK-12,  
35 higher education and school support staff are witness to and the  
36 victims of assault and violence at their places of employment with  
37 each constituency showing a troubling increase in both frequency and  
38 severity of violent incidents, including:

- 39 • New York's Public Employees Federation is sounding the alarm.  
40 According to the New York State Department of Civil Service's  
41 own FY 2024-25 Workers' Compensation Annual Report,  
42 assaults and violent acts by persons against state employees  
43 increased 171 percent over the past five years, rising from 379  
44 incidents in 2020-21 to 1,029 in 2024-25, making it one of the  
45 fastest-growing causes of workplace injury statewide. When  
46 combined with patient and inmate assaults, person-related  
47 violence now accounts for more than 3,500 work-related injury  
48 incidents across New York state agencies each year. This  
49 statewide trend is mirrored in PEF's own experience: Member-  
50 reported workplace violence-related cases brought to the  
51 union's Health and Safety Department have increased more  
52 than 1,600 percent since 2023, overwhelming existing capacity  
53 and underscoring the scale of need among frontline public  
54 employees.
- 55 • Workplace violence in the hospital setting has increased by 183  
56 percent from 2004 to 2024.
- 57 • The rate of violent injuries in 2023 and 2024 for local  
58 government and state employees was nearly five times higher  
59 than the rate for all other private and public sector workers, with  
60 correctional workers experiencing the highest average annual  
61 victimization rate of non-fatal workplace violence (149 violent  
62 crimes per 1,000 workers compared with an average annual  
63 rate for all workers of eight violent crimes per 1,000).
- 64 • Between 2000 and 2025, there have been 398 gun-related  
65 incidents of violence on college and university campuses, with  
66 529 fatalities and an additional 328 non-lethal gun related  
67 injuries.
- 68 • Between 2022 and 2026, over half of the nation's 101  
69 historically Black colleges and universities have been targeted  
70 with a sustained wave of terroristic bomb threats, active shooter  
71 hoaxes, and violent intimidation.
- 72 • Each year 3 out of every 5 paraprofessionals report being the  
73 victim of workplace violence.
- 74 • Nationwide, reports indicate that 1 in 4 non-fatal incidents of  
75 workplace violence are directed at teachers and school support  
76 staff; and

77 WHEREAS, threats and assaults at work are not always within our  
78 control, they are however not typically random, isolated or  
79 unavoidable events. Many instances of workplace violence are  
80 predictable and preventable and can be significantly reduced through  
81 comprehensive prevention programs, adequate staffing, training,  
82 environmental controls and enforceable standards; and

83 WHEREAS, AFT members and the people who supervise them  
84 have disparate and sometimes conflicting understandings of best  
85 practice for resolving threats; and

86 WHEREAS, AFT members have been disciplined by their  
87 employer for the use of violence mitigation techniques, even when  
88 those techniques have been in accordance with and promulgated by  
89 their employer; and

90 WHEREAS, effective workplace violence prevention programs are  
91 strongest when workers and their unions play a central role in their  
92 design, implementation, monitoring and enforcement, including risk  
93 assessments, prevention strategies, training, reporting systems and  
94 continuous evaluation:

95 **RESOLVED, that the AFT will expand and intensify our fight to**  
96 **protect members in all divisions from workplace violence by**  
97 **centering workers' lived experiences; demanding employer**  
98 **accountability; and winning enforceable protections through**  
99 **collective bargaining, legislation and regulation; and**

100 **RESOLVED, that the AFT will create an ad hoc cross-**  
101 **constituency committee charged with developing a workplace**  
102 **violence mitigation best practice policy guide, and constituency-**  
103 **specific sample collective bargaining language on workplace**  
104 **safety, de-escalation and crisis management; and**

105 **RESOLVED, that the AFT will develop and make available to**  
106 **affiliates a workplace violence data tracking and reporting tool to**  
107 **assist in documenting assaults, threats, harassment, domestic**  
108 **violence-related incidents and work-related injuries affecting**  
109 **members, while advancing standardized reporting requirements**  
110 **in public sector workplaces nationwide; and**

111 **RESOLVED, that the AFT will work with legislators to request**  
112 **a Government Accountability Office study on the impact**  
113 **workplace violence has on public services, healthcare, preK-12**  
114 **and higher education; and**

115 **RESOLVED, that the AFT will petition the National Institute for**  
116 **Occupational Safety and Health (NIOSH) to study the impact of**  
117 **and potential solutions for workplace violence in public services,**  
118 **preK-12 and higher education; and**

119 **RESOLVED, that the AFT will petition NIOSH and other**  
120 **relevant federal agencies to review, study and expand Type II**  
121 **workplace violence classifications within educational settings to**

122 explicitly recognize threats, intimidation, harassment, assault  
123 and violence committed by parents, guardians, caregivers,  
124 family members, volunteers, visitors, contractors, advocates and  
125 other non-student adults against educators, school staff and  
126 higher education personnel; and

127 **RESOLVED**, that the AFT will work to strengthen, reconstitute  
128 and empower the federal Occupational Safety and Health  
129 Administration (OSHA) and related federal and state agencies to  
130 ensure our members can safely enter and exit their workplaces  
131 knowing their health is a priority; and

132 **RESOLVED**, that the AFT will conduct awareness-building,  
133 leadership development, and skill-building trainings to support  
134 locals in launching workplace violence prevention campaigns  
135 rooted in worker testimony and collective action; and

136 **RESOLVED**, that the AFT will advise and assist locals in  
137 petitioning NIOSH for health hazard evaluations, including free,  
138 expert risk assessments and concrete recommendations for  
139 hazard mitigation; and

140 **RESOLVED**, that the AFT will continue and expand workplace  
141 violence prevention efforts for AFT nurses and healthcare  
142 professionals, teachers, paraprofessionals and school-related  
143 personnel, higher education members and public employees,  
144 including support for new and stronger state laws, training and  
145 resources for members and leaders, and sustained advocacy for  
146 the Workplace Violence Prevention for Healthcare and Social  
147 Services Workers Act and a strong OSHA (or state equivalent for  
148 public sector employees) standard.

*Submitted by: Public Employees Federation, Local 4053*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **80. Restoring Postmark Reliability**

1 WHEREAS, a responsive and reliable postal service has been a  
2 mainstay of the republic since its founding days; and

3 WHEREAS, postal customers faced regular increases in rates and  
4 changes in services; and

5 WHEREAS, nevertheless postal customers have always been  
6 able to rely on postmarks for day of their mail deposit for many,  
7 including offers of employment, hiring agreements and other legal  
8 needs, especially timely filing of state and federal tax returns and mail  
9 ballot voting; and

10 WHEREAS, the postal service in 2025 announced changes in  
11 processing its mail and warned of adverse impact to postmark dates  
12 with delays from when mail was deposited; and

13 WHEREAS, under the changes mail is trucked as many as  
14 hundreds of miles and overnight from deposit points to regional  
15 processing centers where mail still may sit before processing and  
16 postmarking for distribution, including back cities, towns and  
17 neighborhoods where its journey began; and

18 WHEREAS, these changes have made the postmark unreliable:

19 **RESOLVED, that the AFT will seek restoration of mail**  
20 **postmark to date of deposit in the U.S. Mail; work with other**  
21 **organizations that are advocating for that restoration; and**  
22 **support any rulemaking or legislation to restore postmark**  
23 **reliability.**

*Submitted by: AFT-Oregon Retirees*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **81. Preservation and Revitalization of Native American Languages**

1 WHEREAS, Native American languages are foundational to the  
2 cultural identity, sovereignty and knowledge systems of Native  
3 nations; and

4 WHEREAS, federal policies, including the Indian boarding school  
5 system, historically suppressed and attempted to eradicate Native  
6 languages, resulting in significant language loss and endangerment;  
7 and

8 WHEREAS, despite federal recognition through the Native  
9 American Languages Act of 1990, many Native languages remain  
10 endangered, with some at risk of extinction; and

11 WHEREAS, the AFT has previously affirmed its support for the  
12 use of Native languages, history, and culture to enrich academic  
13 instruction and has supported federal funding for Native language  
14 immersion programs; and

15 WHEREAS, research and federal policy demonstrate that student  
16 achievement, identity development, and community well-being are  
17 strengthened when Native languages are preserved and used in  
18 educational settings; and

19 WHEREAS, many educators and school systems still lack the  
20 resources, training and guidance necessary to support Native  
21 language instruction and culturally responsive education; and

22 WHEREAS, the continued underfunding of Native language  
23 programs threatens the survival of these languages at a critical  
24 moment:

25 **RESOLVED, that the AFT reaffirms its commitment to the**  
26 **preservation, protection and revitalization of Native American**  
27 **languages; and**

28 **RESOLVED, that the AFT supports full federal funding for**  
29 **Native language immersion, restoration and preservation**  
30 **programs in public, Bureau of Indian Education, and tribally**  
31 **controlled schools; and**

32 **RESOLVED, that the AFT advocates for policies that expand**  
33 **access to Native language instruction and culturally sustaining**  
34 **curriculum in public education systems; and**

35 **RESOLVED, that the AFT will work to support educator**  
36 **training and professional development to ensure that teachers**  
37 **are equipped to engage respectfully and effectively with Native**  
38 **languages and cultures; and**

39 **RESOLVED, that the AFT will collaborate with tribal nations,**  
40 **Native educators and allied organizations to support community-**  
41 **driven language revitalization efforts; and**

42 **RESOLVED, that the AFT recognizes the urgency of this work**  
43 **and will advocate for immediate and sustained investment to**  
44 **prevent further loss of Native languages and to support their**  
45 **transmission to future generations.**

*Submitted by: United Teachers Los Angeles, Local 1021*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **82. Advancing Union-Backed Housing Models for AFT Public Sector Members**

1 WHEREAS, AFT public sector members face a deepening  
2 housing affordability crisis, with rising home prices, rents and  
3 borrowing costs pushing homeownership beyond reach for many  
4 working families; and

5 WHEREAS, housing insecurity directly affects recruitment,  
6 retention and stability in public sector professions, and undermines  
7 the ability of workers to live in the communities they serve; and

8 WHEREAS, the federal tax code and housing finance system  
9 favor homeownership without providing meaningful or comparable  
10 support for renters, exacerbating inequality and wealth disparities  
11 among working people; and

12 WHEREAS, corporate investors increasingly purchase single-  
13 family homes and new developments at scale, driving up prices and  
14 reducing access for first-time homebuyers as part of a profit-driven  
15 corporate housing model; and

16 WHEREAS, New York–based building trades and utility unions  
17 have successfully utilized union-backed housing models, including  
18 labor-supported developments, project labor agreements tied to  
19 housing production, and union-affiliated financial institutions that  
20 provide favorable mortgage products to members; and

21 WHEREAS, these models demonstrate that unions can play a  
22 constructive role in expanding affordable housing supply while  
23 ensuring high-quality construction, stable jobs and access to  
24 homeownership for union members:

25 **RESOLVED, that the AFT will recognize housing affordability**  
26 **and access to homeownership as a core labor, economic justice**  
27 **and workforce sustainability issue for public sector members;**  
28 **and**

29 **RESOLVED, that the AFT will actively explore and promote**  
30 **union-backed housing strategies modeled after New York’s**  
31 **building trades and utility unions, including but not limited to:**

- 32 • **Housing set-asides for union members in publicly financed**  
33 **or labor-supported developments;**
- 34 • **Partnerships with labor-friendly developers utilizing project**  
35 **labor agreements that include pathways to homeownership**  
36 **for union members;**
- 37 • **Cooperative or union-sponsored housing developments**  
38 **designed specifically for public sector workers;**
- 39 • **Collaboration with union-affiliated banks, credit unions or**  
40 **financial institutions to provide low-interest mortgage**  
41 **products, down-payment assistance, or first-time**  
42 **homebuyer programs for AFT members; and**

43 **RESOLVED, that the AFT will convene affiliates—particularly**  
44 **in New York—along with building trades councils, utility unions,**  
45 **housing finance experts and public officials to identify best**  
46 **practices, legal frameworks, and funding mechanisms that can**  
47 **be adapted nationally; and**

48 **RESOLVED, that the AFT will advocate for federal, state and**  
49 **local policies that discourage speculative corporate ownership**  
50 **of residential housing, expand affordable housing supply, and**  
51 **support labor-backed housing initiatives that prioritize working**  
52 **families over corporate profit; and**

53 **RESOLVED, that the AFT will report back to its executive**  
54 **council and affiliates with concrete recommendations and**  
55 **potential pilot initiatives—including New York-based pilots—that**

56 **advance housing stability and homeownership opportunities for**  
57 **AFT public sector members.**

*Submitted by: Public Employees Federation, Local 4053*

- Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

Proposed

### 83. Organizing Retirees to Build Power

1 WHEREAS, power is the essential factor in achieving the AFT's  
2 objective of building a better world for our members and our  
3 communities; and

4 WHEREAS, power derives from educating and mobilizing our  
5 members, active and retired; and

6 WHEREAS, it is essential that we continue to build our power to  
7 secure fair contracts; to advance policies that support and enhance  
8 public K-12 education, higher education, public service and  
9 healthcare; and to elect allies who support and promote these issues;  
10 and

11 WHEREAS, in recognizing the unique contribution of the  
12 generation of union members who built the modern AFT, delegates to  
13 the 1990 convention approved the creation of lifelong membership for  
14 AFT retirees; there is no cost to this continued membership, as  
15 retirees have prepaid through the years of investment of dues dollars  
16 and activism; and

17 WHEREAS, in further recognition of the importance of retiree  
18 members, in 2020 AFT Retirees became a division and the Retirees  
19 program and policy council was constituted; and

20 WHEREAS, AFT retiree members from affiliates across the  
21 country, oftentimes through their retiree chapter, coordinate federal,  
22 state and local retiree work to advance the AFT mission; and

23 WHEREAS, accurate membership lists are essential for educating  
24 and mobilizing members on policy initiatives and legislation, winning  
25 elections, supporting the overall work of state federations and locals,  
26 and developing retiree chapters; and

27 WHEREAS, keeping retirees on membership lists allows unions to  
28 communicate with and mobilize retirees in support of AFT, local and  
29 state affiliate issues; and

30 WHEREAS, high retiree voter turnout makes them a key swing  
31 vote in many elections, making retirees a critical factor in electing  
32 candidates who support policies that improve the lives of working  
33 families:

34 **RESOLVED, that the AFT will continue to encourage state and**  
35 **local affiliates to maintain retirees on membership lists, by**  
36 **setting members' employment status to "retired" upon**  
37 **retirement, not "inactive" or deleted; and**

38 **RESOLVED, that locals without retiree chapters organize**  
39 **these chapters with the assistance of their state federation and**  
40 **the AFT; and**

41 **RESOLVED, that state and local affiliates activate their**  
42 **retirees around issues that support and enhance public K-12**

43 **education, higher education, public service and healthcare, and**  
44 **to elect allies to advance these issues.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **84. Fighting for Responsible Capital Stewardship to Benefit American Workers**

1        WHEREAS, the staff and trustees of our pension funds uphold  
2 their fiduciary duties when they make decisions solely in the interests  
3 of participants and beneficiaries, with the care, skill and diligence that  
4 a prudent expert would use; and

5        WHEREAS, investment decisions that undermine the long-term  
6 interests of our benefit plans and our members as plan participants  
7 may conflict with these duties, which could include plans' and  
8 participants' interests in the health of the public sector workforce, the  
9 integrity of contributing employers and the systemic stability of the  
10 financial system in which members' pension fund assets are invested;  
11 and

12        WHEREAS, history shows that the harms of financial crises are  
13 most deeply felt by working people and retirees, through pension fund  
14 losses, benefit cuts, job losses and reduced public services, rather  
15 than by the individuals and financial institutions whose actions  
16 contributed to the crisis; and

17        WHEREAS, the International Monetary Fund, the European  
18 Central Bank, the Federal Reserve, Moody's and the World Bank  
19 have identified numerous recent indicators of a growing risk of  
20 financial crisis and/or recession, which constitute material risks that  
21 fiduciaries must assess, including:

- 22        • Consumer credit reaching 2008-era stress levels, with credit  
23 card delinquencies escalating and households funding  
24 consumption through debt; and
- 25        • The stalling U.S. labor market, with "zero net job creation in the  
26 private sector,"<sup>1</sup> according to former Federal Reserve Chair  
27 Jerome Powell; and
- 28        • An AI investment bubble in equity markets, which could produce  
29 a stock market crash; and
- 30        • The threat of labor market instability if AI use triggers  
31 widespread layoffs;<sup>2</sup> and

<sup>1</sup> <https://www.cbsnews.com/news/fed-rate-decision-jerome-powell-uncertainty-iran-war/>

<sup>2</sup> <https://www.wsj.com/economy/jobs/white-collar-jobs-ai-324b749c>

RETIREMENT COMMITTEE

- 32 • The rapid growth of the unregulated private credit sector, its  
33 integration within the banking system and its funding from  
34 insurance companies and workers' pension funds, which have  
35 led some economists to call it a probable "locus of contagion" in  
36 a future crisis; and  
37 • Political attacks on Federal Reserve independence, which make  
38 it more difficult for regulators to address these risks; and  
39 • Trump administration policies in areas ranging from tariffs to  
40 conflicts with allies and aggressive wars in economically critical  
41 regions, which are threatening global economic stability and  
42 investor confidence in the dollar; and

43 WHEREAS, the labor movement pushed for a post-2008 global  
44 financial crisis regulatory framework and protections to prevent  
45 systemic financial crises, including the Dodd-Frank Wall Street  
46 Reform and Consumer Protection Act, the Consumer Financial  
47 Protection Bureau and the Financial Stability Oversight Council; and

48 WHEREAS, the Trump administration has been rolling back those  
49 very protections, effectively choosing to amplify these systemic risks,  
50 which without oversight accumulate invisibly until they can no longer  
51 be managed; and

52 WHEREAS, pension fund assets are working people's deferred  
53 wages, and are the single largest source of capital for the private  
54 equity industry, despite its pattern of anti-worker conduct, including  
55 tolerating child labor, attacking freedom of association and often  
56 loading portfolio companies with debt leading to bankruptcies, all  
57 documented in the AFT's "Managing Labor Risks in Private Equity"  
58 report; and

59 WHEREAS, public pension fund investments have too often been  
60 used to finance the privatization of the very same public sector jobs  
61 that generate pension contributions via private contracting, which  
62 weakens employer contribution bases and undermines the long-term  
63 solvency of pension funds; and

64 WHEREAS, several pension funds have adopted responsible  
65 workforce management policies, demonstrating that this approach is  
66 legally defensible, practical and consistent with fiduciary duty; and

67 WHEREAS, investments that fund union-busting, job destruction  
68 and public sector privatization directly weaken the economic security  
69 of working people and the retirement security of AFT members; and

70 WHEREAS, pension plan fiduciaries have many choices when  
71 they allocate workers' capital, and when choosing among investment  
72 alternatives of equal economic value, they are never obligated to  
73 allocate to investment managers that are indifferent or hostile to the  
74 long-term economic well-being of plan participants when there are  
75 alternative choices with comparable investment characteristics:

76       **RESOLVED, that the AFT will work with the fiduciaries of our**  
77 **members' capital and promote these as key tenets of the AFT**  
78 **Capital Stewardship Framework:**

- 79    **1.    *Pension Funds Should Not Finance Their Own Destruction.***  
80       **Our funds should not knowingly invest in entities whose**  
81       **business model privatizes public sector jobs, extracts**  
82       **short-term profit from portfolio companies at the expense**  
83       **of long-term value, cuts pension obligations in bankruptcy**  
84       **or opposes workers' rights to organize and bargain**  
85       **collectively; and**
- 86    **2.    *Asset Manager Conduct, Including Policy Conduct, Is***  
87       ***Material.* Asset managers who use firm-derived wealth,**  
88       **authority and resources to shape public policy to harm**  
89       **their client pension funds and their beneficiaries, to harm**  
90       **working people more broadly or to advance their own**  
91       **interests at the expense of plan beneficiaries' interests are**  
92       **engaged in conduct that is material to a fiduciary's**  
93       **analysis; and**
- 94    **3.    *Beneficiary and Benefit Plan Interests are Central to***  
95       ***Fiduciary Decision-Making.* These interests include**  
96       **economic and financial stability, job security, the health of**  
97       **other components of retirement security, including Social**  
98       **Security and Medicare, wages, bargaining rights and the**  
99       **health of the public sector workforce; and**

100       **RESOLVED, that the AFT will publicize the actors, actions and**  
101 **inactions in the capital markets that threaten the long-term**  
102 **health and stability of our pensions and the economy and hold**  
103 **accountable those who are responsible for future**  
104 **recessions/crises; and**

105       **RESOLVED, that the AFT will encourage trustees to carefully**  
106 **assess the long-term risk-adjusted performance of asset**  
107 **managers whose actions harm or attack working people, and**  
108 **where possible avoid allocating workers' capital to such**  
109 **managers.**

*Submitted by: AFT Executive Council*

Adopted         Adopted as Amended         Defeated         Tabled  
 Precluded by \_\_\_\_\_         Referred to \_\_\_\_\_

## **85. On Fiduciary Concerns Regarding Investments with Apollo Global Management**

1       WHEREAS, the retirement security of AFT members depends on  
2 prudent management of our public pension funds, with fiduciary duty  
3 requiring that all investment decisions be made solely in the best  
4 financial interests of beneficiaries; and  
5       WHEREAS, public pension funds have significant investments  
6 managed by or through Apollo Global Management, a major private  
7 equity firm whose actions and leadership have material implications  
8 for the long-term value and ethical profile of those investments; and  
9       WHEREAS, Apollo Global Management Chairman and CEO Marc  
10 Rowan has played a central role in writing, promoting and supporting  
11 the Trump administration’s Compact for Academic Excellence in  
12 Higher Education, a political initiative that has drawn criticism for  
13 using federal benefits as coercive leverage in an attempt to  
14 undermine public education, free speech, collective bargaining rights  
15 and students’ equitable access to higher education; and  
16       WHEREAS, records obtained through public-records requests and  
17 other sources raise concerns that Apollo Global Management staff  
18 and resources may have been used to support Marc Rowan’s higher  
19 education advocacy in ways that may conflict with Apollo’s Code of  
20 Business Conduct and Ethics and its obligations to shareholders and  
21 limited partner clients; and  
22       WHEREAS, Apollo also has a direct financial connection to for-  
23 profit higher education through its ownership and control of the  
24 University of Phoenix, a for-profit school with a troubling record on  
25 student outcomes and federal oversight; and  
26       WHEREAS, Marc Rowan’s higher-education activities raise  
27 additional concerns in light of the student-debt crisis, including his  
28 \$50 million donation to create the Penn Wharton Budget Model, a  
29 policy tool that has been used in congressional debates to oppose  
30 legislative proposals for student-loan cancellation; and  
31       WHEREAS, many public pension beneficiaries are AFT members,  
32 i.e., educators, public employees, healthcare workers, retirees, and  
33 workers whose professional lives and public institutions may be  
34 directly affected by the higher education agenda advanced by  
35 Apollo’s senior leadership; and  
36       WHEREAS, the political and policy activities of senior executives  
37 at firms entrusted with public pension assets can reflect on the  
38 values, public perception, and potential reputational risks borne by  
39 AFT members’ retirement funds; and  
40       WHEREAS, fiduciaries are obligated to consider not only financial  
41 returns but also the risks associated with governance, social  
42 responsibility, and reputational exposure that may affect the long-term  
43 stability of pension investments:

44 **RESOLVED, that the AFT urge our public pension systems**  
45 **and their governing bodies to:**

- 46 **4. Undertake a fiduciary review of current and prospective**
- 47 **investments with Apollo Global Management in light of**
- 48 **governance and reputational risks connected to the**
- 49 **political advocacy of its leadership;**
- 50 **5. Request full transparency from Apollo Global Management**
- 51 **concerning any executive activities, political expenditures,**
- 52 **or affiliations that could materially conflict with the values**
- 53 **and missions of public education and public service;**
- 54 **6. Reaffirm that pension fund investments must align with**
- 55 **fiduciary obligations that prioritize beneficiaries' long-term**
- 56 **financial security and the integrity of the public institutions**
- 57 **their labor sustains;**
- 58 **7. Report publicly on findings and any recommended changes**
- 59 **in investment policies or managers to safeguard pension**
- 60 **beneficiaries from undue risk connected to such**
- 61 **associations; and**

62 **RESOLVED, that this resolution be transmitted to the relevant**  
63 **pension funds, state treasurers and other oversight bodies**  
64 **responsible for fiduciary governance of our members' public**  
65 **retirement assets.**

*Submitted by: American Association of University Professors, No. 8064*

- Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

**86. Establish a National Clearinghouse to Support State  
and Local Pension Cost-of-Living Adjustments for AFT  
Retirees**

1      WHEREAS, the pensions of retired AFT members are increasingly  
2 failing to keep pace with inflation, resulting in significant economic  
3 hardship and a decline in the standard of living for those who  
4 dedicated their lives to public service; and

5      WHEREAS, public pension administration, benefit structures, and  
6 cost-of-living (COLA) adjustments are legally governed by diverse  
7 state statutes, municipal charters, and distinct local retirement  
8 systems rather than a single federal framework; and

9      WHEREAS, fixed and capped cost-of-living adjustment formulas  
10 across these varying state and local jurisdictions have failed to mirror  
11 volatile, cumulative inflation, resulting in a systemic erosion of

12 purchasing power and undermining the financial security of retirees;  
13 and

14 WHEREAS, these rigid annual caps, non-compounding formulas,  
15 and arbitrary waiting periods imposed by specific state legislatures  
16 and local pension boards fail to reflect the true increase in the cost of  
17 basic necessities, including healthcare, housing and food; and

18 WHEREAS, local and state affiliates require sophisticated  
19 actuarial data, comparative policy research, and targeted legislative  
20 templates to successfully lobby state lawmakers and pension trustees  
21 for structural reforms; and

22 WHEREAS, the prudent management of public pension funds—  
23 strengthened by the active participation of worker-elected trustees—  
24 demonstrates that well-funded and diversified investment strategies  
25 can support meaningful adjustments when backed by strong state-  
26 level legislative frameworks:

27 **RESOLVED, that the AFT establish a centralized national**  
28 **informational clearinghouse to systematically track, analyze and**  
29 **map pension COLA structures, funding mechanisms, and**  
30 **legislative statutes across all state and local public retirement**  
31 **systems; and**

32 **RESOLVED, that this AFT clearinghouse develop and**  
33 **distribute comprehensive toolkits—including model state**  
34 **legislative language, actuarial impact talking points and state-by-**  
35 **state comparative analyses—to robustly support state and local**  
36 **affiliates as they advocate before state legislatures and local**  
37 **retirement boards; and**

38 **RESOLVED, that the AFT establish a strategic coordination**  
39 **network to facilitate member-to-member information sharing,**  
40 **allowing state affiliates that have successfully passed pension**  
41 **or COLA legislative updates to share their legal strategies,**  
42 **mobilization campaigns and lobbying frameworks with affiliates**  
43 **facing similar statutory hurdles; and**

44 **RESOLVED, that the AFT provide targeted technical**  
45 **assistance, strategic communications support, and political**  
46 **mobilization resources to state and local affiliates seeking to**  
47 **modernize COLA calculation methodologies, eliminate arbitrary**  
48 **waiting periods, and safeguard the lifelong financial security and**  
49 **purchasing power of all AFT retirees within their respective**  
50 **legislative systems.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 87. Sustainable Investment and Retirement Security

1 WHEREAS, the AFT represents 1.8 million professionals  
2 dedicated to the preservation of life, the promotion of human rights,  
3 and the nurturing of a peaceful future; and

4 WHEREAS, investing retirement assets of AFT members in  
5 industries that fundamentally contradict our mission of service—such  
6 as munitions, private equity-led healthcare, and for-profit detention—  
7 raises serious issues for pension fund fiduciaries; and

8 WHEREAS, billions in public pension assets remain invested in  
9 these activities, while individual 403(b) and 401(k) plans often are  
10 limited to broad market funds that do not provide members a real  
11 ability to self-direct their retirement assets in relation to these issues;  
12 and

13 WHEREAS, fiduciary responsibility includes considering and  
14 where appropriate addressing the systemic and reputational risks  
15 associated with industries that profit from human suffering and  
16 environmental destruction:

17 **RESOLVED, that the AFT will advocate for enhanced**  
18 **oversight and where in the long-term best interest of our plans**  
19 **and their participants the phaseout of public pension fund**  
20 **investment in munitions, warfare and for-profit detention**  
21 **industries; and**

22 **RESOLVED, that the AFT will call upon all employer-**  
23 **sponsored participant-directed retirement plans**  
24 **(401k/403b/457b) to provide fiduciarily appropriate low-cost,**  
25 **socially responsible investment and self-directed brokerage**  
26 **options; and**

27 **RESOLVED, that the AFT will provide locals with investment**  
28 **toolkits to assess their employers' retirement plan investment**  
29 **options and seek to negotiate fiduciarily appropriate investment**  
30 **options in self-directed plans that exclude private equity and**  
31 **other predatory holdings.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 88. Supporting Retirees Inter-Chapter Communications

1 WHEREAS, chartering retiree chapters maintains loyal members  
2 in the programs and activities of the AFT and counts retirees in the  
3 ranks of its membership; and

4 WHEREAS, communication between and among retiree chapters  
5 and their members and leaders provides important exchanges of  
6 information and news on retiree and seniors' issues, programs and  
7 activities, including shared political and legislative interests and  
8 challenges; and

9 WHEREAS, the AFT historically produced a comprehensive  
10 printed directory listing all retiree chapters, including leadership  
11 contact information; and

12 WHEREAS, the digital era has reduced the need for maintaining  
13 many printed documents and directories, but has not eliminated the  
14 need for access to that information or important directories of that  
15 information:

16 **RESOLVED, that the AFT will revive and provide access**  
17 **through AFT LeaderNet or another of its platforms to a listing of**  
18 **retiree chapters, with addresses, and including leaders' names**  
19 **and contact information; and**

20 **RESOLVED, that the AFT will make the resource available by**  
21 **Jan. 1, 2027, and announce to retiree chapters commencement**  
22 **of the resource and how to access it; and**

23 **RESOLVED, that in furtherance of inter-chapter**  
24 **communications, the AFT will continue and maintain a meeting**  
25 **of the Retirees Division during its biennial conventions.**

*Submitted by: AFT-Oregon Retirees*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

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## 89. Escalating the ‘Code Red’ Campaign: A Mandate for National Safe Staffing Ratios

1 WHEREAS, the AFT’s “Code Red” campaign has successfully  
2 moved the needle on patient safety, securing historic legislative  
3 victories in states like Oregon, Washington and Connecticut, proving  
4 that enforceable ratios are both achievable and essential; and

5 WHEREAS, despite this progress, healthcare workers across the  
6 nation continue to suffer from “moral injury” caused by chronic  
7 understaffing, leading to record levels of burnout and professionals  
8 leaving the bedside; and

9 WHEREAS, the recent repeal of federal nursing home staffing  
10 standards in late 2025 underscores the fragility of administrative  
11 protections and the urgent need for permanent, codified state and  
12 federal laws; and

13 WHEREAS, data consistently shows that mandated nurse-to-  
14 patient ratios significantly reduce patient mortality, decrease nurse  
15 turnover and improve overall quality of care:

16 **RESOLVED, that the AFT celebrates the achievement of its**  
17 **previous goal of passing safe staffing protections in five key**  
18 **states and now officially doubles that goal, committing to**  
19 **passing enforceable, ratio-based safe staffing laws in at least 10**  
20 **additional states by 2028; and**

21 **RESOLVED, that the AFT will use the Oregon model<sup>1</sup> as its**  
22 **primary legislative model, advocating for laws that include not**  
23 **just nurses, but the entire care team—including assistive,**  
24 **service, technical and professional personnel; and**

25 **RESOLVED, that the AFT will aggressively support the Nurse**  
26 **Staffing Standards for Hospital Patient Safety and Quality Care**  
27 **Act<sup>2,3</sup> at the federal level to set a national floor for patient safety**  
28 **that cannot be rescinded by administrative whim; and**

29 **RESOLVED, that the AFT will provide increased strategic and**  
30 **financial support to state affiliates to run “Code Red” legislative**  
31 **and bargaining campaigns, advocating for every healthcare**  
32 **contract and state law to include meaningful enforcement—**  
33 **specifically, transparent public reporting and significant financial**

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<sup>1</sup> Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act, 2023 Or. Laws ch. 507. <https://olis.oregonlegislature.gov/liz/2023R1/Downloads/MeasureDocument/HB2697/Enrolled>

<sup>2</sup> Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act of 2025, H.R. 3415, 119th Cong. (2025). <https://www.congress.gov/bill/119th-congress/house-bill/3415>

<sup>3</sup> Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act of 2023, S. 1113, 118th Cong. (2023). <https://www.congress.gov/bill/118th-congress/senate-bill/1113>

34 **penalties for healthcare organizations/employers that fail to meet**  
35 **mandated limits.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **90. Strengthening the Healthcare Workforce Through Graduate Loan Equity**

1        WHEREAS, the United States is facing a critical shortage of  
2 healthcare providers, particularly in underserved and rural  
3 communities, which threatens the quality and accessibility of care for  
4 all patients; and

5        WHEREAS, the high cost of graduate-level clinical education  
6 creates a prohibitive debt burden, often deterring talented individuals  
7 from entering essential healthcare professions or practicing in high-  
8 need specialties; and

9        WHEREAS, current federal student loan structures often  
10 disadvantage graduate and professional students, limiting their ability  
11 to manage the financial realities of their essential training; and

12        WHEREAS, bipartisan legislative efforts, such as the Loan Equity  
13 for Advanced Professionals Act (H.R. 6574) and the Professional  
14 Student Degree Act (H.R. 6718), offer vital solutions by expanding  
15 eligibility for loan forgiveness and improving the financial terms for  
16 students pursuing advanced healthcare degrees:

17        **RESOLVED, that the AFT formally endorses and will**  
18 **aggressively lobby for the passage of H.R. 6574 and H.R. 6718,**  
19 **recognizing these bills as essential to expanding the “bench” of**  
20 **qualified healthcare providers; and**

21        **RESOLVED, that the AFT will advocate for comprehensive**  
22 **fixes to H.R. 1 and other federal education policies to ensure that**  
23 **graduate student loan programs are equitable, affordable and**  
24 **aligned with the nation’s urgent healthcare staffing needs; and**

25        **RESOLVED, that the AFT will work to ensure that healthcare**  
26 **professionals across all disciplines have access to the financial**  
27 **support necessary to complete their education and serve the**  
28 **public good without the weight of crushing debt.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 91. Mental Health Resources and Support for Nurses and Healthcare Professionals

1 WHEREAS, many nurses and healthcare staff often experience  
2 high volumes of burnout, stress, anxiety and trauma related to the  
3 demands of the workplace; and

4 WHEREAS, many evidence-based studies identify that  
5 psychological distress and nurse burnout have increased  
6 tremendously because of workplace traumatic experiences and  
7 stressors. According to the American Nurses Association, 62 percent  
8 of nurses experienced burnout in a survey conducted in 2020. Many  
9 factors contributed to this, including chronic workplace stress;  
10 intensive emotional, spiritual and physical demands; and providing  
11 high-acuity care to patients who are deteriorating rapidly; and

12 WHEREAS, healthcare workers, including nurses, lack access to  
13 resources to discuss the traumatic events that occur during their shift,  
14 such as resuscitating a patient unsuccessfully and taking care of end-  
15 of-life patients while providing emotional and spiritual support to the  
16 family and loved ones. Healthcare professionals also do not have the  
17 resources or sufficient amount of time to mentally and emotionally  
18 process the difficult events that occurred throughout their shift; and

19 WHEREAS, live mental health support for healthcare workers is  
20 often unavailable or inaccessible during any given shift and time:

21 **RESOLVED, that the AFT will assist locals with creating**  
22 **contractual language that supports access to mental health**  
23 **resources during any 12-hour shift; and**

24 **RESOLVED, that the AFT will implement changes in the**  
25 **healthcare system by supporting staff who participate in mental**  
26 **health programs, such as:**

- 27 • **Live counseling and crisis support;**  
28 • **Encourage hospitals to provide staff with healthy food**  
29 **options; and**  
30 • **Support locals with negotiations for paid mental health**  
31 **days.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 92. Mandated Protected Time for Nursing Education, In-Services and Mentorship

1 WHEREAS, nurses are required to complete ongoing education,  
2 competencies and eLearning modules to maintain safe,  
3 evidence-based practice; and

4 WHEREAS, completing mandatory education while  
5 simultaneously caring for patients jeopardizes patient safety,  
6 increases cognitive load and undermines learning; and

7 WHEREAS, many employers require nurses to complete  
8 in-services and eLearning on their own time, during breaks or while  
9 managing a patient assignment, creating unsafe conditions and  
10 inequitable access to education; and

11 WHEREAS, protected, paid education time is essential to ensure  
12 nurses can learn effectively, maintain competencies and uphold  
13 professional standards; and

14 WHEREAS, structured mentorship and preceptor support are  
15 critical to nurse retention, clinical development and safe onboarding:

16 **RESOLVED, that the AFT will advocate for mandated,**  
17 **employer-provided, protected, paid time for all nurses to**  
18 **complete required in-services, competencies and eLearning**  
19 **modules while not responsible for a patient assignment,**  
20 **ensuring that education does not jeopardize patient care or**  
21 **nurse well-being; and**

22 **RESOLVED, that the AFT will work with employers to ensure**  
23 **that:**

- 24 • **Mandatory education is scheduled during work hours or as**  
25 **hospital business paid time;**
- 26 • **Nurses are relieved of patient care responsibilities during**  
27 **education time without decreasing patient care, safety or**  
28 **treatments; and**
- 29 • **Staffing plans account for protected education time without**  
30 **increasing workload for remaining staff; and**

31 **RESOLVED, that the AFT will advocate for structured**  
32 **mentorship and preceptor programs that include:**

- 33 • **Dedicated, protected time for mentors and mentees;**
- 34 • **Workload adjustments to support safe, effective teaching;**  
35 **and**
- 36 • **Recognition and compensation for mentorship**  
37 **responsibilities; and**

38 **RESOLVED, that the AFT will support collective bargaining**  
39 **proposals, institutional policies and legislation that guarantee**  
40 **protected education time, strengthen mentorship structures and**

41 **ensure that nurses can maintain competencies without**  
42 **compromising patient safety.**

*Submitted by: United Federation of Teachers, Local 2*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **93. Advocating for Evidence-Based Staffing and Appointment Standards in Dental Care**

1        WHEREAS, the AFT represents healthcare and dental  
2 professionals committed to delivering high-quality patient care while  
3 maintaining safe and sustainable working conditions; and

4        WHEREAS, the dental industry has seen an increasing trend  
5 toward "volume-based" scheduling, which often compromises the  
6 time necessary for clinical excellence and rigorous infection control;  
7 and

8        WHEREAS, inadequate appointment duration leads to rushed  
9 procedures, increased risk of clinical errors and diminished patient  
10 satisfaction; and

11        WHEREAS, insufficient time for operatory turnover and  
12 sanitization poses a direct threat to patient and staff safety by  
13 undermining established sterilization and disinfection protocols; and

14        WHEREAS, excessive workloads and rigid, unrealistic  
15 appointment templates are primary drivers of clinician burnout,  
16 repetitive strain injuries, and mental health challenges among  
17 registered dental hygienists, assistants and doctors:

18        **RESOLVED, that the AFT will advocate for the implementation**  
19 **of evidence-based appointment templates that prioritize clinical**  
20 **outcomes and patient safety over arbitrary production quotas;**  
21 **and**

22        **RESOLVED, that the AFT will support policy and collective**  
23 **bargaining efforts to ensure:**

- 24        • **Standardized Procedure Windows: Minimum time**  
25        **requirements for specific dental procedures based on**  
26        **clinical complexity rather than financial or access targets.**
- 27        • **Mandatory Turnover Buffers: Dedicated, non-clinical time**  
28        **between patients specifically for operatory**  
29        **decontamination, instrument processing and**  
30        **documentation/chart notes**

- 31 • **Staffing Ratios: Adequate support staff levels to ensure**  
32 **clinicians can focus on direct patient care without**  
33 **compromising safety protocols.**

34 **RESOLVED, that the AFT will lobby for state and federal**  
35 **workplace safety standards that recognize the physical and**  
36 **cognitive demands of dental work, seeking to prevent long-term**  
37 **occupational injuries and provider attrition; and**

38 **RESOLVED, that the AFT will provide resources and training**  
39 **to locals to empower dental professionals to negotiate for**  
40 **“quality care clauses” that protect their right to exercise**  
41 **professional judgment in scheduling for the sake of their**  
42 **patients and their own well-being.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

#### **94. Comprehensive Mental Health Supports for Educators and Healthcare Workers**

1        WHEREAS, educators and healthcare workers face compounding  
2 stressors that drive severe burnout and mental health challenges,  
3 with nearly 60 percent of public school teachers experiencing  
4 frequent job-related stress and nearly half of all health workers  
5 reporting frequent burnout; and

6        WHEREAS, proactive mental health management is critical for  
7 retention and high-quality care, especially as more than half of both  
8 healthcare workers and teachers are currently considering leaving  
9 their professions entirely due to emotional fatigue; and

10        WHEREAS, current employer supports are overwhelmingly  
11 reactive rather than preventative, focusing on individual “resilience”  
12 rather than addressing the systemic workloads driving the crisis,  
13 leaving the vast majority of healthcare workers without adequate  
14 workplace measures for managing stress; and

15        WHEREAS, evidence demonstrates that a comprehensive  
16 approach combining strong organizational policies with individual  
17 well-being programs significantly improves job satisfaction, decreases  
18 burnout and enhances retention across these critical sectors:

19        **RESOLVED, that the AFT will develop model language for**  
20 **standardized, comprehensive mental health supports to be used**  
21 **in contract bargaining, specifically including provisions for**  
22 **regular mental health days, flexible scheduling and the**

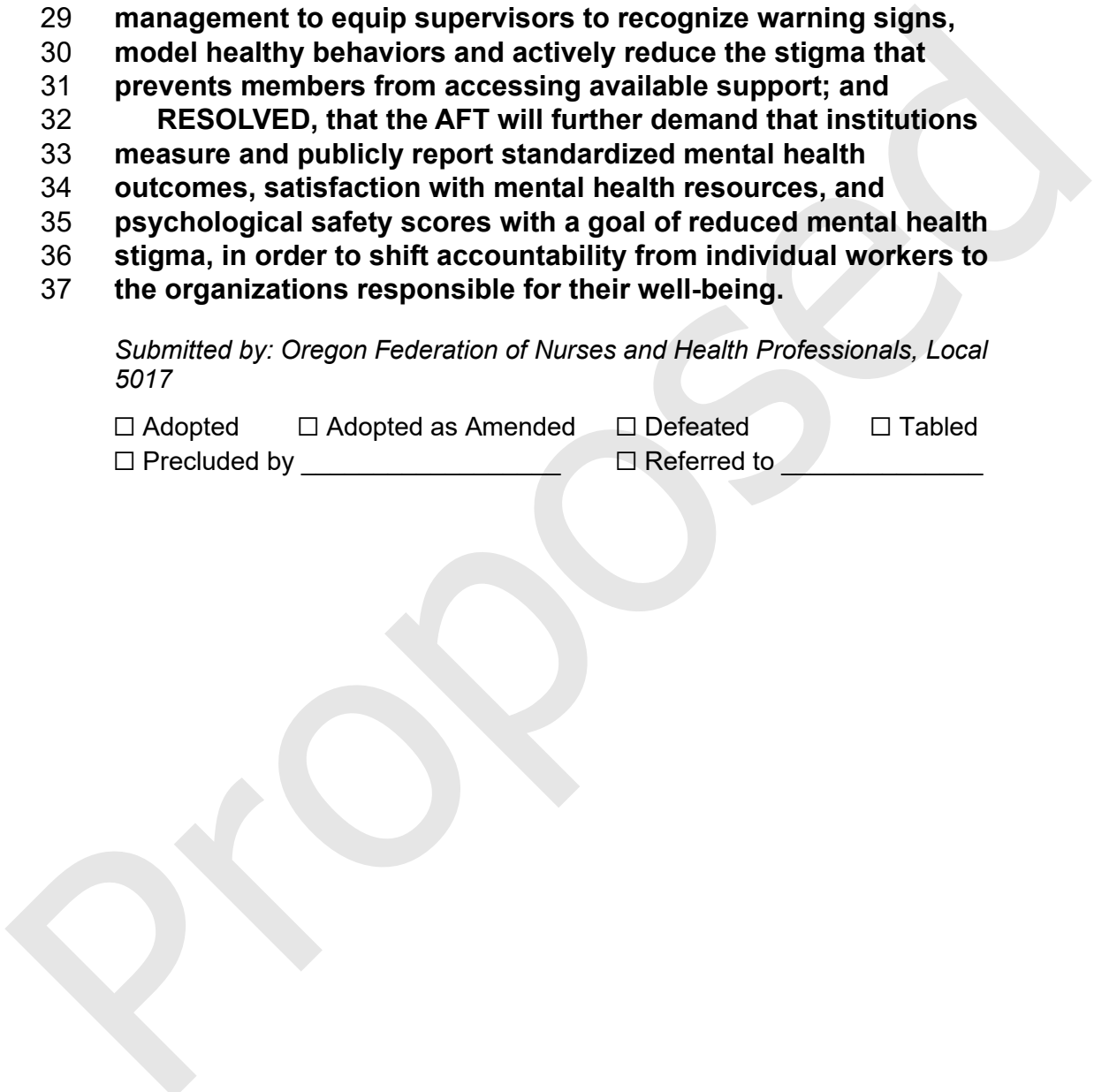
23 **establishment of on-site, confidential peer support networks,**  
24 **and will advocate for policies that prioritize preventative mental**  
25 **health care for our members; and**

26 **RESOLVED, that the AFT will demand that employers of**  
27 **educators and healthcare workers implement mandatory,**  
28 **evidence-based mental health leadership training at all levels of**  
29 **management to equip supervisors to recognize warning signs,**  
30 **model healthy behaviors and actively reduce the stigma that**  
31 **prevents members from accessing available support; and**

32 **RESOLVED, that the AFT will further demand that institutions**  
33 **measure and publicly report standardized mental health**  
34 **outcomes, satisfaction with mental health resources, and**  
35 **psychological safety scores with a goal of reduced mental health**  
36 **stigma, in order to shift accountability from individual workers to**  
37 **the organizations responsible for their well-being.**

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

- Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_



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## **95. Redesignating and Celebrating National Paraprofessionals and School-Related Personnel Week**

1 WHEREAS, the AFT represents more than 370,000  
2 paraprofessionals, bus drivers, custodial and maintenance  
3 employees, health assistants, clerical employees, secretarial staff and  
4 other school and college support staff (PSRPs) in schools and  
5 colleges across the nation; and

6 WHEREAS, members who perform this work may be called many  
7 different things, from paraprofessionals and school-related personnel  
8 to education support professionals, college support staff, classified  
9 staff and many other school and college support staff names; and

10 WHEREAS, the contribution of paraprofessionals and school-  
11 related personnel to the education community is integral and  
12 significant, and their work deserves recognition; and

13 WHEREAS, American Education Week is celebrated and  
14 sponsored by the National Education Association, American Legion,  
15 National PTA, U.S. Department of Education and more than a dozen  
16 other organizations during the third week of November, with the third  
17 Wednesday of November designated as Education Support  
18 Professionals Day; and

19 WHEREAS, there are many profession-specific days of  
20 celebration, such as National Custodian Appreciation Day, School  
21 Lunch Hero Day, Paraprofessional Appreciation Day and School Bus  
22 Driver Appreciation Day, that have been created by various  
23 organizations and that we encourage employers to honor and  
24 celebrate; and

25 WHEREAS, the AFT passed a resolution in 2022 titled  
26 “Designating and Celebrating National Paraprofessionals and School-  
27 Related Personnel Week,” which designated the first week of October  
28 as National Paraprofessionals and School-Related Personnel Week;  
29 and

30 WHEREAS, paraprofessionals and school-related personnel in  
31 many states are members of both the AFT and the NEA; and

32 WHEREAS, aligning the AFT’s celebration with the NEA’s  
33 celebration and the U.S. Department of Education’s celebration of  
34 PSRP members would help build consistency and encourage  
35 employers to acknowledge and celebrate their staff with fidelity every  
36 year; and

37 WHEREAS, designating the third week of November as  
38 Paraprofessionals and School-Related Personnel Week does not  
39 negate or discourage employers or states from celebrating PSRP  
40 members at other times throughout the year:

41 **RESOLVED, that the AFT shall redesignate National**  
42 **Paraprofessionals and School-Related Personnel Week to the**  
43 **third week of November; and**

44 **RESOLVED, that the AFT shall uplift the contributions, work,**  
45 **stories and voices of PSRP members in honor of National**  
46 **Paraprofessionals and School-Related Personnel Week; and**

47 **RESOLVED, that the AFT will encourage employers to**  
48 **celebrate their staff throughout the third week of November, with**  
49 **a particular focus on PSRP staff on the third Wednesday in**  
50 **November; and**

51 **RESOLVED, that the AFT will encourage businesses that**  
52 **typically offer discounts and perks to teachers during Teacher**  
53 **Appreciation Week to offer similar discounts and perks to school**  
54 **and college staff members during the third week of November;**  
55 **and**

56 **RESOLVED, that we encourage employers to celebrate staff**  
57 **during American Education Week and also during job-specific**  
58 **appreciation days, such as Custodian Appreciation Day, School**  
59 **Lunch Hero Day, Paraprofessional Appreciation Day, School Bus**  
60 **Driver Appreciation Day and others, keeping in mind that**  
61 **potential calendar conflicts, inclement weather, school closures**  
62 **and other unforeseen circumstances may impact when**  
63 **celebrations would be most meaningful, and we encourage**  
64 **employers to honor the intent of that celebration at a time they**  
65 **deem most appropriate.**

*Submitted by: AFT Executive Council*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **96. Time To Show Up for PSRPs Like They Show Up for Our Schools, Students and Communities**

1 WHEREAS, the AFT represents more than 370,000  
2 paraprofessionals, bus drivers, custodial and maintenance  
3 employees, health assistants, clerical employees, secretarial staff,  
4 and other school and college support staff in schools and colleges  
5 across the nation; and

6 WHEREAS, members who perform this work may be called many  
7 different things, from paraprofessionals and school-related personnel  
8 to college support staff, to classified staff, to school-related personnel  
9 or any other number of school support staff names; and

10 WHEREAS, no matter what title they hold, PSRPs are an integral  
11 part of our public schools, providing support to students, co-workers

12 and administrators in ways that often go above and beyond their  
13 scope of work;

14 WHEREAS, the connection to community often extends beyond  
15 the classroom for PSRPs, with many living in the cities and towns  
16 they serve, often sending their children or grandchildren to the same  
17 schools; and

18 WHEREAS, many of these dedicated PSRPs do not receive a  
19 living wage, much less a competitive, family-sustaining living wage,  
20 with many forced to work two or three jobs just to get by; and

21 WHEREAS, providing PSRPs with the wages, benefits and  
22 respect they deserve is essential to creating safe and supportive  
23 school environments that are conducive to students learning and  
24 thriving; and

25 WHEREAS, many PSRPs work directly with students with high  
26 needs and those facing systemic barriers and because of the nature  
27 of their work, they are often subject to workplace violence and other  
28 safety hazards; and

29 WHEREAS, PSRPs show up every day for their students and the  
30 communities they serve, whether it's getting them to school, getting  
31 them fed, helping them throughout their day, providing critical  
32 services, or keeping their learning environments safe and clean; and

33 WHEREAS, the AFT is steadfast in our commitment to supporting  
34 locals during contract negotiations to ensure PSRPs—who are the  
35 unsung heroes of our schools—get the wages, benefits and respect  
36 they deserve; and

37 WHEREAS, AFT PSRPs have won stronger wages, benefits and  
38 working conditions through collective bargaining in recent years:

39 **RESOLVED, that the AFT will provide assistance to local**  
40 **affiliates looking to pass state legislation to lift up the work of**  
41 **PSRPs and ensure they are recognized for the critical role they**  
42 **play in our schools and communities; and**

43 **RESOLVED, that the AFT will continue to work with allies and**  
44 **leaders at the federal level to champion key legislation and**  
45 **resolutions to support PSRPs, including the Pay**  
46 **Paraprofessionals and Education Support Staff Act, the**  
47 **Paraprofessionals and Education Support Staff Bill of Rights,**  
48 **and the Preparing and Retaining All (PARA) Educators Act; and**

49 **RESOLVED, that the AFT will promote strong collective**  
50 **bargaining agreements that ensure contracts for PSRPs that**  
51 **include:**

- 52 • **Livable wages and job security;**
- 53 • **Access to healthcare, retirement and other benefits**  
54 **available to employees across the U.S.;**
- 55 • **Opportunities for advancement along with training and**  
56 **professional development opportunities;**

- 57 • **Proper protections and protocols to ensure their**
- 58 **workplaces are safe and healthy along with clear channels**
- 59 **to report workplace concerns; and**
- 60 • **Recognition of the role they play in the classroom and**
- 61 **community, including providing PSRPs a voice in**
- 62 **discussions directly impacting their work and working**
- 63 **environments; and**
- 64 **RESOLVED, that the AFT will take deliberate steps to uplift**
- 65 **the contributions, work, stories and voices of PSRPs around the**
- 66 **country to increase recognition among fellow members and**
- 67 **within the communities they serve.**

*Submitted by: AFT Massachusetts*

Adopted     
  Adopted as Amended     
  Defeated     
  Tabled  
 Precluded by \_\_\_\_\_     
  Referred to \_\_\_\_\_

### **97. Expanding the ‘Whole-Child’ Model Through School-Based Dental Care**

1        WHEREAS, the AFT is a leading champion of the “community  
 2 Schools” and “whole-child” models, which recognize that students  
 3 cannot succeed academically if their basic health needs are unmet;  
 4 and

5        WHEREAS, dental pain and untreated oral disease are leading  
 6 causes of school absenteeism, significantly impacting a student’s  
 7 ability to concentrate and learn; and

8        WHEREAS, families in low-income and underserved communities  
 9 often face insurmountable barriers to care, including lack of  
 10 transportation and high costs; and

11        WHEREAS, school-based health centers (SBHCs) offer a unique  
 12 opportunity to provide fluoride treatments, sealants and screenings  
 13 directly to students in a convenient environment:

14        **RESOLVED, that the AFT will advocate for increased funding**  
 15 **and policy support to expand SBHCs to include permanent or**  
 16 **mobile dental clinics; and**

17        **RESOLVED, that the AFT will promote the integration of**  
 18 **preventative dental services into the standard school health**  
 19 **curriculum, ensuring that oral health is recognized as a**  
 20 **fundamental pillar of a child’s overall educational readiness and**  
 21 **well-being.**

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

Adopted     
  Adopted as Amended     
  Defeated     
  Tabled  
 Precluded by \_\_\_\_\_     
  Referred to \_\_\_\_\_

## 98. Clean Air, Strong Schools, Healthy Workers: A Federation-Wide Commitment to Indoor Air Quality

1 WHEREAS, every member of the AFT spends their working life  
2 breathing the air of the buildings in which they work, air they do not  
3 choose and cannot refuse, whether teaching in a classroom or lecture  
4 hall, caring for patients at the bedside, or serving the public in a  
5 government office, making clean indoor air a fundamental and  
6 universal condition of safe work and healthy learning that binds every  
7 division of the AFT to a single common cause; and  
8 WHEREAS, indoor air quality (IAQ) is shaped by outdoor air  
9 ventilation, air filtration, the infiltration of outdoor pollutants including  
10 wildfire smoke and fine particulate matter, indoor sources including  
11 mold and infectious aerosols, and temperature and humidity  
12 conditions,<sup>1</sup> and poor indoor air is a documented contributor to  
13 respiratory infection,<sup>2</sup> asthma,<sup>3</sup> impaired cognition and learning,<sup>4</sup>  
14 cardiovascular and neurological harm,<sup>5,6</sup> worker illness and attrition,<sup>7</sup>  
15 and premature death<sup>8</sup>; and  
16 WHEREAS, a robust scientific consensus,<sup>9,10</sup> now reflected in  
17 updated guidance from the World Health Organization,<sup>11</sup> recognizes  
18 that respiratory infectious diseases, including tuberculosis, measles  
19 and COVID-19, are transmitted primarily through the inhalation of  
20 infectious airborne particles that accumulate in poorly ventilated  
21 indoor air, revising the longstanding droplet-and-surface paradigm<sup>12</sup>  
22 and making ventilation, filtration and respiratory protection central to  
23 their prevention; and  
24 WHEREAS, inadequate indoor air quality contributes to illness,  
25 absenteeism, workforce attrition, reduced learning outcomes and  
26 diminished workplace performance,<sup>13,14</sup> while disproportionately

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1 <https://www.epa.gov/indoor-air-quality-iaq/introduction-indoor-air-quality>  
2 <https://www.nature.com/articles/s41467-025-66719-3>  
3 <https://www.thelancet.com/article/S2542-5196%2819%2930046-4/fulltext>  
4 <https://pmc.ncbi.nlm.nih.gov/articles/PMC4348510/>  
5 <https://pmc.ncbi.nlm.nih.gov/articles/PMC11453128/>  
6 <https://pubmed.ncbi.nlm.nih.gov/41271136/>  
7 <https://stacks.cdc.gov/view/cdc/11550>  
8 <https://www.healthdata.org/news-events/newsroom/news-releases/air-pollution-accounted-81-million-deaths-globally-2021-becoming>  
9 <https://www.science.org/doi/10.1126/science.abg2025>  
10 <https://pubmed.ncbi.nlm.nih.gov/34446582/>  
11 <https://www.who.int/news/item/18-04-2024-leading-health-agencies-outline-updated-terminology-for-pathogens-that-transmit-through-the-air>  
12 <https://pmc.ncbi.nlm.nih.gov/articles/PMC9538841/>  
13 [https://cdc.gov/pcd/issues/2024/24\\_0005.htm](https://cdc.gov/pcd/issues/2024/24_0005.htm)  
14 <https://pmc.ncbi.nlm.nih.gov/articles/PMC9887733/>

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

27 affecting low-income communities, communities of color and under-  
28 resourced public institutions<sup>15,16</sup>; and

29 WHEREAS, the AFT has long recognized ventilation and IAQ as  
30 core workplace safety and education concerns, affirming them  
31 through more than a dozen convention resolutions dating back to  
32 1992<sup>17</sup>; and

33 WHEREAS, the Boston Teachers Union and Boston Public  
34 Schools have demonstrated the effectiveness of labor-management  
35 collaboration on indoor air quality through negotiated ventilation  
36 standards,<sup>18</sup> air filtration requirements,<sup>19</sup> environmental monitoring  
37 and transparent public reporting systems<sup>20</sup> that serve as a model for  
38 other AFT affiliates; and

39 WHEREAS, by consolidating affiliate-level work like this into  
40 federation-wide institutional commitments, the AFT can make proven,  
41 affiliate-developed indoor air infrastructure accessible to every affiliate  
42 across every division, ensuring that clean and safe indoor air is a  
43 standard guaranteed to all AFT members; and

44 WHEREAS, across schools, colleges, healthcare facilities and  
45 public-sector workplaces, evidence demonstrates that improved  
46 ventilation and filtration and layered protective measures reduce  
47 disease transmission,<sup>21,22,23,24</sup> improve health and learning,<sup>25,26,27,28</sup>  
48 and enhance workplace performance,<sup>29,30</sup> often at high cost-  
49 effectiveness<sup>31,32</sup>; and

50 WHEREAS, significant deficiencies remain across public  
51 buildings, including aging HVAC systems, deferred maintenance and  
52 inadequate ventilation,<sup>33</sup> and states have shown through enforceable

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15 <https://www.nea.org/nea-today/all-news-articles/its-getting-hot-here-without-air-conditioning-students-and-staff-suffer>

16 <https://minorityhealth.hhs.gov/asthma-and-blackafrican-americans>

17 <https://www.aft.org/about/resolutions?keyword=%22indoor+air%22+%22HVAC%22&year=>

18 <https://btu.org/wp-content/uploads/2020/11/Final-MOA-re-Returning-HIPP-Students-to-Four-Schools-11.15.20.pdf>

19 [https://bostongreenschools.org/wp-content/uploads/2025/04/BPS-IAQ-Management-Plan\\_2025.pdf](https://bostongreenschools.org/wp-content/uploads/2025/04/BPS-IAQ-Management-Plan_2025.pdf)

20 <https://www.bostonpublicschools.org/students-families/respiratory-illness-protocols/air-quality/indoor-air-quality-sensor-dashboard>

21 [https://www.ajicjournal.org/article/S0196-6553\(09\)00946-8/abstract](https://www.ajicjournal.org/article/S0196-6553(09)00946-8/abstract)

22 [https://www.ajicjournal.org/article/S0196-6553\(23\)00403-0/abstract](https://www.ajicjournal.org/article/S0196-6553(23)00403-0/abstract)

23 <https://link.springer.com/article/10.1186/s12879-019-3717-9>

24 <https://www.frontiersin.org/journals/public-health/articles/10.3389/fpubh.2022.1087087/full>

25 <https://pubs.acs.org/doi/10.1021/acs.est.3c10372>

26 [https://www.academia.edu/165582941/Impact\\_of\\_Indoor\\_Temperature\\_and\\_CO2\\_Levels\\_on\\_Occupant\\_Thermal\\_Perception\\_and\\_Cognitive\\_Performance\\_of\\_Adult\\_Female\\_Students\\_in\\_Saudi\\_Arabia](https://www.academia.edu/165582941/Impact_of_Indoor_Temperature_and_CO2_Levels_on_Occupant_Thermal_Perception_and_Cognitive_Performance_of_Adult_Female_Students_in_Saudi_Arabia)

27 <https://onlinelibrary.wiley.com/doi/full/10.1111/ina.12254>

28 <https://www.jacc.org/doi/10.1016/j.jacc.2015.03.553>

29 <https://onlinelibrary.wiley.com/doi/full/10.1034/j.1600-0668.2000.010004222.x>

30 <https://pubmed.ncbi.nlm.nih.gov/39823879/>

31 [https://media.rff.org/documents/WP\\_25-17.pdf](https://media.rff.org/documents/WP_25-17.pdf)

32 [https://edworkingpapers.com/sites/default/files/Gilraine\\_AirFilters\\_1.pdf](https://edworkingpapers.com/sites/default/files/Gilraine_AirFilters_1.pdf)

33 [https://infrastructurereportcard.org/wp-content/uploads/2025/03/Schools.pdf?\\_gl=1\\*1qo79mn\\*\\_up\\*MQ..\\*\\_ga\\*MTk3OTQ4MTky](https://infrastructurereportcard.org/wp-content/uploads/2025/03/Schools.pdf?_gl=1*1qo79mn*_up*MQ..*_ga*MTk3OTQ4MTky)

53 standards and dedicated public funding that remedying these  
54 conditions is achievable at scale through legislative and regulatory  
55 action<sup>34,35,36,37,38</sup>; and

56 WHEREAS, California's Aerosol Transmissible Diseases (ATD)  
57 Standard, won through labor advocacy<sup>39</sup> and enforced through  
58 occupational safety and health regulations,<sup>40</sup> demonstrates that  
59 comprehensive workplace protections<sup>41</sup> against airborne diseases are  
60 both achievable and effective in protecting workers and the public;  
61 and

62 WHEREAS, most AFT members are public-sector workers who do  
63 not receive the full protections afforded to private-sector employees  
64 under the Occupational Safety and Health Act in states without  
65 approved public employee occupational safety and health  
66 programs<sup>42,43</sup>; and

67 WHEREAS, a broad and active landscape of labor unions,<sup>44</sup>  
68 public health and environmental health organizations,<sup>45</sup> clean air  
69 coalitions<sup>46</sup> and skilled trades<sup>47</sup> is already advancing healthy indoor  
70 air, demonstrating ready partners for AFT engagement; and

71 WHEREAS, protecting members from these hazards requires  
72 acting on the best available science without waiting for absolute  
73 certainty, recognizing that healthy indoor air is at once a worker  
74 safety issue, an educational and healthcare equity issue, and a  
75 foundation of public health:

76 **RESOLVED, that the AFT affirms healthy indoor air as a**  
77 **fundamental occupational health and safety right of all AFT**  
78 **members and a fundamental educational and healthcare equity**  
79 **issue for the students, patients and communities we serve; and**

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g5NzAkajYwJGwwwJGgwc

34 <https://www.energy.ca.gov/publications/2021/california-schools-healthy-air-plumbing-and-efficiency-ventilation-program>

35 <https://www.nj.gov/health/workplacehealthandsafety/peosh/peosh-health-standards/iaq.shtml>

36 [https://portal.ct.gov/das/office-of-grants-administration/hvac-indoor-air-quality-grants-for-schools?language=en\\_US](https://portal.ct.gov/das/office-of-grants-administration/hvac-indoor-air-quality-grants-for-schools?language=en_US)

37 <https://publichealthalerts.delaware.gov/healthyschools/>

38 [https://www.massschoolbuildings.org/building/advisories/Project\\_Advisory\\_76](https://www.massschoolbuildings.org/building/advisories/Project_Advisory_76)

39 <https://www.dir.ca.gov/title8/5199.html>

40 <https://www.nationalnursesunited.org/blog/ebola-preparedness-what-national-nurses-united-won-california>

41 <https://www.nationalnursesunited.org/press/calosha-finds-alta-bates-summit-medical-center-guilty-eight-serious-violations>

42 <https://www.congress.gov/crs-product/R48292>

43 <https://www.osha.gov/node/59586>

44 <https://www.bluegreenalliance.org/about/>

45 <https://www.lung.org/clean-air/indoor-air/building-type-air-resources/at-school/clean-air-school-challenge>

46 <https://airqualitynews.com/health/corsi-rosenthal-foundation-deliver-1150-air-filters-to-los-angeles/>

47 <https://www.usgbc.org/node/2758271>

80       **RESOLVED, that the AFT recognizes that respiratory**  
81 **infectious diseases, including COVID-19, influenza, tuberculosis**  
82 **and measles, are transmitted primarily through the inhalation of**  
83 **infectious airborne aerosols that accumulate and remain**  
84 **suspended in indoor air; and**

85       **RESOLVED, that the AFT affirms the precautionary principle**  
86 **as the basis for protecting members from airborne and**  
87 **environmental hazards, recognizing that workers and students**  
88 **should not bear avoidable risk while awaiting scientific or**  
89 **regulatory certainty, and that the standard the AFT pursues is**  
90 **not minimal compliance but the optimal protection achievable;**  
91 **and**

92       **RESOLVED, that the AFT affirms that no single measure is**  
93 **sufficient to ensure healthy indoor air, and commits to a layered**  
94 **system of protection combining outdoor air ventilation, air**  
95 **filtration, source control, continuous air monitoring, respiratory**  
96 **protection including N95 and higher-grade respirators, and**  
97 **supportive policies such as paid sick leave, treating recognized**  
98 **engineering, infection-control and public health standards as a**  
99 **floor and never a ceiling; and**

100       **RESOLVED, that the AFT recognizes the disproportionate**  
101 **burden of unhealthy indoor air on low-income communities,**  
102 **communities of color, and rural and under-resourced public**  
103 **institutions as a civil rights and equity issue requiring targeted**  
104 **public investment and labor-led advocacy; and**

105       **RESOLVED, that the AFT identifies healthy indoor air as a**  
106 **strategic organizing priority through which affiliates build**  
107 **collective worker power and win concrete, enforceable**  
108 **workplace protections, and that the AFT will support its affiliates**  
109 **by:**

- 110       • **Developing, maintaining and disseminating model**  
111 **collective bargaining language, ranging from a concise**  
112 **core version to detailed technical options, that affiliates can**  
113 **adapt to win enforceable indoor air protections;**
- 114       • **Developing and maintaining comprehensive technical**  
115 **guidance and a centralized, publicly accessible**  
116 **clearinghouse of indoor air resources, kept current as**  
117 **science and standards evolve, and ensuring that the AFT's**  
118 **own public communications, member education and**  
119 **training materials remain consistent with the positions**  
120 **established by this resolution;**
- 121       • **Providing technical and organizing assistance to affiliates**  
122 **pursuing indoor air improvements through bargaining,**  
123 **labor-management processes and member campaigns;**
- 124       • **Endorsing, lobbying and advocating for federal, state and**  
125 **local legislation and appropriations that assess, monitor,**

- 126 improve and fund healthy indoor air, with prevailing wage,  
127 registered apprenticeship and project labor standards;
- 128 • **Pressing the Occupational Safety and Health**  
129 **Administration to promulgate, under its existing authority, a**  
130 **permanent standard for the control of infectious aerosols at**  
131 **least as protective as California’s Aerosol Transmissible**  
132 **Diseases Standard, enforced by federal OSHA and by**  
133 **approved state plans; and**
  - 134 • **Advocating federal legislation extending Occupational**  
135 **Safety and Health Act coverage to the state and local**  
136 **public-sector workers who make up the majority of AFT**  
137 **members and are currently excluded in states without an**  
138 **approved plan; and**
- 139 **RESOLVED, that the AFT calls on its affiliates to organize for**  
140 **healthy indoor air through collective bargaining, political**  
141 **pressure and member-led campaigns, advancing through an**  
142 **escalating ladder of action that includes:**
- 143 • **Documenting baseline conditions through worker-led**  
144 **audits and independent verification, with publicly**  
145 **accessible results;**
  - 146 • **Winning access to respiratory protection as a complement**  
147 **to engineering controls during outbreaks, wildfire smoke**  
148 **events and other acute conditions;**
  - 149 • **Winning continuous, publicly reported indoor air**  
150 **monitoring in occupied spaces;**
  - 151 • **Winning ventilation and filtration sufficient to move clean**  
152 **air delivery toward optimal levels in every occupied space;**  
153 **and**
  - 154 • **Campaigning for the permanent capital investment needed**  
155 **to bring all AFT workplaces into sustained compliance**  
156 **through durable infrastructure; and**
- 157 **RESOLVED, that the AFT and its affiliates pursue formal**  
158 **coalition partnerships with labor organizations, public health**  
159 **and environmental health organizations, and allied advocates,**  
160 **committing to coordinated legislative advocacy, shared**  
161 **messaging, joint political action and convening partners at least**  
162 **annually to advance shared indoor air and worker safety**  
163 **objectives; and**
- 164 **RESOLVED, that the AFT support coordinated organizing**  
165 **across the labor movement with the HVAC technicians, sheet**  
166 **metal workers, building engineers, building service workers and**  
167 **skilled trades who build, maintain and operate indoor air**  
168 **infrastructure, recognizing that this work should be performed**  
169 **under prevailing wage, registered apprenticeship and union**  
170 **conditions; and**

171 **RESOLVED, that the AFT commit the staff and resources**  
172 **necessary to implement this resolution, and charge its executive**  
173 **council with overseeing that implementation; and**

174 **RESOLVED, that the AFT make the initial model bargaining**  
175 **language and centralized clearinghouse available to all affiliates**  
176 **within one year of adoption, and report annually thereafter on its**  
177 **progress, including the model language and technical guidance**  
178 **produced, its legislative and regulatory advocacy, and the status**  
179 **of its coalition partnerships; and**

180 **RESOLVED, that the AFT commits to integrating healthy**  
181 **indoor air into its broader strategic work on educational and**  
182 **healthcare equity, public-sector investment, climate resilience**  
183 **and universal access to quality public services, recognizing that**  
184 **workplace safety, public investment and the well-being of**  
185 **working families are inextricably linked components of a unified**  
186 **labor movement vision.**

*Submitted by: University of Maryland Resident and Fellow Alliance, Local 5161*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **99. Establishing a Minimum Starting Rate and Supporting Universal Wage Bargaining for PSRPs**

1        WHEREAS, the federal minimum wage is \$7.25 and has not risen  
2 since 2009; and

3        WHEREAS, paraprofessionals and school-related personnel play  
4 a vital role in ensuring the smooth operation of educational  
5 institutions, providing essential services, and supporting the  
6 development and well-being of students; and

7        WHEREAS, PSRPs are often undervalued and underpaid despite  
8 their critical contributions to the educational community, leading to  
9 economic hardship and high turnover rates that disrupt student  
10 learning, institutional stability, and low union membership; and

11        WHEREAS, the lack of a standardized minimum starting wage for  
12 PSRPs perpetuates inequity and allows for inconsistent  
13 compensation practices that fail to reflect the essential nature of their  
14 work; and

15        WHEREAS, collective bargaining is a fundamental right and a  
16 proven method to secure fair wages, benefits and working conditions  
17 for workers across all sectors; and

18        WHEREAS, establishing a universal wage floor for PSRPs would  
19 promote equity, respect and dignity for these essential workers, while

20 ensuring that all bargaining units have the support needed to secure  
21 just compensation for their members:

22 **RESOLVED, that the AFT will support and advocate for**  
23 **bargaining efforts to negotiate a minimum starting wage of no**  
24 **less than \$22 per hour indexed to inflation for all PSRPs, as a**  
25 **step toward ensuring a livable wage that reflects the essential**  
26 **contributions these workers make to our schools and**  
27 **communities; and**

28 **RESOLVED, that the AFT will continue to advocate for and**  
29 **support all bargaining units in their efforts to collectively bargain**  
30 **for universal wages and benefits for PSRPs, empowering them**  
31 **to negotiate contracts that uplift workers and standardize fair**  
32 **compensation across regions; and**

33 **RESOLVED, that the AFT will continue to commit to providing**  
34 **resources, training and strategic support to bargaining units**  
35 **engaged in collective bargaining efforts, including organizing**  
36 **campaigns, wage analysis, and community outreach to build**  
37 **public awareness and solidarity; and**

38 **RESOLVED, that the AFT will prioritize advocacy at local,**  
39 **state and national levels to promote policies and legislation that**  
40 **establish and enforce fair minimum wages and strengthen the**  
41 **collective bargaining rights of PSRPs; and**

42 **RESOLVED, that the AFT will provide PSRP bargaining units**  
43 **with resources to conduct financial audits of employers in order**  
44 **to provide members with the information and skills needed for**  
45 **successful negotiations; and**

46 **RESOLVED, that the AFT will focus on continuing to build an**  
47 **inclusive union that fully incorporates PSRPs and ensures they**  
48 **have specific resources tailored to their unique needs, fostering**  
49 **an equitable and supportive union environment; and**

50 **RESOLVED, that the AFT will continue to commit to internal**  
51 **organizing efforts focused on PSRPs, strengthening their**  
52 **engagement, representation and participation within the union;**  
53 **and**

54 **RESOLVED, that the AFT reaffirms our commitment to**  
55 **economic justice and equity for all workers, recognizing that fair**  
56 **compensation for PSRPs is essential to the health and success**  
57 **of our educational system and the communities it serves.**

*Submitted by: Illinois Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## **100. Recess Revolution: Why Playtime Matters for Student Success**

1 WHEREAS, high-quality education is grounded in the research of  
2 child development and is responsive to individual social-emotional,  
3 physical and cognitive needs; and

4 WHEREAS, research shows that adequate recess and play time  
5 contribute significantly to the physical, social, emotional and cognitive  
6 development of students. The presence or absence of play,  
7 particularly in child development, has a great deal to do with  
8 competency, resiliency, emotional health and brain size. Play is not  
9 frivolous and not just for kids, but something that is an inherent part of  
10 human nature and learning; and

11 WHEREAS, multiple longitudinal studies have revealed that  
12 children who had majority structured academic kindergarten  
13 experiences ultimately perform well below their peers who had  
14 developmentally appropriate learning experiences, regardless of their  
15 demographic group, and research shows a combination of play and  
16 direct instruction yields the best results in a range of educational  
17 outcomes; and

18 WHEREAS, recess is an important place where students learn  
19 and practice conflict resolution skills, teamwork, empathy and self-  
20 regulation. The research that supports the importance of play in  
21 human development spans multiple fields of study, including  
22 education, medicine, neuroscience, psychology and ethology, and  
23 ALL stress that reducing playtime can negatively impact children's  
24 social, emotional, cognitive and physical development, and their  
25 academic success; and

26 WHEREAS, legislation has resulted in increasing push-down  
27 academic demands and scripted didactic curricula that are divorced  
28 from child development knowledge in preschool and early elementary  
29 grades; and

30 WHEREAS, pressure to prepare students for standardized  
31 assessments often leads to more structured academic activities and  
32 to the reduction or elimination of play, recess and child agency; and

33 WHEREAS, the Centers for Disease Control and Prevention  
34 recommends at least 20 minutes of daily recess in elementary  
35 schools. However, unequal provision of recess contributes to  
36 persistent health and academic disparities for students; and

37 WHEREAS, there is a growing concern regarding the lack of  
38 equitable access to recess and play time, particularly for students in  
39 underserved communities, with students in larger and lower-income  
40 schools receiving less daily recess than students in smaller and  
41 higher-income schools—findings that support the enactment of  
42 legislation mandating health-sufficient daily recess. Since the early

43 2000s, 40 percent of school districts have reduced or cut recess  
44 altogether; and

45 WHEREAS, the disparity in access to recess and play time  
46 exacerbates existing educational inequities and negatively impacts  
47 the overall health and academic outcomes of students; and

48 WHEREAS, the AFT recognizes the critical importance of recess  
49 and developmentally appropriate play time in the overall development  
50 and well-being of students:

51 **RESOLVED, that the AFT will encourage and assist its local**  
52 **affiliates and state federations in advocating for policies and**  
53 **initiatives that promote increased recess and developmentally**  
54 **appropriate play time for all students, with a particular emphasis**  
55 **on addressing the equity issue and ensuring that students from**  
56 **all backgrounds have equal opportunities to engage in physical**  
57 **activity and social interaction during the school day; and**

58 **RESOLVED, that the AFT will promote the premise that recess**  
59 **time be recognized as instructional time in a manner that does**  
60 **not lengthen the school day, and that, following best practice,**  
61 **recess time shall be considered a right and not a privilege; and**

62 **RESOLVED, that the AFT will call for the implementation of**  
63 **strategies that support and expand recess and play time,**  
64 **including but not limited to scheduling regular and sufficient**  
65 **breaks, providing access to safe and engaging play spaces, and**  
66 **offering professional development opportunities for educators**  
67 **on the benefits of developmentally appropriate play-based**  
68 **learning; and**

69 **RESOLVED, that the AFT will advocate for age-appropriate**  
70 **experiential learning opportunities in every grade from pre-K to**  
71 **12th grade, especially when explorations support science,**  
72 **technology, engineering, arts and math.**

*Submitted by: New York State United Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

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## 101. Defending Bodily Autonomy: Shielding Reproductive Health and Gender-Affirming Care

1 WHEREAS, the AFT holds that healthcare is a fundamental  
2 human right, and that clinical decisions must remain between patients  
3 and their healthcare providers without political or legal interference;  
4 and

5 WHEREAS, since the 2022 and 2025 resolutions on reproductive  
6 and LGBTQIA+ rights, an escalating landscape of restrictive state  
7 laws has created "healthcare deserts" and heightened legal jeopardy  
8 for both patients and the professionals who care for them; and

9 WHEREAS, state-level "shield laws," such as those enacted in  
10 Oregon, provide a vital blueprint for protecting healthcare providers,  
11 patients, and those who assist them against out-of-state subpoenas,  
12 civil litigation and criminal prosecution related to legally protected  
13 health services; and

14 WHEREAS, sexual health services, including reproductive and  
15 maternal care; contraception and abortion; HIV/STI screening,  
16 prevention, and treatment; and gender-affirming care, are essential  
17 and evidence-based. These services are vital to the physical and  
18 mental well-being of our members and the communities they serve;  
19 and

20 WHEREAS, so-called conversion therapy is not evidence-based;  
21 has been widely discredited by major medical organizations; and  
22 poses significant harm to patients, particularly LGBTQIA+ youth; and

23 WHEREAS, social justice requires an intersectional approach that  
24 recognizes that restrictions on bodily autonomy disproportionately  
25 harm marginalized communities, including people of color, low-  
26 income individuals and the LGBTQIA+ community:

27 **RESOLVED, that the AFT will formally update its policy to**  
28 **support comprehensive "shield" protections at the federal and**  
29 **state levels, ensuring that no healthcare worker, whether nurse,**  
30 **clinician or school-based health professional faces professional**  
31 **or legal retaliation for providing or assisting in**  
32 **sexual/reproductive or gender-affirming care; and**

33 **RESOLVED, that the AFT will reaffirm its support for the full**  
34 **spectrum of reproductive healthcare for all individuals, moving**  
35 **beyond gendered limitations to ensure that every person has the**  
36 **right to manage their own reproductive health and bodily**  
37 **autonomy; and**

38 **RESOLVED, that the AFT will advocate for the inclusion of**  
39 **comprehensive reproductive and gender-affirming care in all**  
40 **employer-provided health insurance plans, ensuring these**

41 **services are accessible, affordable and protected within**  
42 **collective bargaining agreements; and**  
43 **RESOLVED, that the AFT will collaborate with healthcare**  
44 **organizations and legal advocacy groups to provide members**  
45 **with resources on their rights under shield laws; will oppose the**  
46 **use of harmful non-evidenced practices, such as conversion**  
47 **therapies; and will resist any efforts to limit, criminalize or**  
48 **otherwise interfere with the delivery of essential, evidence-based**  
49 **medical care; and**  
50 **RESOLVED, that the AFT will recommit its engagement in**  
51 **appropriate federal advocacy, in coordination with state affiliates**  
52 **and allied organizations, to advance and defend policies that**  
53 **protect bodily autonomy and access to essential,**  
54 **evidence-based medical care.**

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

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 102. Making Quality Childcare a Reality

1        WHEREAS, two-thirds of American families need childcare so  
2 they can work and support themselves; and  
3        WHEREAS, working families need safe, reliable, nurturing  
4 childcare for their children; and  
5        WHEREAS, the cost of quality childcare can range from \$15,000  
6 to \$20,000 per child per year; and  
7        WHEREAS, 70 percent of families report difficulty paying for  
8 childcare, causing many to leave their employment; and  
9        WHEREAS, disruption of childcare causes great stress and  
10 financial hardship on families; and  
11        WHEREAS, unreliable childcare causes instability in the  
12 workplace and the larger economy; and  
13        WHEREAS, low pay among childcare staff makes providing safe  
14 and consistent staffing a perennial problem in the private  
15 marketplace; and  
16        WHEREAS, the AFT stands with working families nationwide:

17       **RESOLVED, that the AFT will work toward and support**  
18 **legislation to make publicly funded universal childcare staffed**  
19 **by unionized employees and public providers available to all**  
20 **families.**

*Submitted by: New York State United Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

### **103. Supporting Veterans, Active-Duty Service Members and Their Families**

1       WHEREAS, the AFT represents 1.8 million members in  
2 healthcare, education, public service, and retirees united in advancing  
3 dignity, equity and access to high-quality public services; and

4       WHEREAS, to commemorate the importance of our active duty,  
5 reservist and National Guard henceforth active members and veteran  
6 members; in May 2025, the AFT constituted the Veterans Committee  
7 by a unanimous vote of the AFT executive council, and

8       WHEREAS, veterans and active service members have served  
9 our nation at great personal cost, often experiencing complex physical  
10 injuries, post-traumatic stress, and moral injury that require  
11 comprehensive, long-term care; and

12       WHEREAS, the U.S. Department of Veterans Affairs is a nationally  
13 recognized, integrated healthcare system uniquely equipped to  
14 provide specialized, veteran-centered care; and

15       WHEREAS, efforts to underfund, privatize or fragment VA  
16 healthcare services undermine continuity of care, workforce stability  
17 and health outcomes for veterans; and

18       WHEREAS, AFT members, including nurses, healthcare  
19 professionals, educators, public employees, and retirees are essential  
20 to delivering trauma-informed, culturally competent and holistic  
21 services addressing physical, mental, emotional and spiritual health;  
22 and

23       WHEREAS, active service members and their families face  
24 extraordinary demands and deserve the visible, sustained support of  
25 the labor movement and the communities they serve; and

26       WHEREAS, many members of the AFT are themselves veterans,  
27 active service members or family members of those who serve, and  
28 are directly and personally impacted by the availability, quality and  
29 continuity of healthcare, support services, and public policies affecting  
30 military and veteran communities; and

31       WHEREAS, the AFT has long affirmed the importance of human  
32 rights, ethical responsibility, and the rule of law, including the

WOMEN'S RIGHTS COMMITTEE

33 obligation to follow lawful orders and the right to refuse unlawful  
34 orders without retaliation:

35 **RESOLVED, that the AFT will reaffirm our unwavering**  
36 **support for veterans, active service members and their families,**  
37 **honoring their service and committing to their lifelong care and**  
38 **well-being; and**

39 **RESOLVED, that the AFT will advocate and support veterans**  
40 **and active service members in public sector and union jobs, and**

41 **RESOLVED, that the AFT will support the VA and public sector**  
42 **workforce, including the right to organize, safe staffing levels,**  
43 **fair wages and the resources necessary to deliver high-quality**  
44 **care; and**

45 **RESOLVED, that the AFT will commit to ensuring that active**  
46 **service members and their families know they are supported,**  
47 **respected and valued, both during service and in their transition**  
48 **to civilian life; and**

49 **RESOLVED, that the AFT will call for full funding, staffing and**  
50 **protection of the VA healthcare system, and will oppose any**  
51 **efforts to privatize, outsource or weaken this essential public**  
52 **institution; and**

53 **RESOLVED, that the AFT will advocate for a comprehensive,**  
54 **whole-person approach to care, including expanded access to**  
55 **mental health services, treatment for post-traumatic stress and**  
56 **moral injury, substance use care, and supportive services for**  
57 **families; and**

58 **RESOLVED, that the AFT will affirm the rights and dignity of**  
59 **service members, supporting those who carry out lawful orders**  
60 **and recognizing the legal and moral obligation to refuse unlawful**  
61 **orders, consistent with military law and democratic principles;**  
62 **and**

63 **RESOLVED, that the AFT will encourage AFT affiliates and**  
64 **locals to partner with veteran-serving organizations, expand**  
65 **community-based supports, and reduce stigma associated with**  
66 **seeking care; and**

67 **RESOLVED, that the AFT will direct AFT leadership to**  
68 **advocate at the federal, state and local levels for policies that**  
69 **strengthen veteran services, protect public healthcare**  
70 **infrastructure, and support military families.**

*Submitted by: Montana Nurses Association, Local 5902*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 104. Recognize Farmworkers Day as a National Holiday

1 WHEREAS, farmworkers are essential to the nation's food system  
2 and have long faced exploitation, unsafe conditions and exclusion  
3 from basic labor protections; and

4 WHEREAS, the farmworker movement of the 1960s and 1970s  
5 was a collective struggle whose contributions extend far beyond any  
6 single individual; it was built by thousands of workers, organizers and  
7 leaders, including but not limited to Dolores Huerta, Maria Moreno,  
8 Jessica Govea Thorbourne, Gilbert Padilla, Baldemar Velasquez,  
9 Filipino labor leaders Philip Vera Cruz and Larry Itliong, and the  
10 members of the Agricultural Workers Organizing Committee who  
11 fought for dignity, fair wages, safe working conditions and basic  
12 human rights for farmworkers; and

13 WHEREAS, on Sept. 8, 1965, Larry Itliong and the Agricultural  
14 Workers Organizing Committee led Filipino farmworkers in launching  
15 the historic Delano grape strike, which later grew into the national  
16 grape boycott and became one of the most significant labor and civil  
17 rights movements in U.S. history; and

18 WHEREAS, March 31 has historically been recognized as Cesar  
19 Chavez Day; and

20 WHEREAS, recent credible and troubling allegations have  
21 resulted in a national reassessment of Chavez's legacy, which has  
22 led to widespread cancellation of celebrations and has prompted  
23 institutions and governments to reconsider how this history is  
24 commemorated; and

25 WHEREAS, in March 2026, the state of California enacted  
26 legislation to rename the holiday as Farmworkers Day, recognizing  
27 the collective contributions of farmworkers rather than elevating a  
28 single individual; and

29 WHEREAS, this shift reflects a broader national movement to  
30 ensure that public commemorations are aligned with the values of  
31 dignity, accountability and collective recognition; and

32 WHEREAS, honoring the full scope of the farmworker movement  
33 better reflects the contributions of immigrant workers, women,  
34 Indigenous workers and multiracial coalitions who have historically  
35 been marginalized or erased; and

36 WHEREAS, the AFT affirms that our values require us to honor  
37 the struggle for justice and respond with integrity when harm is  
38 revealed, centering survivors and upholding accountability:

39 **RESOLVED, that the AFT calls for the establishment of**  
40 **Farmworkers Day as a national holiday, to be observed annually**  
41 **on March 31; and**

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42       **RESOLVED, that the AFT will advocate for federal, state and**  
43 **local policies that recognize and honor the collective**  
44 **contributions of farmworkers; and**  
45       **RESOLVED, that this resolution supersedes the AFT**  
46 **resolution adopted in 2008 calling for the establishment of Cesar**  
47 **Chavez Day as a national holiday; and**  
48       **RESOLVED, that the AFT will develop and promote**  
49 **educational resources that uplift the full history of the**  
50 **farmworker movement and its ongoing fight for dignity, labor**  
51 **rights and immigrant justice.**

*Submitted by: California Federation of Teachers*

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

Proposed

## **RULES OF CONDUCT FOR THE 2026 CONVENTION**

### **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 their microphone position until recognized by the chair in rotation.
- b. A delegate recognized by the chair must state their 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 their 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.

## **RULES OF CONDUCT FOR THE 2026 CONVENTION**

### **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 their 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.

**RULES GOVERNING THE 2026 ELECTION OF OFFICERS OF THE AFT  
AND DELEGATES TO THE AFL-CIO CONVENTION**

**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 (Sat., July 18, 2026) 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 their 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 a.m. on the first day of the convention (Thurs., July 16, 2026) after picking up nomination forms from the Credentials and Election Committee.

## RULES GOVERNING THE 2026 ELECTION OF OFFICERS OF THE AFT AND DELEGATES TO THE AFL-CIO CONVENTION

### 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,<sup>1</sup> 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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<sup>1</sup> 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.

**RULES GOVERNING THE 2026 ELECTION OF OFFICERS OF THE AFT  
AND DELEGATES TO THE AFL-CIO CONVENTION**

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.

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# Parliamentary Motions Guide

**Based on Robert's Rules of Order Newly Revised (12th Edition)**

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.

YOU WANT TO:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
§21 Close meeting	I move to <b>adjorn</b>	No	Yes	No	No	Majority
§20 Take break	I move to <b>recess</b> for	No	Yes	No	Yes	Majority
§19 Register complaint	I rise to a <b>question of privilege</b>	Yes	No	No	No	None
§18 Make follow agenda	I call for the <b>orders of the day</b>	Yes	No	No	No	None
§17 Lay aside temporarily	I move to <b>lay</b> the question <b>on the table</b>	No	Yes	No	No	Majority
§16 Close debate	I move the <b>previous question</b>	No	Yes	No	No	2/3
§15 <b>Limit or extend debate</b>	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§14 <b>Postpone to a certain time</b>	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§13 <b>Refer</b> to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§12 Modify wording of motion	I move to <b>amend</b> the motion by ...	No	Yes	Yes	Yes	Majority
§11 Kill main motion	I move that the motion be <b>postponed indefinitely</b>	No	Yes	Yes	No	Majority
§10 Bring business before assembly (a <b>main motion</b> )	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority
<b>Incidental Motions</b> -No order of precedence. Arise incidentally and decided immediately.						
§23 Enforce rules	<b>Point of order</b>	Yes	No	No	No	None
§24 Submit matter to assembly	I <b>appeal</b> from the decision of the chair	Yes	Yes	Varies	No	Majority or tie sustains
§25 Suspend rules	I move to <b>suspend the rules</b> which ...	No	Yes	No	No	2/3
§26 Avoid main motion altogether	I <b>object to the consideration</b> of the question	Yes	No	No	No	2/3 against consideration
§27 Divide motion	I move to <b>divide the question</b>	No	Yes	No	Yes	Majority
§29 Demand rising vote	I call for a <b>division</b>	Yes	No	No	No	None
§33 Parliamentary law question	<b>Parliamentary inquiry</b>	Yes (if urgent)	No	No	No	None
§33 Request information	<b>Request for information</b>	Yes (if urgent)	No	No	No	None
<b>Motions That Bring a Question Again Before the Assembly</b> - No order of precedence. Introduce only when nothing else pending.						
§34 Take matter from table	I move to <b>take from the table</b> ...	No	Yes	No	No	Majority
§35 Cancel or change previous action	I move to <b>rescind/amend something previously adopted</b> ...	No	Yes	Yes	Yes	Varies
§37 Reconsider motion	I move to <b>reconsider</b> the vote ...	No	Yes	Varies	No	Majority



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