



Education
Healthcare
Public Services

2026 COMMITTEE REPORTS

VOLUME ONE

Presented to the National Convention
of the AFT, AFL-CIO
Committee Reports on
Constitutional Amendments and Resolutions
Washington, D.C. | July 16–19, 2026

**Fighting for
a Better
Life for All**



Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

AFT Executive Council

J. Philippe Abraham
Frederick R. Albert
Jackie Anderson
LeRoy Barr
Victor M. Bonilla Sánchez
Vicky Rae Byrd
Monica Byron
Zeph Capo
Larry J. Carter, Jr.
Kathy A. Chavez
Jaime Ciffone
Melissa Cropper
Amanda Curtis
James C. Davis
Stacy Davis Gates
GlenEva Dunham
Christian L. Fern
Francis J. Flynn
Jeffery M. Freitas
Ron Gross
Anthony M. Harmon
Karla Hernández-Mats

Jan Hochadel
David Keepnews, RN
Frederick E. Kowal
Terrence Martin, Sr.
Kara McCormick-Lyons
Daniel J. Montgomery
Michael Mulgrew
Cecily A. Myart-Cruz
Shari Obrenski
Melinda Person
Juan Ramirez
Andrew Spar
Wayne Spence
Arthur G. Steinberg
Jessica J. Tang
Adam Urbanski
Debbie White, RN
Carl Williams
Lakia Wilson-Lumpkins
Sarah Wofford
Todd Wolfson

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.

TABLE OF CONTENTS

Resolutions to the convention may be introduced by locals, state federations or the executive council. The inclusion of a resolution in this document is not an endorsement and does not mean that it will be adopted by the delegates to the convention or debated on the floor of the convention.

Substitutions for these committee chairs may be made if, for any reason, the appointees are unable to serve.

Rules of Conduct for the 2026 Convention	v
Rules Governing the 2026 Election of Officers of the AFT and Delegates to the AFL-CIO Convention	vii

CONSTITUTIONAL AMENDMENTS COMMITTEE

Committee Chair: Zeph Capo, Texas AFT

Committee Secretary: Bonnie Luisi, Oregon School Employees Association Retired Chapter, Local 6732R

	Page No.
Constitution	
Article IX—Revenues	1
Bylaws	
Article VIII—Per Capita, Budget and Audits/Sections 1(a) and 7	2
Article I—Special Rules of Order for Conventions	3
Article V—Convention Committees	3

HUMAN RIGHTS COMMITTEE

Committee Chair: LaBrina Hopkins, AFT-Maryland

Committee Secretary: Lamar Hughes, United Federation of Teachers, Local 2

Resolution No.	Page No.
33 AFT Stands in Solidarity with Immigrant Families, Demands Action to Get ICE Out of Communities	4
31 Supporting the LGBTQIA+ Community	7
38 Honoring the Life and Legacy of the Rev. Jesse L. Jackson Sr.	8
32 Ensuring Equity and Access for People with Disabilities from Recruitment to Retention	10
34 Affirming LGBTQIA+ Liberation, Resisting Bipartisan Federal Overreach, and Defending Education Workers Under H.R. 2616	12
35 Championing Equality: Preserving Transgender Students' and Members' Rights	13
36 For a Comprehensive, Union-Led Defense of Immigrant Students, Families and Staff Against Deportation and Detention Overreach	14
37 Protecting Immigrant Communities and Advancing a Pathway Toward Citizenship	16
39 In Support of Protecting Students from ICE Detention	18
40 Defend Immigrant Rights! Abolish ICE!	19
41 Protecting Our Communities from Mass Deportation and Displacement	20

INTERNATIONAL RELATIONS COMMITTEE

Committee Chair: Jan Hochadel, AFT Connecticut

Committee Secretary: Lucinda Burns, Education West Virginia-Kanawha County, Local 8238

Resolution No.	Page No.
42 Against the War with Iran and Lebanon	21
43 U.S. Violations, ILO Convention, Child Labor	23
44 Toward a Democratic Foreign Policy	24
46 Oppose Military Aggression Against Venezuela	27
45 Oppose U.S. Military Aggression in the World	28
47 Stop the War Against Iran and Lebanon	29
48 Relief to Gaza Children	31

LABOR AND THE ECONOMY COMMITTEE

Committee Chair: Shari Obrenski, Cleveland Teachers Union, Local 279

Committee Secretary: Millbeth Allen, Cincinnati Federation of Teachers, Local 1520

Resolution No.	Page No.
49 Preparing for the Age of Artificial Intelligence: Protecting Democracy, Workers, Students and the Planet	34
52 Fight for Affordability and Improved Quality of Life	40
54 May 1 Day of Civic Action and Defense of Public Education	43
53 In Remembrance of Kent Wong	45
50 Artificial Intelligence	47
51 AI Integration in Our Schools and Workplaces	49

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

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

Committee Secretary: Sarah Apt, Philadelphia Federation of Teachers, Local 3

Resolution No.	Page No.
55 Building Power for a Better Life for All	52
56 Governments Must Not Use the Withholding of Salaries as a Weapon Against Teachers	54
57 Protecting Federal Collective Bargaining Rights and Supporting Overseas Federal Employees	56
60 Protecting AFT Solidarity Against Deceptive Anti-Union Campaigns	57
59 Fortifying Our Union Against the Current Administration and Anticipated Attacks	58
58 Establishing State-Level Labor Protections Amid Federal Inaction	61
61 Building Organizing Capacity and Solidarity for Mass Collective Action	62
62 Create a Percentage-Based Dues Pilot Program	64
63 Institute a Progressive Per Capita Dues Structure	65

POLITICAL ACTION/LEGISLATION COMMITTEE

Committee Chair: Andrew Spar, Florida Education Association

Committee Secretary: Tessa Barber, United Faculty of Florida, Local 7463

Resolution No.	Page No.
64 Mobilizing for the 2026 Elections	66
65 Protecting the Right to Vote	67
66 Free DC: Protect Home Rule and Autonomy in Washington, D.C.	69
70 Supporting the People Over the Pentagon Campaign to Cut the Military Budget	70
73 Time for Guaranteed Basic Income	73
69 Protect Democracy; Defend Public Education, Higher Education and Healthcare; and Safeguard our Schools, Colleges, Hospitals, Courts, Libraries and Other Public Institutions from Authoritarianism	75
67 Protecting Social Security and the Social Security Disability Determination Process	78
68 Restoring Constitutional Balance and Executive Accountability	80
74 Separation of Church and State in Education	81
72 Cut the Military Budget	82
76 No Endorsement for Genocide Enablers	83
71 Impeach, Convict, Remove Trump from Office Now	84
75 Defending Critical Speech and Scholarship— WITHDRAWN	87

Provisions for submitting constitutional amendments to the 2024 AFT Convention are contained in Article X, Sections 1 and 3 of the AFT Constitution:

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

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

Provisions for submitting resolutions to the 2024 AFT Convention are contained in Article IV, Section 4 of the bylaws to the AFT Constitution:

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

According to the above provisions, the following constitutional amendments were received by the national office by March 15, 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.

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,¹ votes for each slate and individual candidate votes or other piles deemed necessary by the Credentials and Elections Committee and election tabulation vendor. The procedure for distribution and voting is part of the balloting process and begins at the time indicated in Article VI, Section 2 of the AFT bylaws or at such time as established by the Credentials and Elections Committee to accommodate the convention schedule.
- f. The tabulation of votes begins as soon as practicable on the third day of the convention in a place to be announced.
- g. The value of each vote is determined by computer by dividing the local's votes to four decimal places and assigning this number to each delegate as required by Article VII, Section 8 of the AFT constitution.

¹ An overvote occurs when a delegate votes for a combination of slate and individuals or the number of candidates selected exceeds the number of vacancies.

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.

CONSTITUTIONAL AMENDMENTS COMMITTEE

CONSTITUTIONAL AMENDMENTS COMMITTEE

Committee Chair: Zeph Capo, Texas AFT

Committee Secretary: Bonnie Luisi, Oregon School Employees Association
Retired Chapter, Local 6732R

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)

Committee recommends concurrence.

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.

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

Committee recommends concurrence.
--

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.

CONSTITUTIONAL AMENDMENTS COMMITTEE

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

PROPOSED BYLAWS AMENDMENTS

The committee recommended non-concurrence on the proposed bylaws amendments below. They are not part of the committee's report.

Article I—Special Rules of Order for Conventions (page 17)

Committee recommends non-concurrence.

- 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.

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

Article V—Convention Committees (page 20)

Committee recommends non-concurrence.

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

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

HUMAN RIGHTS COMMITTEE

Committee Chair: LaBrina Hopkins, AFT-Maryland

Committee Secretary: Lamar Hughes, United Federation of Teachers,
Local 2

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

Committee recommends concurrence as amended:

- 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
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

HUMAN RIGHTS COMMITTEE

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; and:

72 WHEREAS, immigrants, including undocumented individuals, TPS
73 (temporary protective status) holders, and DACA (Deferred Action for
74 Childhood Arrivals) recipients have lived and contributed to this
75 country for decades, raising families, paying taxes and sustaining key
76 sectors of our economy:

77 **RESOLVED, that the AFT will fully condemn the operations of**
78 **ICE under this administration, which is allowing these masked**
79 **agents—many with almost no training—to act with unchecked**

80 authority as they seek to implement a racist, authoritarian
81 agenda; and

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

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

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

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

114 **RESOLVED**, that the AFT will collaborate with immigrant
115 rights organizations and allied unions and stand up with
116 impacted communities to resist the authoritarian actions
117 happening in this country; and

118 **RESOLVED**, that the AFT will continue to prepare affiliates
119 and members to respond to the authoritarian acts with training
120 on legal observing, peaceful nonviolent demonstrations, and
121 immigration rights and protections; and

122 **RESOLVED**, that the AFT will continue to stand against
123 militarized policing in this country, including ICE, and will
124 continue to fight for our collective civil rights, and for the social
125 and racial justice that every person deserves; and

126 **RESOLVED, that the AFT will advocate for a broad, inclusive and**
 127 **earned pathway to citizenship for undocumented immigrants,**
 128 **TPS holders, DACA recipients and other long-term residents**
 129 **who contribute to our communities, economy and democracy,**
 130 **and pass background checks, are not a threat to public safety**
 131 **and meet other eligibility requirements.**

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

31. Supporting the LGBTQIA+ Community

Committee recommends concurrence as amended:

1 WHEREAS, President Trump issued an executive order¹ 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;² and
 9 WHEREAS, a 2019 research study by the Trevor Project³ 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;⁴

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 and the forced use of a student’s**
 22 **deadname and assigned pronouns of trans and nonbinary**
 23 **students in our schools; and**

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

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

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

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

24 **RESOLVED, that the AFT will use its resources to defend**
 25 **members as they seek to provide a safe and affirming space for**
 26 **LGBTQIA+ and particularly trans and nonbinary students and**
 27 **protect them from forced outing; and**
 28 **RESOLVED, that the AFT unequivocally will condemn the**
 29 **passage of H.R. 2616, rejects any legislative attempt to defund**
 30 **public schools over inclusive practices, and pledges to use our**
 31 **full national political infrastructure to hold accountable any**
 32 **elected official—regardless of party affiliation—who votes to**
 33 **strip civil rights from LGBTQIA+ students and workers.**

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

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

Committee recommends concurrence.
--

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

HUMAN RIGHTS COMMITTEE

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

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.**

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

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

Committee recommends concurrence.
--

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.

☐ 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

Precluded by recommendation of concurrence with Resolution #31.
--

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.

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

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

Precluded by recommendation of concurrence with Resolution #31.

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.**

☐ 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

Precluded by recommendation of concurrence with Resolution #33.
--

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

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,

HUMAN RIGHTS COMMITTEE

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.**

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

37. Protecting Immigrant Communities and Advancing a Pathway Toward Citizenship

**Precluded by recommendation of concurrence with
Resolution #33.**

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.

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

39. In Support of Protecting Students from ICE Detention

Precluded by recommendation of concurrence with Resolution #33.

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.**

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

40. Defend Immigrant Rights! Abolish ICE!

Precluded by recommendation of concurrence with Resolution #33.

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:¹

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.**

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

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

41. Protecting Our Communities from Mass Deportation and Displacement

Precluded by recommendation of concurrence with Resolution #33.

- 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.**

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

INTERNATIONAL RELATIONS COMMITTEE

Committee Chair: Jan Hochadel, AFT Connecticut

Committee Secretary: Lucinda Burns, Education West Virginia –
Kanawha County, Local 8238

42. Against the War with Iran and Lebanon

Committee recommends concurrence.

- 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 reinstituted 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

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.**

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

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

Committee recommends concurrence.

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.**

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

44. Toward a Democratic Foreign Policy

Committee recommends concurrence as amended:

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.**

118 **RESOLVED, that the AFT shall call on the Democratic**
 119 **presidential nominee in 2028 to commit to re-signing the Rome**
 120 **Statute establishing the International Criminal Court.**

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

46. Oppose Military Aggression Against Venezuela

Committee recommends concurrence as amended:

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 around the**
 42 **world.in the Americas.**

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

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

**Precluded by recommendation of concurrence with
 Resolution #46.**

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.**

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

47. Stop the War Against Iran and Lebanon

**Precluded by recommendation of concurrence with
Resolution #42.**

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, weekslong 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;¹ 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.²
19 Netanyahu's unrelenting military aggression has ruined villages and
20 towns in Southern Lebanon, with the Israeli military eviscerating
21 entire neighborhoods in seconds.³ 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;⁴ 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

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

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

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

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

47 for International Development before it was disbanded, and the cost
 48 to expand Obamacare subsidies for one year;⁵ 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
 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.**

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

48. Relief to Gaza Children

Committee recommends referral to Executive Council.
--

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

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

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;^{1,2,3} 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;⁴ and

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

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,⁵
27 malnutrition treatments, warm clothes,⁶ 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 support⁷ and critical water, sanitation
36 and nutrition services, are also being ramped up on the ground.⁸

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**

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

² 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.

³ 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>

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

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

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

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

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

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.*

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

LABOR AND THE ECONOMY COMMITTEE

Committee Chair: Shari Obrenski, Cleveland Teachers Union, Local 279

Committee Secretary: Millbeth Allen, Cincinnati Federation of Teachers, Local 1520

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

Committee recommends concurrence.

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.**

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

52. Fight for Affordability and Improved Quality of Life

Committee recommends concurrence.
--

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.

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

54. May 1 Day of Civic Action and Defense of Public Education

Committee recommends concurrence as amended:

- 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, [America PAC, Freedom Foundation](#)
56 and crypto currency PACs, that support policies antithetical to our
57 beliefs and values, are flooding our election system with dark money;
58 and

59 WHEREAS, these entities also seek to divide and misinform Black
60 and brown and working- class communities, upend coalitions, and
61 purposefully confuse the electorate; and

62 WHEREAS, Trump has illegally declared war on Iran built on lies
63 and deception while using American resources to bomb schools,
64 hospitals and civilian infrastructure that has killed, harmed and
65 displaced countless people in both Iran and Lebanon; and

66 WHEREAS, our students and students everywhere deserve our
67 love and support, not fear, military assaults, silence, nor complicity,
68 but political education, civic engagement, and school communities
69 prepared to protect one another in the face of massive federal
70 interference:

71 **RESOLVED, that the AFT will formally declare May 1 a Day of**
72 **Civic Action in Defense of Public Education where we are in**
73 **community engaging our students, their families and our**
74 **neighbors, and supporting mutual aid efforts, leading civic**
75 **education, participating in voter registration, know-your-rights,**
76 **and mass resistance training from the beginning to the end of**
77 **the day; and**

78 **RESOLVED, that we will join our siblings in Minnesota and**
79 **the nation by joining the call for a National Day to defend our**
80 **Democracy, demand ICE out of our cities, and tax the rich to**
81 **support our schools and vital services; and**

82 **RESOLVED, that the AFT members will send petitions and**
83 **resolutions to their boards of education and mayors asking for**
84 **their full support and participation in May Day activities by**
85 **formally declaring May 1 a Day of Civic Action, and in the lead up**

86 to May 1 encouraging schools to engage in age-appropriate civic
 87 learning, marches and rallies, political education, peace
 88 concerts, labor history programming, and community safety
 89 trainings that equip students; and
 90 **RESOLVED**, that the AFT will organize and promote age-
 91 appropriate civic education, labor history programming, and
 92 know-your-rights trainings in the days surrounding and on May
 93 Day to equip educators, students, and families with tools to
 94 defend themselves and their communities; and
 95 **RESOLVED**, that the AFT will call on members to participate
 96 in collective actions on Labor Day and May Day, in coalition with
 97 labor and community partners, to reject privatization; illegal
 98 wars; union busting; anti-immigrant and anti-diversity, equity
 99 and inclusion policies; and federal overreach into our
 100 classrooms; and
 101 **RESOLVED**, that the AFT will continue building a national
 102 fight-back alongside unions and community organizations
 103 across the country to defend public schools as democratic
 104 institutions governed by and for the people; and
 105 **RESOLVED**, that the AFT will ~~develop a working committee to~~
 106 ~~review-and-revise~~ our political endorsement process and
 107 questionnaires to defend our values and interests against dark
 108 money interference in our elections and mitigate efforts to
 109 undermine our efficacy and coalition commitments; and
 110 **RESOLVED**, that the AFT affirms that the future of public
 111 education will be shaped by educators, students and families—
 112 not by billionaires, corporate PACs, or authoritarian politicians—
 113 and commits to sustained organizing beyond May Day to protect
 114 our schools and our democracy; and
 115 **RESOLVED**, that the AFT will continue to organize and
 116 support working class coalitions to align with the United Auto
 117 Workers’ call to have joint contract expirations to build more
 118 power that will enable us to win more for working families by
 119 May 2028.

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

53. In Remembrance of Kent Wong

Committee recommends concurrence.

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.

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

50. Artificial Intelligence

Precluded by recommendation of concurrence with Resolution #49.

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;¹ and

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

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

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

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,³ damaging
10 users' cognitive abilities,⁴ and increased procrastination, memory loss
11 and drop in academic performance;⁵ and

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

15 WHEREAS, AI has so few working safeguards or regulations that
16 it has led to it encouraging people to self-harm¹⁰ and other serious
17 emotional damage;¹¹ and

18 WHEREAS, data centers pose extreme environmental risk,¹²
19 including worsening climate change, and are exacerbating
20 environmental racism¹³ throughout the United States; and

21 WHEREAS, more than 3,500 lobbyists¹⁴ 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;¹⁵ and

25 WHEREAS, AI poses significant risks¹⁶ to data privacy in
26 healthcare, finance, social networks and education, especially in the
27 area of special education,¹⁷ 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

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

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

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

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](https://www.judiciary.senate.gov/imo/media/doc/e2e8fc50-a9ac-05ec-edd7-277cb0afcdf2/2025-09-16%20PM-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-underreported>

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/>

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**

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.**

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

51. AI Integration in Our Schools and Workplaces

Precluded by recommendation of concurrence with Resolution #49.

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.

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

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

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

Committee Secretary: Sarah Apt, Philadelphia Federation of Teachers, Local 3

55. Building Power for a Better Life for All

Committee recommends concurrence.

- 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.**

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

56. Governments Must Not Use the Withholding of Salaries as a Weapon Against Teachers

Committee recommends concurrence.
--

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 Isreal'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.”**

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

57. Protecting Federal Collective Bargaining Rights and Supporting Overseas Federal Employees

Committee recommends concurrence.
--

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.”**

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

60. Protecting AFT Solidarity Against Deceptive Anti-Union Campaigns

Committee recommends concurrence.
--

1 WHEREAS, the AFT¹ 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 1935² 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"
 16 system designed to starve unions of the resources³ 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 mailers⁴ that promise "instant raises" by dropping

¹ <https://www.aft.org/about/history>

² <https://www.ebsco.com/research-starters/education/teachers-unions-past-and-present>

³ https://academicworks.cuny.edu/gc_etds/4674/

⁴ <https://www.calfac.org/what-you-need-to-know-about-anti-union-mailers/>

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 **power⁵ 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.**

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

59. Fortifying Our Union Against the Current Administration and Anticipated Attacks

Committee recommends concurrence.

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

⁵ <https://ucpea.ct.aft.org/news/janus-v-afscme-decision>

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.**

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

58. Establishing State-Level Labor Protections Amid Federal Inaction

Committee recommends referral to Executive Council.
--

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.**

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

61. Building Organizing Capacity and Solidarity for Mass Collective Action

Committee recommends referral to Executive Council.
--

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

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

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.**

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

62. Create a Percentage-Based Dues Pilot Program

Committee recommends referral to Executive Council.

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.**

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

63. Institute a Progressive Per Capita Dues Structure

Committee recommends referral to Executive Council.

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.**

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

POLITICAL ACTION/LEGISLATION COMMITTEE

Committee Chair: Andrew Spar, Florida Education Association

Committee Secretary: Tessa Barber, United Faculty of Florida, Local 7463

64. Mobilizing for the 2026 Elections

Committee recommends concurrence.

- 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.**

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

65. Protecting the Right to Vote

Committee recommends concurrence.
--

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.**

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

66. Free DC: Protect Home Rule and Autonomy in Washington, D.C.

Committee recommends concurrence.

- 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.**

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

70. Supporting the People Over the Pentagon Campaign to Cut the Military Budget

Committee recommends concurrence as amended:

- 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
- 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
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.)

POLITICAL ACTION/LEGISLATION COMMITTEE

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;**
123 ~~**one such bill is the People Over Pentagon Act, being introduced in**~~
124 ~~**2026 by Rep. Mark Pocan (D-Wis.), a bill that which would**~~
125 **rescind approximately \$150 billion in U.S. taxpayer dollars away**
126 **from the Pentagon's ever increasing budget and reallocate that**
127 ~~**\$150 billion those funds**~~ **into healthcare, food assistance and**
128 **other human needs priorities, and provide just transition for**

129 military workers whose job or career might be impacted by the
 130 implementation of this bill; and
 131 **RESOLVED, that after the above bill is introduced, a copy of**
 132 **this resolution will be delivered to all congressional**
 133 **representatives and senators with a request that they co-**
 134 **sponsor a bill similar to the People Over the Pentagon Campaign**
 135 **and**
 136 **RESOLVED, that the AFT will inform our members of this**
 137 **resolution so that they may understand the importance of having**
 138 **our tax dollars reflect our true priorities and communicate to**
 139 **their congressional representative and senators their support for**
 140 **the People Over the Pentagon campaign; and**
 141 **RESOLVED, that the AFT will urge the labor bodies with**
 142 **which it is affiliated to pass similar resolutions in support of**
 143 **sensible priorities.**

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

73. Time for Guaranteed Basic Income

Committee recommends concurrence.
--

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

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.

☐ 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**

Committee recommends concurrence.

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.

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

67. Protecting Social Security and the Social Security Disability Determination Process

Committee recommends concurrence.
--

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.**

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

68. Restoring Constitutional Balance and Executive Accountability

Committee recommends concurrence.

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.**

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

74. Separation of Church and State in Education

Committee recommends concurrence.
--

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.**

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

72. Cut the Military Budget

Precluded by recommendation of concurrence with Resolution #70.

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;^{1,2,3}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;⁴ 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

¹ "2025 United States federal budget," Wikipedia.com,
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>

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,
 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):^{5,6}

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.**

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

76. No Endorsement for Genocide Enablers

Committee recommends non-concurrence.

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;^{1,2} 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

⁵ "Representative Barbara Lee: 'Defund the Pentagon Budget'" John Nichols, The Nation,
<https://www.thenation.com/article/politics/defund-pentagon-budget-ndaa/>

⁶ "16 Ways to Cut Defense Spending," *The American Conservative*,
<https://www.theamericanconservative.com/16-ways-to-cut-defense-spending-7/>

¹ "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/>

² "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

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;^{3,4} 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;⁵ 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
24 as “mowing the lawn,” which were used for sheer intimidation and
25 hence constitute terrorist attacks;⁶ 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.**

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

71. Impeach, Convict, Remove Trump from Office Now

Committee recommends non-concurrence.

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

³ “Reported impact snapshot | Gaza Strip (Jan. 6, 2026),” OCHA
<https://www.ochaopt.org/content/reported-impact-snapshot-gaza-strip-6-january-2026>

⁴ “Counting the dead in Gaza: difficult but essential,” multiple authors, *The Lancet*
<https://www.thelancet.com/journals/lancet/article/PIIS0140-67362401169-3/fulltext>

⁵ “\$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/>

⁶ “Mowing the Lawn: The Genocide Industry,” Edward Ongweso Jr., *Logic(s)*,
<https://logicmag.io/policy/the-genocide-industry-mowing-the-lawn/>

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*¹ 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
46 government's role of protecting voters and the electoral process";²
47 and

¹ <https://www.scotusblog.com/cases/louisiana-v-callais-2/>

² <https://www.brennancenter.org/our-work/research-reports/timeline-trump-administrations-efforts-undermine-elections>

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;³ 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;⁴ 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.⁵ 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.**

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

³ <https://www.hrc.org/press-releases/trump-doj-targeting-of-southern-poverty-law-center-represents-dangerous-weaponization-of-government-against-civil-rights-organizations>

⁴ <https://www.nbcwashington.com/news/national-international/trump-organization-profits-office-president-conflicts-of-interest/4089861/>

⁵ <https://www.newsweek.com/donald-trump-impeachment-backed-by-most-americans-poll-11800093>

75. Defending Critical Speech and Scholarship

Resolution was withdrawn prior to committee meeting.

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 adjourn	No	Yes	No	No	Majority
§20 Take break	I move to recess for	No	Yes	No	Yes	Majority
§19 Register complaint	I rise to a question of privilege	Yes	No	No	No	None
§18 Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
§17 Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
§16 Close debate	I move the previous question	No	Yes	No	No	2/3
§15 Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§14 Postpone to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§13 Refer to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§12 Modify wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§11 Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§10 Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority
Incidental Motions - No order of precedence. Arise incidentally and decided immediately.						
§23 Enforce rules	Point of order	Yes	No	No	No	None
§24 Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority or tie sustains
§25 Suspend rules	I move to suspend the rules which ...	No	Yes	No	No	2/3
§26 Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3 against consideration
§27 Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
§29 Demand rising vote	I call for a division	Yes	No	No	No	None
§33 Parliamentary law question	Parliamentary inquiry	Yes (if urgent)	No	No	No	None
§33 Request information	Request for information	Yes (if urgent)	No	No	No	None
Motions That Bring a Question Again Before the Assembly - No order of precedence. Introduce only when nothing else pending.						
§34 Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
§35 Cancel or change previous action	I move to rescind/amend something previously adopted ...	No	Yes	Yes	Yes	Varies
§37 Reconsider motion	I move to reconsider the vote ...	No	Yes	Varies	No	Majority



Education | Healthcare | Public Services

AFT, AFL-CIO | 555 New Jersey Ave. N.W. | Washington, DC 20001 | www.aft.org



aft.org



[@aft.org](https://twitter.com/aft.org)



[AFTunion](https://www.facebook.com/AFTunion)



[@AFTunion](https://www.aft.org/aft-tunes)



[@AFTunion](https://www.instagram.com/AFTunion)

