



Education
Healthcare
Public Services

2026 COMMITTEE REPORTS

VOLUME TWO

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Committee Reports on
Constitutional Amendments and Resolutions
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**Fighting for
a Better
Life for All**



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Our Mission

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

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.

EDUCATIONAL ISSUES COMMITTEE

Committee Chair: Kevin Dalton, Toledo Federation of Teachers, Local 250

Committee Secretary: Torie Luster Pennington, Oklahoma City AFT, Local 2309

Resolution No.	Page No.
1 Supporting Student and Educator Well-Being to Strengthen Teaching and Learning	1
2 Recommitting to Early Reading Instruction and Support	4
5 Keep Public Funds for Public Schools: Oppose Vouchers	10
7 Defending Public Education	11
6 Support Additional Time for Special Education Teachers and Related Service Providers to Work on IEPs	13
10 Truth and Healing—Indian Boarding School Accountability	14
3 Ensure Equitable Funding, Resource Allocation, and Targeted Educator Support for Career and Technical Education Programs	14
4 In Opposition to the Dismantling of the U.S. Department of Education	16
8 Targeted Support for New Career and Technical Education Educators	17
9 For a 'Hands Off Our Schools' Campaign	18
11 On Civics and Media Literacy	19
12 Opposing Book Bans and Censorship in Public Schools	21
13 Charter School Accountability	22
14 Supporting Paid Student Teaching Opportunities to Address Teacher Shortages and Incentivize Placement in High-Need Communities	23

HEALTHCARE ACCESS/QUALITY COMMITTEE

Committee Chair: John Brady, AFT Connecticut

Committee Secretary: Rebecca Lowe, Health Professionals and Allied Employees, Local 5186

Resolution No.	Page No.
15 Affirming Health as a Global Human Right and Opposing the Financialization of Healthcare	25
18 Protecting Medical Research, Healthcare Access and Health Equity for LGBTQIA+ Communities	26
16 Address Secure Firearms Storage and Fight Gun Violence in School Communities as a Workplace Safety and Public Health Issue	29
23 Defending Vaccine Science and Rebuilding Public Health Trust	30

21	Supporting Occupational Therapy as a Qualifying Home Health Discipline Under Medicare	31
17	Framework for Evaluating Data-Driven Technology and Artificial Intelligence in Healthcare	32
19	Advancing Oral Health Equity and Eliminating Disparities	34
20	Supporting Dental Loss Ratio Legislation and Insurance Reform	35
22	Prioritizing Union Providers for AFT Trauma Benefits	35

HIGHER EDUCATION COMMITTEE

Committee Chair: Lacy Barnes, California Federation of Teachers

Committee Secretary: Angelique Cook-Hayes, United Academics of Maryland Community Colleges, Local 6628

Resolution No.		Page No.
30	Supporting Pre-Contract Unionism in Higher Education	37
25	Support Due Process Rights for Contingent Faculty, and Create Model Legislation and Contract Language Ensuring Due Process Protections for Contingent Faculty	38
27	Strengthening Minority-Serving Institutions, Expanding Pell and Creating Educational Opportunity for All Students	39
24	Saving Lives, Building Futures, Powering the Economy: A Blueprint for Strengthening and Transforming Higher Education	41
29	Defending the Integrity of Higher Education Against Authoritarian Assaults	43
28	Safeguarding Academic Freedom	45
26	Supporting the Research and Science Infrastructure that Saves Lives, Builds Futures, and Powers the Economy	47

PUBLIC SERVICES COMMITTEE

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

Committee Secretary: Makenzi Hurtado, State Vocational Federation of Teachers, Local 4200A

Resolution No.		Page No.
77	Fighting for Tax Justice for American Workers by Addressing the Tax Gap	51
79	AFT Members Refuse to Accept Violence as Part of the Job	52
82	Advancing Union-Backed Housing Models for AFT Public Sector Members	56
78	Protection of Native Public Services and Federal Trust Responsibility	57
80	Restoring Postmark Reliability	58
81	Preservation and Revitalization of Native American Languages	59

RETIREMENT COMMITTEE

Committee Chair: Francis Flynn, Rhode Island Federation of Teachers and Health Professionals

Committee Secretary: Jo-Ann Wunschel, Pawtucket Teachers Alliance, Local 930

Resolution No.		Page No.
83	Organizing Retirees to Build Power	61
84	Fighting for Responsible Capital Stewardship to Benefit American Workers	62
85	On Fiduciary Concerns Regarding Investments with Apollo Global Management	65

86	Establish a National Clearinghouse to Support State and Local Pension Cost-of-Living Adjustments for AFT Retirees	67
87	Sustainable Investment and Retirement Security	68
88	Supporting Retirees Inter-Chapter Communications	69

RNs/HEALTHCARE WORKERS COMMITTEE

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

Committee Secretary: Barbara Wisdom, United Federation of Teachers, Local 2

Resolution No.		Page No.
89	Escalating the 'Code Red' Campaign: A Mandate for National Safe Staffing Ratios	71
91	Mental Health Resources and Support for Nurses and Healthcare Professionals	72
92	Mandated Protected Time for Nursing <u>Nurses and Health Professionals for Education,</u> In-Services and Mentorship	73
90	Strengthening the Healthcare Workforce Through Graduate Loan Equity	74
93	Advocating for Evidence-Based Staffing and Appointment Standards in Dental Care	75
94	Comprehensive Mental Health Supports for Educators and Healthcare Workers	76

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

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

Committee Secretary: Tina Soloranzo Fletcher, AFT Guild, Local 1931

Resolution No.		Page No.
99	Establishing a Minimum Starting Rate and Supporting Universal Wage Bargaining for PSRPs	78
95	Redesignating and Celebrating National Paraprofessionals and School-Related Personnel Week	79
96	Time To Show Up for PSRPs Like They Show Up For Our Schools, Students and Communities	81
97	Expanding the 'Whole-Child' Model Through School-Based Dental Care	83
100	Recess Revolution: Why Playtime Matters for Student Success	84
98	Clean Air, Strong Schools, Healthy Workers: A Federation-Wide Commitment to Indoor Air Quality	85

WOMEN'S RIGHTS COMMITTEE

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

Committee Secretary: CasSandra Samuel, Boston Teachers Union, Local 66

Resolution No.		Page No.
101	Defending Bodily Autonomy: Shielding Reproductive Health and Gender-Affirming Care	92
102	Making Quality Childcare a Reality	93
103	Supporting Veterans, Active-Duty Service Members and Their Families	94
104	Recognize Farmworkers Day as a National Holiday	96

EDUCATIONAL ISSUES COMMITTEE

Committee Chair: Kevin Dalton, Toledo Federation of Teachers, Local 250

Committee Secretary: Tori Luster Pennington, Oklahoma City AFT, Local 2309

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

Committee recommends concurrence.

- 1 WHEREAS, educators are the foundation of public education, and
2 their well-being is essential to a healthy, stable and effective learning
3 environment. Educator well-being is not a luxury; it is a prerequisite
4 for student well-being. And yet, educators across the country continue
5 to face occupational hazards, including chronic stress, heavy
6 workloads, staff shortages, violence and inadequate policies that
7 undermine their mental, emotional and professional well-being,
8 resulting in burnout and an educator shortage at precisely the
9 moment our schools need more support, not less;¹ and
10 WHEREAS, student mental health needs have intensified
11 nationwide, and many schools and communities continue to lack
12 sufficient counselors, social workers, psychologists and other
13 specialized instructional support personnel (SISP) to meet those
14 needs;² and
15 WHEREAS, the harmful effects of excessive screen time and
16 addictive algorithms embedded in social media platforms and digital
17 applications on student mental health are well-documented and
18 widely recognized as leading to depression, anxiety, diminished
19 academic engagement and displacement of in-person peer
20 interaction, which is critical for social-emotional development;³ and 43
21 states and Puerto Rico have implemented laws or policies on K-12
22 classroom or school cellphone use as of April 10, 2026⁴ (reflecting
23 broad public recognition that this crisis demands urgent, coordinated
24 action); and
25 WHEREAS, recent legislative and administrative curbs on
26 educator speech have created a “chilling effect,” undermining

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

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

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

⁴ Ballotpedia, “State Policies on Cellphone Use in K-12 Public Schools,” https://ballotpedia.org/State_policies_on_cellphone_use_in_K-12_public_schools.

27 professional autonomy and the ability of educators to employ
 28 pedagogically sound teaching methods that develop critical-thinking
 29 skills, which require an environment of open inquiry and protected
 30 speech; and

31 WHEREAS, educators across the country face unprecedented
 32 and coordinated efforts to silence their voices—in their classrooms,
 33 their communities and their private lives—through curriculum
 34 censorship laws, book bans, restrictions on open inquiry and state-
 35 sponsored investigations and retaliation targeting educators for
 36 constitutionally protected speech; these attacks on educator voice
 37 create a climate of fear and self-censorship that undermines
 38 professional autonomy, drives moral injury and burnout, and
 39 destabilizes the trusted educator-student relationships that are
 40 foundational for student well-being and academic success; and

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

49 WHEREAS, the AFT’s *Beyond Burnout* report in partnership with
 50 Educators Thriving⁶ demonstrates that when educators receive
 51 meaningful, system-level support through structured labor-
 52 management collaboration, their well-being improves in measurable
 53 ways, including a 97 percent return rate the following year among
 54 participants, a 10 percent decrease in emotional exhaustion, and
 55 universal gains in job satisfaction among professional learning
 56 participants;⁷ and

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

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

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

⁶ AFT, “Beyond Burnout,” www.aft.org/reports/beyond-burnout-roadmap-improve-educator-wellbeing.

⁷ Educators Thriving, “Our Impact,” www.educatorsthiving.org/research.

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

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

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

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

93 **RESOLVED**, that the AFT calls for partnerships with district,
94 worksite and union leaders to develop tailored, systemwide tools
95 aimed at transforming workplace conditions and improving staff
96 retention, using an evidence-backed survey tool⁸ to measure
97 and track the well-being of entire school communities, helping
98 leaders and educators identify specific areas for improvement;
99 and

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

107 **RESOLVED**, that the AFT supports school and district
108 policies that improve educator working conditions, including
109 manageable workloads, safe and respectful school climates,

⁸ Educators Thriving, “Measuring & Understanding Educator Well-Being,”
www.educatorsthiving.org/factors.

adequate and stable staffing, and leadership practices that promote trust, autonomy and professional growth; and

RESOLVED, that educator voice is central to defining what constitutes educator well-being and workplace needs; moreover, that the AFT urges the collection and public reporting of data on educator well-being, specifically burnout, emotional exhaustion, job satisfaction, attendance, retention, workload and access to well-being supports, disaggregated by school, district and role where feasible, to guide improvement and accountability; and

RESOLVED, that the AFT, together with its affiliates and coalition partners, will continue to defend educator free speech and academic freedom, recognizing that protecting educator voice is not separate from protecting educator well-being—it is essential to it; when educators are free to teach with integrity, engage their communities and exercise their professional judgment without fear of retaliation, they are better able to show up fully for their students; and

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

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

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

2. Recommitting to Early Reading Instruction and Support

Committee recommends concurrence as amended:

WHEREAS, literacy development begins at birth, and children’s early oral language, vocabulary, background knowledge, phonological awareness and print experiences strongly shape how readily they learn to read when they enter school; families and early care play a

5 critical role in fostering children’s love of reading and early language
 6 and literacy development; and
 7 WHEREAS, the ability to read proficiently is foundational to
 8 success in school, work, civic participation and life, and is thus a
 9 social responsibility and fundamental civil right—yet too many
 10 students, particularly those from low-income communities, English
 11 language learners and students with disabilities, are unable to read at
 12 grade level. This has profound consequences, further limiting
 13 opportunities and deepening existing inequities; and
 14 WHEREAS, the vast majority of students can learn to read when
 15 they receive effective instruction; and
 16 WHEREAS, reading comprehension is a complex cognitive
 17 process that results from the interaction of two essential and mutually
 18 reinforcing processes: word recognition and language
 19 comprehension. Decades of converging interdisciplinary research
 20 provide a robust foundation for instruction that effectively develops
 21 both.
 22 This research demonstrates that effective reading instruction must
 23 include explicit, systematic instruction in foundational skills, including
 24 phonemic awareness, phonics, decoding, spelling and fluency.¹ To
 25 develop effective word recognition strategies, readers must attend to
 26 all letters and sounds in words, although once they become proficient
 27 at recognizing written words, the processing is so fast it appears they
 28 only sample letters. Research shows that most children need explicit,
 29 systematic instruction in how letters represent the sounds in words—
 30 known as “grapheme phoneme correspondences”—to learn to
 31 decode. Without strong decoding skills, many struggle to develop the
 32 word recognition skills required for proficient reading.

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

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

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

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

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

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

40 WHEREAS, despite the existence of a robust body of research, in
41 many places much of this knowledge remains absent from teacher
42 preparation programs, district-adopted curricula or professional
43 development, leaving many educators without the tools and
44 knowledge they need to deliver effective instruction. This disconnect
45 creates a vacuum that gets filled by fragmented, competing and
46 sometimes counterproductive approaches, all of which educators are
47 left to navigate without adequate guidance or support; and

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

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

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

68 WHEREAS, the AFT has a decades-long history of leadership and
69 commitment in advancing evidence-based reading instruction,
70 including through its 1998 "Beginning Reading Instruction" resolution,
71 through articles in *American Educator* sharing the latest research
72 (including the landmark "Teaching Reading Is Rocket Science" in
73 1999 and the updated article in 2020²), through AFT Professional
74 Learning graduate-level train-the-trainer courses and other
75 professional development, by giving more than 11 million books away
76 through Reading Opens the World and its partnership with First Book,

² L. Moats, "Teaching Reading Is Rocket Science," *American Educator*, Summer 2020, www.aft.org/ae/summer2020/moats.

77 and through partnerships that include renowned WETA websites
 78 Reading Universe (www.readinguniverse.org) and Colorín Colorado
 79 (www.colorincolorado.org):

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

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

112 **RESOLVED**, that the AFT will work with its affiliates, partners,
 113 researchers and policymakers to continue its decades-long
 114 commitment to promote a comprehensive, evidence-based
 115 approach to teaching literacy—grounded in the Simple View of
 116 Reading, Scarborough’s Reading Rope, the Active View of
 117 Reading and findings from the National Reading Panel, the
 118 National Literacy Panel on Language Minority Children and
 119 Youth, the National Early Literacy Panel and other high-quality
 120 interdisciplinary research—that includes phonological
 121 awareness, phonics, fluency development, vocabulary

122 instruction, knowledge-building curriculum, writing and
 123 engagement with rich, complex, culturally relevant texts so that
 124 they can develop the comprehension and critical-thinking skills
 125 required to cultivate a love of reading and the joy of learning;
 126 and

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

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

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

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

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

166 **RESOLVED**, that the AFT calls on teacher preparation
 167 programs and the organizations that represent them, standards-

168 setting bodies and state licensing authorities to ensure that
 169 teachers responsible for reading development have the
 170 knowledge and pedagogical skills they need; and

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

176 **RESOLVED**, that the AFT and its affiliates support well-
 177 designed policies that align with research; however, they will
 178 oppose those that are imposed without genuine collaboration
 179 with educators, adequate funding for implementation or
 180 attention to the realities of classroom practice, or that rely on
 181 punitive accountability measures rather than professional
 182 support and capacity building for continuous improvement; and

183 **RESOLVED, that the AFT acknowledges the historic harm**
 184 **done by excessive direct instruction and over-testing at the**
 185 **expense of developmentally appropriate learning in early**
 186 **childhood classrooms, particularly for English language learners**
 187 **and in majority low-income, Black and brown communities.**
 188 **These harms are a result of systemic racism and disinvestment.**
 189 **Strong oral language and conceptual development are**
 190 **foundational to early literacy. Research shows these skills**
 191 **develop through play, guided exploration and hands-on**
 192 **experiential learning. Therefore, the AFT will advocate for**
 193 **developmentally appropriate early reading instruction,**
 194 **culturally and linguistically sustaining early reading instruction**
 195 **and assessments; and**

196 **RESOLVED**, that the AFT and its affiliates will advocate for
 197 teachers to have a substantial role in curriculum review and
 198 adoption, and for educators to be regularly surveyed by their
 199 districts to gather actionable information on how policies and
 200 curricular resources are meeting the needs of educators and the
 201 students they serve; such structures and processes are best
 202 memorialized in memorandums of understanding and collective
 203 bargaining agreements.

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

5. Keep Public Funds for Public Schools: Oppose Vouchers

Committee recommends concurrence.

1 WHEREAS, the AFT recognizes the importance of strong public
2 schools to provide opportunities for our students and teachers and
3 their families—public schools are the pillars of our communities; and
4 WHEREAS, public schools serve 90 percent of American children;
5 and
6 WHEREAS, when voters learn vouchers defund neighborhood
7 public schools, two-thirds of Americans want more funding for public
8 schools, not privatization schemes; and
9 WHEREAS, the Federal Education Tax Credit established under
10 P.L. 119-21 creates an optional voucher-style program that states
11 must consider each year, starting in 2027; and
12 WHEREAS, when used for non-public school funding, vouchers
13 funnel millions in taxpayer dollars to wealthy families already in
14 private schools, while students who transfer often see drops in
15 achievement that last for years; and
16 WHEREAS, vouchers defund public schools. When students
17 leave with vouchers, public schools lose the equivalent enrollment-
18 based funding but still have the same fixed costs for things like
19 buildings, buses and utilities, which forces cuts to educators,
20 programs and support services for the vast majority of students who
21 remain; and
22 WHEREAS, voucher programs lead to fiscal crises. Voucher
23 programs start small, then explode in cost and can cause billion-dollar
24 budget deficits that harm both school districts across the country and
25 *all* public services;
26 WHEREAS, vouchers primarily subsidize the wealthy. Data from
27 states with expansive voucher programs shows they overwhelmingly
28 benefit families who have already left the public system, or who never
29 participated in the first place: 95 percent of Arkansas voucher
30 recipients were already enrolled in private schools; 71 percent of
31 Arizona voucher users never attended public schools; Indiana
32 voucher recipients were more likely to earn over \$100,000 than under
33 \$50,000; and in Texas, 75 percent of voucher applicants were from
34 private schools, home-schooled, or were never enrolled in public
35 schools; and
36 WHEREAS, vouchers increase segregation. Studies show
37 voucher programs increase school segregation, not reduce it, as
38 affluent families are more likely to leave public schools, concentrating
39 students of poverty in defunded public schools; and private schools

40 can legally discriminate in admissions, cherry-picking students by any
41 criteria they want:

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

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

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

7. Defending Public Education

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

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

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

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

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

17 **RESOLVED**, that the AFT will advocate for fair wages, benefits
18 and working conditions for education professionals, recognizing
19 their critical role in the success of public education; and
20 **RESOLVED**, that the AFT will work to eliminate disparities in
21 education by supporting policies that address the needs of
22 underserved and marginalized communities; and
23 **RESOLVED**, that the AFT will collaborate with all
24 stakeholders, including parents, students, community
25 organizations and policymakers, to build broad support for
26 public education and address common challenges; and
27 **RESOLVED**, that the AFT will continue to inform the public
28 about the importance of public education and the threats it
29 faces, encouraging community involvement and advocacy; and
30 **RESOLVED**, that the AFT will continue to monitor legislative
31 developments and mobilize members to respond to policies that
32 impact public education; and
33 **RESOLVED**, that the AFT will continue to advocate for
34 comprehensive special education programs and student
35 services to ensure that all students, including those with
36 disabilities, receive the support they need to succeed; and
37 **RESOLVED**, that the AFT will continue to fight for the rights
38 and inclusion of multilingual learning, fully funded bilingual
39 education, and the opportunity for dual-language programs
40 across the nation; and
41 **RESOLVED**, that the AFT will continue to develop and
42 implement strategies to attract and retain high-quality educators,
43 support staff and paraprofessionals, recognizing their essential
44 role in providing a high-quality education; and
45 **RESOLVED**, that the AFT will advocate for the regulation and
46 responsible use of AI in all sectors of public education,
47 protecting our jobs, data, privacy and environment; and
48 **RESOLVED**, that the AFT will continue to champion public
49 education as a fundamental right and work tirelessly to protect
50 and strengthen it for future generations.

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

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

Committee recommends concurrence as amended:

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

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

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

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

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

26 **RESOLVED, that the AFT will continue to support its locals at**
27 **the national level by advocating that special education teachers**
28 **and related service providers should ~~be given time and have~~**
29 **specified caseload limits and resources to ~~work on IEPs~~ provide**
30 **well-rounded services and appropriate time to complete IEPs to**
31 **ensure that students with disabilities receive the best possible**
32 **educational experience and so that teachers can fulfill their**
33 **professional responsibilities effectively.**

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

10. Truth and Healing—Indian Boarding School Accountability

Committee recommends concurrence.

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

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

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

9 **RESOLVED, that the AFT supports the establishment of a**
10 **federal Truth and Healing Commission on Indian boarding**
11 **schools; and**

12 **RESOLVED, that the AFT advocates for transparency,**
13 **documentation, and public education regarding the history and**
14 **impact of these policies; and**

15 **RESOLVED, that the AFT promotes the integration of accurate**
16 **Native history, including boarding school education, into public**
17 **school curricula.**

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

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

Committee recommends concurrence.

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

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

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

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

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

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

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

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

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

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

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

49 **RESOLVED, that the AFT's CTE Advisory Committee,**
50 **comprising educators, industry partners and community**
51 **stakeholders, work collaboratively with educational**
52 **policymakers and school administrations to implement these**
53 **initiatives, providing periodic public reporting on progress to**

54 **ensure structural accountability and prioritize resource**
 55 **distribution to historically underserved communities.**

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

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

Committee recommends concurrence.

1 WHEREAS, the U.S. Department of Education was established by
 2 Congress in 1979 to ensure equal access to education, to help
 3 families pay for college, and to provide funding for programs for
 4 children from low-income families as well as students with disabilities
 5 and English language learners; and

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

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

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

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

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

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

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

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

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

8. Targeted Support for New Career and Technical Education Educators

Committee recommends concurrence.

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

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

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

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

15 **RESOLVED, that the AFT will continue to support and**
16 **advocate for programs that include mentorship opportunities,**
17 **collaborative planning sessions and ongoing professional**
18 **development tailored to the unique needs of CTE educators; and**

19 **RESOLVED, that the AFT will encourage more targeted**
20 **support programs for new CTE educators that will provide**
21 **access to content specialists in their specific areas of study; and**

22 **RESOLVED, that the AFT will work collaboratively with**
23 **educational institutions around the nation in support of the**
24 **allocation of funding needed to hire and retain content**
25 **specialists who can offer guidance and support to new CTE**
26 **educators, ensuring their successful integration and retention**
27 **within the education system; and**

28 **RESOLVED, that the AFT will work with educational**
29 **policymakers, school administrations and industry partners to**
30 **develop and implement these support programs, thereby**
31 **strengthening the overall quality and effectiveness of career and**
32 **technical education nationwide.**

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

9. For a ‘Hands Off Our Schools’ Campaign

Committee recommends concurrence.

1 WHEREAS, the AFT has always defended our students and their
2 right to a quality public education; and

3 WHEREAS, the federal government has threatened Title I school
4 funding to school districts across the country for the curriculum
5 choices made in schools; and

6 WHEREAS, the threatened elimination of the U.S. Department of
7 Education would endanger access to financial aid for millions of
8 students and would hobble the federal oversight of special education
9 as mandated by the Individuals with Disabilities Education Act; and

10 WHEREAS, the illegal firing of a National Labor Relations Board
11 member has paralyzed that agency’s ability to enforce labor
12 protections, and multiple labor unions for the federal workforce have
13 filed lawsuits to protect their rights from undue termination under
14 federal labor law; and

15 WHEREAS, these attacks on public sector unions and collective
16 bargaining threaten institutions that play a crucial role in advocating
17 for fair wages, safe working conditions and equitable treatment for
18 educators and all workers, students, families and communities; and

19 WHEREAS, the U.S. Department of Justice has changed
20 longstanding federal policy to permit immigration raids in schools,
21 hospitals and churches; and

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

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

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

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

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

42 **conferences with allied groups, and pickets at federal offices;**
 43 **and**

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

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

11. On Civics and Media Literacy

Committee recommends concurrence as amended:

1 WHEREAS, a successful democracy relies on informed and
 2 engaged citizens who understand their rights and accept their
 3 responsibilities; and
 4 WHEREAS, civic education prepares students to actively
 5 participate in their communities and in the democratic process; and
 6 WHEREAS, the integration of civic education into the curriculum
 7 enhances critical thinking, fosters respectful dialogue and encourages
 8 civic responsibility; and
 9 WHEREAS, research indicates that students who receive
 10 comprehensive civic education are more likely to vote, engage in
 11 community service and advocate for social issues; and
 12 WHEREAS, in these times where trust in democratic institutions is
 13 strained and misinformation is widespread, civic education is
 14 essential; and
 15 WHEREAS, on national assessments, only 22 percent of eighth-
 16 graders scored proficient in civics; and
 17 WHEREAS, misinformation and disinformation are major threats
 18 to civic life—70 percent of Americans say this misinformation is a
 19 serious problem, 74 percent believe it increases political polarization,
 20 and nearly half felt that this influenced the most recent U.S.
 21 presidential election; and
 22 WHEREAS, false information is 70 percent more likely to be
 23 shared and travels up to six times faster than factual content, thereby
 24 exacerbating public confusion and eroding trust in legitimate sources;
 25 and
 26 WHEREAS, students face significant challenges evaluating digital
 27 information—with 80 percent of middle schoolers mistaking
 28 advertisements for news and 82 percent unable to distinguish news
 29 from sponsored content, yet only 38 percent of students receive
 30 education in analyzing media messages; and

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

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

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

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

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

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

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

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

76 programs, developing curriculum and professional learning, and
 77 creating guidance on integrating civic competencies and
 78 dedicated instructional time; and

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

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

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

12. Opposing Book Bans and Censorship in Public Schools

Committee recommends concurrence.

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

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

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

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

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

20 **RESOLVED**, that the AFT will unequivocally oppose book
 21 bans and all forms of censorship in public schools (but for

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

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

13. Charter School Accountability

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

23 **RESOLVED, that the AFT will support its local affiliates and**
 24 **state federations in their efforts to enact legislation that**
 25 **demands the same degree of fiscal accountability and**
 26 **transparency from charter schools that is required for traditional**
 27 **public schools; and**

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

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

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

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

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

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

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

19 **RESOLVED, that the AFT will support legislation that**
 20 **establishes paid student teaching opportunities—including**
 21 **meaningful compensation for student teachers completing their**

EDUCATIONAL ISSUES COMMITTEE

22 required field experience and additional incentives for
23 placements in high-poverty, high-need and rural communities
24 throughout the nation; and

25 **RESOLVED**, that the AFT will urge its local affiliates and state
26 federations to design and implement sustainable student
27 teaching compensation models that align with teacher
28 recruitment and retention goals, ensuring pathways from paid
29 student teaching into long-term employment in areas facing the
30 most significant staffing challenges; and

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

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

HEALTHCARE ACCESS/QUALITY COMMITTEE

Committee Chair: John Brady, AFT Connecticut

Committee Secretary: Rebecca Lowe, Health Professionals and Allied Employees, Local 5186

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

Committee recommends concurrence.

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

35 **RESOLVED**, that the AFT reaffirms our commitment to global
 36 **solidarity by working with Public Services International and**
 37 **other international labor allies to fight the corporate degradation**
 38 **of care; and**

39 **RESOLVED**, that the AFT will advocate for the U.S. to re-enter
 40 **the World Health Organization; and**

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

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

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

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

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

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

Committee recommends concurrence as amended:

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

9 WHEREAS, proposed and enacted federal budget reductions,
 10 grant cancellations, restrictions on research priorities, workforce
 11 reductions, and political interference in public health and scientific

12 institutions threaten the nation's ability to conduct lifesaving research,
13 recruit and retain scientific talent, and deliver evidence-based
14 healthcare to patients and communities; and

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

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

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

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

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

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

52 **RESOLVED, that the AFT will advocate for robust federal and**
53 **state investment in biomedical research, public health**
54 **infrastructure, healthcare workforce development, and evidence-**
55 **based healthcare programs that improve health outcomes and**

56 quality of life for all people, including LGBTQIA+ communities;
57 and

58 **RESOLVED**, that the AFT will oppose efforts to censor,
59 restrict, politicize, or eliminate scientific and medical research
60 related to sexual orientation, gender identity, HIV prevention and
61 treatment, mental health, health disparities and other areas
62 essential to understanding and addressing the healthcare needs
63 of LGBTQIA+ people; and

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

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

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

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

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

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

Committee recommends concurrence.

- 1 WHEREAS, in a nation with more guns than people, guns are the
2 leading cause of death for children in America; and
3 WHEREAS, according to a study by the U.S. Secret Service, as
4 many as three-quarters of school shootings involved a gun that was
5 not secured in the home; and
6 WHEREAS, 6.7 million kids live in homes with unsecured, loaded
7 firearms; and
8 WHEREAS, the median age of a school shooter is 16, and 1 out
9 of 10 gun deaths are age 19 or younger; and
10 WHEREAS, there have been more than 435 school shootings
11 since 1999, and more than 398,000 students have experienced gun
12 violence at school since Columbine; and
13 WHEREAS, the White House has dissolved the National Office of
14 Gun Violence Prevention and eliminated resources at the Department
15 of Education to help schools tackle gun violence; and
16 WHEREAS, our nation's epidemic of gun violence makes schools
17 an inherently dangerous workplace—psychologically and physically—
18 for teachers and staff; and
19 WHEREAS, school leaders have an obligation to ensure that
20 schools are free from gun violence, to the best of their ability, so that
21 teachers and staff have a safe workplace, and students can have an
22 opportunity to succeed without fear; and
23 WHEREAS, every school district should be a source of information
24 for educating parents on best practices for secure firearm storage,
25 because doing so would make for safer workplaces and better
26 learning environments:
- 27 **RESOLVED, that the AFT will continue to fight gun violence**
28 **as a workplace safety issue, and will use all options and tools to**
29 **help keep schools, students and staff safe, including collective**
30 **bargaining; and**
31 **RESOLVED, that the AFT will work with like-minded**
32 **organizations to support our affiliates as they encourage**
33 **districts and employers to share nonpartisan public health**
34 **information with parents on the secure storage of firearms,**
35 **much as schools already share other types of public health**
36 **information with parents.**

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

23. Defending Vaccine Science and Rebuilding Public Health Trust

Committee recommends concurrence as amended:

- 1 WHEREAS, vaccines are among the greatest achievements of
2 modern medicine, having eradicated smallpox, nearly eliminated polio
3 and drastically reduced the global burden of measles and other
4 debilitating diseases while saving millions of lives annually; and
5 WHEREAS, the rise of vaccine skepticism, fueled by **unregulated**
6 social media influencers and coordinated disinformation campaigns,
7 has led to a dangerous decline in herd immunity and the resurgence
8 of preventable outbreaks, such as measles; and
9 WHEREAS, medical decision-making must be rooted in peer-
10 reviewed clinical science and the guidance of credentialed public
11 health experts, rather than anecdotal claims or non-expert digital
12 personalities; and
13 WHEREAS, the erosion of trust in medical expertise
14 disproportionately harms vulnerable populations, including the
15 immunocompromised, the elderly and children, who rely on
16 communitywide immunity for their basic safety; and
17 WHEREAS, healthcare professionals and educators are on the
18 frontlines of this crisis, often facing harassment or workplace safety
19 risks while attempting to provide accurate health information to their
20 communities:
- 21 **RESOLVED, that the AFT shall launch an initiative to provide**
22 **members with evidence-based resources to combat medical**
23 **misinformation in schools, hospitals and public forums; and**
24 **RESOLVED, that the AFT calls for federal and state policies**
25 **that are consistent with constitutional free-speech protections**
26 **yet hold social media platforms accountable for the algorithmic**
27 **promotion of verifiably false medical claims that pose a direct**
28 **threat to public health; and**
29 **RESOLVED, that the AFT will advocate for the strengthening**
30 **of school and workplace vaccination requirements, with limited**
31 **exceptions, to ensure the safety of all students and staff in**
32 **congregate settings; and**
33 **RESOLVED, that the AFT will partner with leading scientific**
34 **and nursing organizations to develop public health literacy**
35 **curricula for all levels of education, empowering the next**
36 **generation to distinguish between expert clinical guidance and**
37 **predatory misinformation.**

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

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

Committee recommends concurrence.

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

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

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

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

17 **RESOLVED, that the AFT supports federal legislation and**
18 **regulatory advocacy to restore occupational therapy as a**
19 **qualifying discipline under the Medicare home health benefit;**
20 **and**

21 **RESOLVED, that the AFT advocates for policies allowing OTs**
22 **to independently establish patient eligibility for medically**
23 **necessary services within their scope of practice; and**

24 **RESOLVED, that the AFT communicates this position to**
25 **federal lawmakers, labor partners and healthcare advocacy**
26 **groups to promote efficient healthcare utilization and expanded**
27 **patient access.**

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

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

Committee recommends concurrence.

- 1 WHEREAS, the rapid integration of artificial intelligence, including
2 large language models, algorithmic tools, and related technologies is
3 transforming healthcare delivery and the professional landscape for
4 healthcare workers; and
- 5 WHEREAS, healthcare and technology corporations are
6 increasingly deploying technologies to reduce labor costs and exert
7 greater control over the workforce, prioritizing corporate profitability
8 over patient care, clinician expertise and professional standards; and
- 9 WHEREAS, algorithmic tools are prone to error, bias and
10 "hallucinations" that, when deployed at scale, can produce systemic
11 harms, compromising patient safety and public health; and
- 12 WHEREAS, the AFT supports technologies that enhance patient
13 care and are operated under the control and direction of licensed
14 clinicians, provided they are proven safe, reliable and a net benefit to
15 patients, healthcare workers, and do not replace the human
16 foundation of healthcare; and
- 17 WHEREAS, unlike traditional medical devices or pharmaceuticals,
18 many AI-enabled tools are introduced into clinical environments
19 without sufficient independent validation in diverse clinical settings,
20 risking patient safety and healthcare worker liability; and
- 21 WHEREAS, the AFT, other unions, and the broader labor
22 movement play a critical role in shaping if, how and when such
23 technologies are implemented and analyzing the impact on both
24 healthcare workers and patients across the United States; and
- 25 WHEREAS, patients have a right to compassionate, in-person
26 care from licensed professionals; and
- 27 WHEREAS, generative AI tools and data-driven technologies
28 have been shown to reproduce and exacerbate existing inequities
29 through biased algorithms, discriminatory treatment
30 recommendations, and unequal allocation of healthcare resources,
31 resulting in worsened outcomes for marginalized communities; and
- 32 WHEREAS, the structural demands of AI systems, including
33 energy-intensive data centers and resource extraction, can degrade
34 air quality, water availability, energy access, and preservation of
35 communal lands, negatively impacting communities' social
36 determinants of health; and
- 37 WHEREAS, private companies develop proprietary "black box"
38 healthcare technologies that shield their logic from clinicians and
39 patients, undermining transparency and accountability while

40 threatening the privacy and security of sensitive worker and patient
41 data; and

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

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

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

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

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

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

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

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

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

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

19. Advancing Oral Health Equity and Eliminating Disparities

Committee recommends concurrence.

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

4 WHEREAS, according to the Centers for Disease Control and
5 Prevention, nearly 40 percent of Black and Hispanic adults have
6 untreated dental cavities, compared with 25 percent of white adults;
7 and

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

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

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

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

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

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

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

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

20. Supporting Dental Loss Ratio Legislation and Insurance Reform

1 **Committee recommends concurrence.**

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

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

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

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

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

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

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

22. Prioritizing Union Providers for AFT Trauma Benefits

Committee recommends concurrence.

1 WHEREAS, the AFT provides its members with a comprehensive
2 voluntary trauma coverage benefit, offering 24-hour, year-round
3 access to free trauma counseling for a wide range of covered
4 incidents both on and off the job, including aggravated assault,
5 domestic violence, mass shootings, acts of terror, major disasters and
6 workplace-specific trauma, such as bullying, harassment, the
7 contraction of infectious diseases and secondary trauma; and

8 WHEREAS, this benefit is currently managed by a third-party
9 agency using outside therapists and AI services rather than the
10 thousands of licensed therapists and mental health professionals who
11 are themselves AFT members; and

12 WHEREAS, the reimbursement rates paid to this outside agency
13 are significantly more than the rates many AFT healthcare
14 professionals receive from their own employers; and

15 WHEREAS, transparency regarding clinical supervision, the use of
16 evidence-based therapies, standards of care, the efficacy of AI tools
17 and the responsiveness of outside vendors to member feedback is
18 essential to maintaining high standards of care and member trust;
19 and

20 WHEREAS, the growth of interstate licensure compacts now
21 allows AFT members to provide telehealth services to union siblings
22 in other states as well as the clinician's state of residence, making
23 insourcing this benefit more feasible than ever:

24 **RESOLVED, that the AFT will establish a committee of union-**
25 **represented trauma specialists to define standards of care, the**
26 **criteria for trauma, the assessment and screening tools, and**
27 **evidence-based treatments, and to review the efficacy of any AI**
28 **tools used in members' care; and**

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

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

HIGHER EDUCATION COMMITTEE

Committee Chair: Lacy Barnes, California Federation of Teachers
Committee Secretary: Angelique Cook-Hayes, United Academics of
Maryland Community Colleges, Local 6628

30. Supporting Pre-Contract Unionism in Higher Ed

Committee recommends concurrence.

- 1 WHEREAS, intensifying assaults on higher education call for an
2 unprecedented, sector-wide commitment to organizing and the
3 building of political power that can achieve meaningful material gains
4 for members and transform higher ed into a system that serves the
5 common good; and
6 WHEREAS, building the campus and sectoral power necessary to
7 defend higher ed from the decades-long neoliberal assault on higher
8 ed—including systematic defunding, precaritization of the
9 professoriate, financialization of its institutions and operations, and
10 increasingly aggressive efforts by political, donor, board and
11 corporate elites to interfere in faculty teaching and research—will
12 require both redoubling organizing efforts to establish more collective
13 bargaining units in higher ed and supporting robust higher ed labor
14 organizing efforts on non-collective bargaining campuses; and
15 WHEREAS, the number of non-collective bargaining AFT
16 members has surged in the preceding two years, doubling from
17 around 10,000 in 2024 to nearly 20,000 in 2026; and
18 WHEREAS, this membership growth needs to be supported in
19 forming durable, fighting and growth-oriented labor formations at their
20 local campus levels through adopting organizing-focused programs
21 that actively seek to bring in the many other potential members who
22 are regularly deeply involved in AAUP-AFT campus-level labor
23 formations and their campaigns; and
24 WHEREAS, the term “union” should not be restricted to labor
25 formations that are officially recognized by their employer as legal
26 entities with which they must collectively bargain, as there is a long
27 history in the labor movement of non-collective bargaining (i.e., pre-
28 majority, pre-contract, no-contract) labor organizing, collective action
29 and institutional forms that have built power and achieved meaningful
30 material workplace and compensation improvements; and
31 WHEREAS, in some institutional contexts, campaigns for winning
32 union certification and collectively bargained contracts face legal and
33 other barriers and may be unrealistic or even counterproductive to
34 building labor power on a campus in the near term; and
35 WHEREAS, building robust pre-contract union locals at institutions
36 of higher ed across the nation also helps prepare fertile ground for

37 legislative fights for collective bargaining rights, for mobilizing
38 members to fight for improved workplace conditions and standards,
39 and for future recognition/collective bargaining campaigns, as they
40 can, if properly oriented toward organizing, play a vital role in
41 fostering the development of the institutional structures, networks of
42 worker relationships and community organizations, and union culture
43 necessary for effective and efficient campaigns of all types:

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

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

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

Committee recommends concurrence as amended:

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

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

12 WHEREAS, “the two most essential protections for academic
13 freedom are tenure and appropriate due process,”⁴ and yet as of fall
14 2023, “68 percent of faculty members in U.S. colleges and

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

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

³ “FAQs on Academic Freedom,” AAUP

⁴ Ibid.

15 universities held contingent appointments,”⁵ and “currently, neither
16 peer review nor academic due process is available for most
17 contingent faculty”⁶; and

18 WHEREAS, this lack of academic due process, and increasing
19 anti-intellectual and anti-democratic environment has left contingent
20 faculty vulnerable to discipline, sanction and termination; and

21 WHEREAS, “There is no academic freedom unless all academics
22 are free to teach without fear of reprisal”⁷:

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

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

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

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

Committee recommends concurrence.

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

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

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

⁶ “Contingent Appointments and the Academic Profession,” AAUP

⁷ Ibid.

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

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

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

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

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

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

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

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

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

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

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

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

Committee recommends concurrence as amended:

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

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

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

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

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

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

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

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

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

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

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

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

29. Defending the Integrity of Higher Education Against Authoritarian Assaults

Committee recommends concurrence as amended:

1 WHEREAS, federal actions on student aid, international student
 2 enrollment, and research funding threaten our higher education
 3 institutions; and
 4 WHEREAS, the Trump regime has placed extortionate conditions
 5 on universities to access federal funding for research and other
 6 critical academic initiatives, including a coercive “invitation” to nine
 7 prominent universities to accept a “Compact for Academic Excellence
 8 in Higher Education,” tantamount to an oath of loyalty to the MAGA
 9 agenda, in exchange for favorable access to federal funding; and
 10 WHEREAS, the effort to extract concessions from high-profile
 11 universities is just one component of a broad effort to defund and
 12 discredit all institutions of higher education unless they relinquish their
 13 traditional independence and authority over curriculum, pedagogy,
 14 hiring, and other core academic functions; and
 15 WHEREAS, the vital role of faculty and staff in shared governance
 16 has been dangerously targeted as an antiquated feature of higher
 17 education requiring reform by external actors when institutions refuse
 18 to conform to political or financial expediency; and
 19 WHEREAS, academic freedom, the lifeblood of higher education,
 20 means that faculty must be evaluated by their disciplinary peers, not
 21 by elected officials or self-appointed monitors, and that all
 22 instructional staff possess a collective right to pursue truth in their
 23 research, teaching and curricular development, whether or not it
 24 adheres to the priorities of any politician; and
 25 WHEREAS, the courts have found that the Trump regime has
 26 unlawfully withheld and placed overly restrictive conditions on grant

27 funding from federal agencies, including the National Science
28 Foundation, National Institutes of Health, National Endowment for the
29 Humanities, National Endowment for the Arts, and Department of
30 Education; and

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

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

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

47 WHEREAS, the immigrant families of many of our students and
48 members have been subjected to vicious, unrelenting assaults by
49 Immigration and Customs Enforcement and other branches of the
50 U.S. Department of Homeland Security, including the arrest of more
51 than 2,600 children nationwide in the first 10 months of 2025 alone,
52 the aim of which is to instill fear, tear the social fabric, and pit the
53 residents of our communities against each other; and

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

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

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

69 **RESOLVED, that the AFT will bring or support litigation to**
70 **maintain the integrity of the U.S. Department of Education and**
71 **analogous state-level regulatory bodies; and**

72 **RESOLVED, that the AFT will continue to defend and support**
73 **our local affiliates and state federations in defending higher**
74 **education across the nation; and**
75 **RESOLVED, that the AFT will continue to develop and**
76 **prioritize robust campaigns to protect the rights of higher**
77 **education workers and defend our ~~public~~ colleges and**
78 **universities.**

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

28. Safeguarding Academic Freedom

Committee recommends concurrence as amended:

1 WHEREAS, academic freedom is foundational to a healthy
2 democracy, critical thinking and innovation, and continues to be under
3 direct attack; and
4 WHEREAS, the AFT is a leader in prioritizing diversity, equity and
5 inclusion in mandated curricular topics; and
6 WHEREAS, students deserve access to a broad and diverse
7 curriculum and the right to free expression; and
8 WHEREAS, employees at educational institutions across the birth-
9 20 continuum, including graduate teaching and research assistants,
10 should be free from adverse actions or retribution for exercising free
11 speech and academic freedom; and
12 WHEREAS, debate, discussion and open inquiry are essential to
13 high-quality education as a public good, and a raft of repressive laws
14 and policies aim to shut down access to knowledge and ban entire
15 fields of study, undermining our intellectual freedom and other First
16 Amendment freedoms; and
17 WHEREAS, state legislatures continue to pass bills that attempt to
18 limit teaching and research, ban books, cancel specific courses, and
19 institute educational gag orders; and
20 WHEREAS, employees at educational institutions across the birth-
21 20 continuum have specific degrees, training and experience related
22 to their content areas, which qualify them as experts in their field; and
23 WHEREAS, academic freedom is essential to the mission of birth-
24 20 education and the right of educators to teach and students to learn
25 freely, without fear of political or ideological interference or
26 educational disruption; and
27 WHEREAS, safe and inclusive learning environments are a critical
28 component of academic freedom, ensuring that all students—

29 regardless of race, ethnicity, national origin, gender identity, sexual
30 orientation, religion, ability or background—can learn and express
31 their ideas without fear of discrimination or harassment:

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

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

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

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

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

52 **RESOLVED, that the AFT will support advocacy for state law**
53 **that protects diversity, equity and inclusion, and academic**
54 **freedom, and encourage affiliates to support such legislation;**
55 **and**

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

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

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

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

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

Committee recommends concurrence.

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

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

15 WHEREAS, the Trump administration has systematically attacked
16 scientists and research funding to establish itself as the arbiter of
17 truth, promote distrust of scientific experts and silence dissenting
18 voices. The administration has radically cut research funding, slashed
19 federal agencies' staff and programs, fired independent advisory
20 committees, distorted research, ended key data collection, promoted
21 misinformation, and excluded independent scientists and the public
22 from decision-making;¹ and

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

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

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

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

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

35 WHEREAS, under Trump, NIH decreased multiyear funding
 36 resulting in 5,564 fewer grants funded in 2025 compared to 2024.⁴
 37 Over 2,000 fewer investigators received grants.⁵ This has left many
 38 formerly productive university research labs idle. These cuts also
 39 disproportionately impact women and early career researchers;⁶ and

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

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

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

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

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

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

69 WHEREAS, these cuts have impacts on undergraduate students,
 70 including K-12 teacher candidates and students in health-related
 71 fields, who are denied opportunities to learn due to loss of funding or

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

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

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

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

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

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

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

72 fear of the loss of funding. Over 50 percent of grants cut at NSF were
73 STEM Education grants;¹¹ and

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

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

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

89 WHEREAS, control of universities and scientific institutions is a
90 move straight out of the authoritarian playbook or the McCarthy
91 period in the United States; authoritarians seek control over these
92 institutions to stifle dissent, foster distrust in science and authentic
93 experts, promote misinformation in service of ideology, and create
94 confusion for the public. We must resist; we must organize; and we
95 must mobilize for 2026 midterms. Research that saves lives, cures
96 rare diseases, and addresses challenges facing the globe is at stake:

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

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

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

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

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

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

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

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

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

PUBLIC SERVICES COMMITTEE

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

Committee Secretary: Makenzi Hurtado, State Vocational Federation of Teachers, Local 4200A

**77. Fighting for Tax Justice for American Workers by
Addressing the Tax Gap**

Committee recommends concurrence.

- 1 WHEREAS, our system of taxation provides revenue to fund
2 government services, but corporate and individual tax evasion
3 weakens that system and leads to an unequal burden in national and
4 state tax systems as a whole; and unjustly results in a larger burden
5 on low-wage and middle-class workers to “foot the bill”; and
6 WHEREAS, in 2026, history suggests that ultra-wealthy
7 Americans and corporations will pay hundreds of billions of dollars
8 less in taxes than they should. This “tax gap”—the difference between
9 the taxes legally owed to the government and the amount paid to the
10 government—is caused by taxpayers and corporations that should file
11 but do not, who underreport their income, and who do not pay in a
12 timely manner; and
13 WHEREAS, many businesses collect sales and other special
14 taxes on behalf of state and local governments and fail to remit the
15 tax collected to the government, further increasing the tax gap in a
16 state; and
17 WHEREAS, staffing cuts and hiring challenges at the federal
18 Internal Revenue Service and at state tax departments increase tax
19 gaps and lower government capacity to service the taxpayers, answer
20 taxpayer questions, conduct audits and collect unpaid taxes; and
21 WHEREAS, addressing the tax gap could provide the revenue
22 that states need to avoid tax increases on working class Americans
23 and cuts to core public services; and
24 WHEREAS, the Working Americans’ Tax Cut Act aims to provide
25 tax relief for low and middle-income Americans:
- 26 **RESOLVED, that the AFT will support increased enforcement**
27 **of existing tax laws to reduce the tax gap and address the**
28 **millionaires, billionaires, corporations and others who flagrantly**
29 **flaunt their responsibility to contribute to our democracy; and**
30 **RESOLVED, that the AFT will work with our state affiliates to**
31 **draft model legislation to be introduced in state legislatures to**
32 **expose and define the tax gap in each state; and**

33 **RESOLVED, that the AFT will continue to work with**
34 **community partners to ensure a strong, fully funded public**
35 **sector that works for the common good of all; and**
36 **RESOLVED, that the AFT will advocate for the Working**
37 **Americans' Tax Cut Act which supports a functional and fair tax**
38 **system at the federal and state levels.**

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

79. AFT Members Refuse to Accept Violence as Part of the Job

Committee recommends concurrence as amended:

1 WHEREAS, violence is not, and must never be, “part of the job”
2 for our members. The right to a safe and healthy workplace is a
3 fundamental human right and a legal right enshrined in the
4 Occupational Safety and Health Act of 1970. Every worker should
5 have the right to leave work in the same condition in which they
6 arrived—alive, uninjured and mentally whole; and
7 WHEREAS, workplace violence has severe and lasting impacts on
8 workers, including physical injury, psychological trauma, anxiety,
9 depression, post-traumatic stress, lost work time, disability, and in
10 some cases permanent harm or death, with ripple effects on families,
11 co-workers and the quality of public services; and
12 WHEREAS, inconsistent definitions of workplace violence across
13 employers, occupations, states and federal agencies have
14 contributed to underreporting, inconsistent data collection, uneven
15 prevention efforts and gaps in worker protections, limiting the ability to
16 fully assess the scope, causes and impact of workplace violence
17 across AFT-represented professions; and
18 WHEREAS, the National Institute for Occupational Safety and
19 Health (NIOSH) classifies Type II workplace violence as violence
20 directed at workers by clients, customers, patients, students, inmates
21 or other recipients of services, yet the increasing incidence of threats,
22 intimidation, harassment, assault and violence committed against
23 educators and school staff by parents, guardians, caregivers, family
24 members, volunteers, visitors, contractors, advocates and other non-
25 student adults in educational settings warrants expanded recognition,
26 research and prevention strategies; and

27 WHEREAS, unlike many private sector employers, numerous
28 preK-12 school systems, higher education institutions and public
29 employers are not required to maintain OSHA 300 injury and illness
30 logs or comparable workplace violence reporting systems, creating
31 dangerous gaps in accountability, hazard identification, injury
32 surveillance and violence prevention efforts in educational settings;
33 and

34 WHEREAS, AFT members in healthcare, public service, preK-12,
35 higher education and school support staff are witness to and the
36 victims of assault and violence at their places of employment with
37 each constituency showing a troubling increase in both frequency and
38 severity of violent incidents, including:

- 39 • New York's Public Employees Federation is sounding the alarm.
40 According to the New York State Department of Civil Service's
41 own FY 2024-25 Workers' Compensation Annual Report,
42 assaults and violent acts by persons against state employees
43 increased 171 percent over the past five years, rising from 379
44 incidents in 2020-21 to 1,029 in 2024-25, making it one of the
45 fastest-growing causes of workplace injury statewide. When
46 combined with patient and inmate assaults, person-related
47 violence now accounts for more than 3,500 work-related injury
48 incidents across New York state agencies each year. This
49 statewide trend is mirrored in PEF's own experience: Member-
50 reported workplace violence-related cases brought to the
51 union's Health and Safety Department have increased more
52 than 1,600 percent since 2023, overwhelming existing capacity
53 and underscoring the scale of need among frontline public
54 employees.
- 55 • Workplace violence in the hospital setting has increased by 183
56 percent from 2004 to 2024.
- 57 • The rate of violent injuries in 2023 and 2024 for local
58 government and state employees was nearly five times higher
59 than the rate for all other private and public sector workers, with
60 correctional workers experiencing the highest average annual
61 victimization rate of non-fatal workplace violence (149 violent
62 crimes per 1,000 workers compared with an average annual
63 rate for all workers of eight violent crimes per 1,000).
- 64 • Between 2000 and 2025, there have been 398 gun-related
65 incidents of violence on college and university campuses, with
66 529 fatalities and an additional 328 non-lethal gun related
67 injuries.
- 68 • Between 2022 and 2026, over half of the nation's 101
69 historically Black colleges and universities have been targeted
70 with a sustained wave of terroristic bomb threats, active shooter
71 hoaxes, and violent intimidation.

- 72 • Each year 3 out of every 5 paraprofessionals report being the
73 victim of workplace violence.
74 • Nationwide, reports indicate that 1 in 4 non-fatal incidents of
75 workplace violence are directed at teachers and school support
76 staff; and

77 WHEREAS, threats and assaults at work are not always within our
78 control, they are however not typically random, isolated or
79 unavoidable events. Many instances of workplace violence are
80 predictable and preventable and can be significantly reduced through
81 comprehensive prevention programs, adequate staffing, training,
82 environmental controls and enforceable standards; and

83 WHEREAS, AFT members and the people who supervise them
84 have disparate and sometimes conflicting understandings of best
85 practice for resolving threats; and

86 WHEREAS, AFT members have been disciplined by their
87 employer for the use of violence mitigation techniques, even when
88 those techniques have been in accordance with and promulgated by
89 their employer; and

90 WHEREAS, effective workplace violence prevention programs are
91 strongest when workers and their unions play a central role in their
92 design, implementation, monitoring and enforcement, including risk
93 assessments, prevention strategies, training, reporting systems and
94 continuous evaluation:

95 **RESOLVED, that the AFT will expand and intensify our fight to**
96 **protect members in all divisions from workplace violence by**
97 **centering workers' lived experiences; demanding employer**
98 **accountability; and winning enforceable protections through**
99 **collective bargaining, legislation and regulation; and**

100 **RESOLVED, that the AFT will create an ad hoc cross-**
101 **constituency committee charged with developing a workplace**
102 **violence mitigation best practice policy guide, and constituency-**
103 **specific sample collective bargaining language on workplace**
104 **safety, de-escalation and crisis management; and**

105 **RESOLVED, that the AFT will develop and make available to**
106 **affiliates a workplace violence data tracking and reporting tool to**
107 **assist in documenting assaults, threats, harassment, domestic**
108 **violence-related incidents and work-related injuries affecting**
109 **members, while advancing standardized reporting requirements**
110 **in public sector workplaces nationwide; and**

111 **RESOLVED, that the AFT will work with legislators to request**
112 **a Government Accountability Office study on the impact**
113 **workplace violence has on public services, healthcare, preK-12**
114 **and higher education; and**

115 **RESOLVED, that the AFT will petition the National Institute for**
116 **Occupational Safety and Health (NIOSH) to study the impact of**

117 and potential solutions for workplace violence in public services,
118 preK-12 and higher education; and

119 **RESOLVED**, that the AFT will petition NIOSH and other
120 relevant federal agencies to review, study and expand Type II
121 workplace violence classifications within educational settings to
122 explicitly recognize threats, intimidation, harassment, assault
123 and violence committed by parents, guardians, caregivers,
124 family members, volunteers, visitors, contractors, advocates and
125 other non-student adults against educators, school staff and
126 higher education personnel; and

127 **RESOLVED**, that the AFT will work to strengthen, reconstitute
128 and empower the federal Occupational Safety and Health
129 Administration (OSHA) and related federal and state agencies to
130 ensure our members can safely enter and exit their workplaces
131 knowing their health is a priority; and

132 **RESOLVED**, that the AFT will conduct awareness-building,
133 leadership development, and skill-building trainings to support
134 locals in launching workplace violence prevention campaigns
135 rooted in worker testimony and collective action; and

136 **RESOLVED**, that the AFT will advise and assist locals in
137 petitioning NIOSH for health hazard evaluations, including free,
138 expert risk assessments and concrete recommendations for
139 hazard mitigation; and

140 **RESOLVED**, that the AFT will continue and expand workplace
141 violence prevention efforts for AFT nurses and healthcare
142 professionals, teachers, paraprofessionals and school-related
143 personnel, higher education members, public library workers
144 and public employees, including support for new and stronger
145 state laws, training and resources for members and leaders, and
146 sustained advocacy for the Workplace Violence Prevention for
147 Healthcare and Social Services Workers Act and a strong OSHA
148 (or state equivalent for public sector employees) standard.

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

82. Advancing Union-Backed Housing Models for AFT Public Sector Members

Committee recommends concurrence as amended:

1 WHEREAS, AFT public sector members face a deepening
2 housing affordability crisis, with rising home prices, rents and
3 borrowing costs pushing homeownership beyond reach for many
4 working families; and

5 WHEREAS, housing insecurity directly affects recruitment,
6 retention and stability in public sector professions, and undermines
7 the ability of workers to live in the communities they serve; and

8 WHEREAS, the federal tax code and housing finance system
9 favor homeownership without providing meaningful or comparable
10 support for renters, exacerbating inequality and wealth disparities
11 among working people; and

12 WHEREAS, corporate investors increasingly purchase single-
13 family homes and new developments at scale, driving up prices and
14 reducing access for first-time homebuyers as part of a profit-driven
15 corporate housing model; and

16 WHEREAS, New York–based building trades and utility unions
17 have successfully utilized union-backed housing models, including
18 labor-supported developments, project labor agreements tied to
19 housing production, and union-affiliated financial institutions that
20 provide favorable mortgage products to members; and

21 WHEREAS, these models demonstrate that unions can play a
22 constructive role in expanding affordable housing supply while
23 ensuring high-quality construction, stable jobs and access to
24 homeownership for union members:

25 **RESOLVED, that the AFT will recognize housing affordability**
26 **and access to homeownership as a core labor, economic justice**
27 **and workforce sustainability issue for public sector members;**
28 **and**

29 **RESOLVED, that the AFT will actively explore and promote**
30 **union-backed housing strategies modeled after New York’s**
31 **building trades and utility unions, including but not limited to:**

- 32 • **Housing set-asides for union members in publicly financed**
33 **or labor-supported developments;**
34 • **Partnerships with labor-friendly developers utilizing project**
35 **labor agreements that include pathways to homeownership**
36 **for union members;**
37 • **Cooperative or union-sponsored housing developments**
38 **designed specifically for public sector workers;**
39 • **Collaboration with union-affiliated banks, credit unions or**
40 **financial institutions to provide low-interest and interest-**

41 **free** mortgage products, down-payment assistance, or first-
 42 time homebuyer programs for AFT members; and
 43 **RESOLVED**, that the AFT will convene affiliates—particularly
 44 in New York **and other states**—along with building trades
 45 councils, utility unions, housing finance experts and public
 46 officials to identify best practices, legal frameworks, and funding
 47 mechanisms that can be adapted nationally; and
 48 **RESOLVED**, that the AFT will advocate for federal, state and
 49 local policies that discourage speculative corporate ownership
 50 of residential housing, expand affordable housing supply, and
 51 support labor-backed housing initiatives that prioritize working
 52 families over corporate profit; and
 53 **RESOLVED**, that the AFT will report back to its executive
 54 council and affiliates with concrete recommendations and
 55 potential pilot initiatives—including New York-based pilots—that
 56 advance housing stability and homeownership opportunities for
 57 AFT public sector members.

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

78. Protection of Native Public Services and Federal Trust Responsibility

Committee recommends concurrence.

1 WHEREAS, the federal government holds a legal trust and treaty
 2 responsibility to provide healthcare, education, public safety and
 3 essential services to Native American communities; and
 4 WHEREAS, Native American communities have been historically
 5 underfunded and underserved across federal systems, resulting in
 6 long-standing disparities in health, education, infrastructure and
 7 economic opportunity; and
 8 WHEREAS, Native public employees—including healthcare
 9 workers, educators, public safety personnel, and land and resource
 10 managers—are essential to the delivery of these federally supported
 11 services in tribal communities; and
 12 WHEREAS, current and proposed federal workforce reductions
 13 and funding cuts are already resulting in layoffs, service disruptions,
 14 and diminished capacity across the Indian Health Service, Bureau of
 15 Indian Affairs and Bureau of Indian Education; and
 16 WHEREAS, these reductions are placing immediate strain on
 17 healthcare systems, schools and public services in tribal

18 communities, increasing risk to health, safety and educational access;
19 and

20 WHEREAS, the loss of federal facilities, program funding, and
21 workforce capacity is actively destabilizing service delivery in Indian
22 Country, particularly in rural and underserved regions; and

23 WHEREAS, these actions threaten the federal government's
24 compliance with its trust and treaty obligations to Native nations at a
25 time of heightened vulnerability and uncertainty:

26 **RESOLVED, that the AFT affirms its unwavering commitment**
27 **to protecting Native public employees and the essential services**
28 **they provide; and**

29 **RESOLVED, that the AFT strongly opposes federal workforce**
30 **reductions and funding cuts that undermine healthcare,**
31 **education and public services in Indian Country; and**

32 **RESOLVED, that the AFT calls for the immediate halt to**
33 **policies that reduce capacity in Native-serving agencies and**
34 **demand the full funding and staffing of the Indian Health**
35 **Service, Bureau of Indian Affairs and Bureau of Indian**
36 **Education; and**

37 **RESOLVED, that the AFT urges federal policymakers to fully**
38 **uphold treaty and trust obligations to Native nations and to take**
39 **immediate action to stabilize and strengthen services in tribal**
40 **communities; and**

41 **RESOLVED, that the AFT will actively advocate for the**
42 **restoration, protection and expansion of funding for programs**
43 **that support Native health, education and community well-being,**
44 **and will work in partnership with tribal nations and allied**
45 **organizations to ensure these commitments are met.**

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

80. Restoring Postmark Reliability

Committee recommends concurrence.

1 WHEREAS, a responsive and reliable postal service has been a
2 mainstay of the republic since its founding days; and

3 WHEREAS, postal customers faced regular increases in rates and
4 changes in services; and

5 WHEREAS, nevertheless postal customers have always been
6 able to rely on postmarks for day of their mail deposit for many,

7 including offers of employment, hiring agreements and other legal
8 needs, especially timely filing of state and federal tax returns and mail
9 ballot voting; and

10 WHEREAS, the postal service in 2025 announced changes in
11 processing its mail and warned of adverse impact to postmark dates
12 with delays from when mail was deposited; and

13 WHEREAS, under the changes mail is trucked as many as
14 hundreds of miles and overnight from deposit points to regional
15 processing centers where mail still may sit before processing and
16 postmarking for distribution, including back cities, towns and
17 neighborhoods where its journey began; and

18 WHEREAS, these changes have made the postmark unreliable:

19 **RESOLVED, that the AFT will seek restoration of mail**
20 **postmark to date of deposit in the U.S. Mail; work with other**
21 **organizations that are advocating for that restoration; and**
22 **support any rulemaking or legislation to restore postmark**
23 **reliability.**

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

81. Preservation and Revitalization of Native American Languages

Committee recommends concurrence as amended:

1 WHEREAS, Native American languages are foundational to the
2 cultural identity, sovereignty and knowledge systems of Native
3 nations; and

4 WHEREAS, federal policies, including the Indian boarding school
5 system, historically suppressed and attempted to eradicate Native
6 languages, resulting in significant language loss and endangerment;
7 and

8 WHEREAS, despite federal recognition through the Native
9 American Languages Act of 1990, many Native languages remain
10 endangered, with some at risk of ~~eradication~~extinction; and

11 WHEREAS, the AFT has previously affirmed its support for the
12 use of Native languages, history, and culture to enrich academic
13 instruction and has supported federal funding for Native language
14 immersion programs; and

15 WHEREAS, research and federal policy demonstrate that student
16 achievement, identity development, and community well-being are
17 strengthened when Native languages are preserved and used in
18 educational settings; and

19 WHEREAS, many educators and school systems still lack the
20 resources, training and guidance necessary to support Native
21 language instruction and culturally responsive education; and

22 WHEREAS, the continued underfunding of Native language
23 programs threatens the survival of these languages at a critical
24 moment:

25 **RESOLVED, that the AFT reaffirms its commitment to the**
26 **preservation, protection and revitalization of Native American**
27 **languages; and**

28 **RESOLVED, that the AFT supports full federal funding for**
29 **Native language immersion, restoration and preservation**
30 **programs in public, Bureau of Indian Education, and tribally**
31 **controlled schools; and**

32 **RESOLVED, that the AFT advocates for policies that expand**
33 **access to Native language instruction and culturally sustaining**
34 **curriculum in public education systems; and**

35 **RESOLVED, that the AFT will work to support educator**
36 **training and professional development to ensure that teachers**
37 **are equipped to engage respectfully and effectively with Native**
38 **languages and cultures; and**

39 **RESOLVED, that the AFT will collaborate with tribal nations,**
40 **Native educators and allied organizations to support community-**
41 **driven language revitalization efforts; and**

42 **RESOLVED, that the AFT recognizes the urgency of this work**
43 **and will advocate for immediate and sustained investment to**
44 **prevent further loss of Native languages and to support their**
45 **transmission to future generations; and**

46 **RESOLVED, that given current efforts by various public and**
47 **private governmental organizations to alter or erase history, the**
48 **AFT acknowledges the actions of current and past**
49 **administrations toward erasure of Native languages and**
50 **cultures.**

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

RETIREMENT COMMITTEE

Committee Chair: Francis Flynn, Rhode Island Federation of Teachers and Health Professionals

Committee Secretary: Jo-Ann Wunschel, Pawtucket Teachers Alliance, Local 930

83. Organizing Retirees to Build Power

Committee recommends concurrence.

- 1 WHEREAS, power is the essential factor in achieving the AFT's
2 objective of building a better world for our members and our
3 communities; and
4 WHEREAS, power derives from educating and mobilizing our
5 members, active and retired; and
6 WHEREAS, it is essential that we continue to build our power to
7 secure fair contracts; to advance policies that support and enhance
8 public K-12 education, higher education, public service and
9 healthcare; and to elect allies who support and promote these issues;
10 and
11 WHEREAS, in recognizing the unique contribution of the
12 generation of union members who built the modern AFT, delegates to
13 the 1990 convention approved the creation of lifelong membership for
14 AFT retirees; there is no cost to this continued membership, as
15 retirees have prepaid through the years of investment of dues dollars
16 and activism; and
17 WHEREAS, in further recognition of the importance of retiree
18 members, in 2020 AFT Retirees became a division and the Retirees
19 program and policy council was constituted; and
20 WHEREAS, AFT retiree members from affiliates across the
21 country, oftentimes through their retiree chapter, coordinate federal,
22 state and local retiree work to advance the AFT mission; and
23 WHEREAS, accurate membership lists are essential for educating
24 and mobilizing members on policy initiatives and legislation, winning
25 elections, supporting the overall work of state federations and locals,
26 and developing retiree chapters; and
27 WHEREAS, keeping retirees on membership lists allows unions to
28 communicate with and mobilize retirees in support of AFT, local and
29 state affiliate issues; and
30 WHEREAS, high retiree voter turnout makes them a key swing
31 vote in many elections, making retirees a critical factor in electing
32 candidates who support policies that improve the lives of working
33 families:

- 34 **RESOLVED, that the AFT will continue to encourage state and**
 35 **local affiliates to maintain retirees on membership lists, by**
 36 **setting members' employment status to "retired" upon**
 37 **retirement, not "inactive" or deleted; and**
 38 **RESOLVED, that locals without retiree chapters organize**
 39 **these chapters with the assistance of their state federation and**
 40 **the AFT; and**
 41 **RESOLVED, that state and local affiliates activate their**
 42 **retirees around issues that support and enhance public K-12**
 43 **education, higher education, public service and healthcare, and**
 44 **to elect allies to advance these issues.**

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

84. Fighting for Responsible Capital Stewardship to Benefit American Workers

Committee recommends concurrence.
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- 1 WHEREAS, the staff and trustees of our pension funds uphold
 2 their fiduciary duties when they make decisions solely in the interests
 3 of participants and beneficiaries, with the care, skill and diligence that
 4 a prudent expert would use; and
 5 WHEREAS, investment decisions that undermine the long-term
 6 interests of our benefit plans and our members as plan participants
 7 may conflict with these duties, which could include plans' and
 8 participants' interests in the health of the public sector workforce, the
 9 integrity of contributing employers and the systemic stability of the
 10 financial system in which members' pension fund assets are invested;
 11 and
 12 WHEREAS, history shows that the harms of financial crises are
 13 most deeply felt by working people and retirees, through pension fund
 14 losses, benefit cuts, job losses and reduced public services, rather
 15 than by the individuals and financial institutions whose actions
 16 contributed to the crisis; and
 17 WHEREAS, the International Monetary Fund, the European
 18 Central Bank, the Federal Reserve, Moody's and the World Bank
 19 have identified numerous recent indicators of a growing risk of
 20 financial crisis and/or recession, which constitute material risks that
 21 fiduciaries must assess, including:

- 22 • Consumer credit reaching 2008-era stress levels, with credit
23 card delinquencies escalating and households funding
24 consumption through debt; and
- 25 • The stalling U.S. labor market, with “zero net job creation in the
26 private sector,”¹ according to former Federal Reserve Chair
27 Jerome Powell; and
- 28 • An AI investment bubble in equity markets, which could produce
29 a stock market crash; and
- 30 • The threat of labor market instability if AI use triggers
31 widespread layoffs;² and
- 32 • The rapid growth of the unregulated private credit sector, its
33 integration within the banking system and its funding from
34 insurance companies and workers’ pension funds, which have
35 led some economists to call it a probable “locus of contagion” in
36 a future crisis; and
- 37 • Political attacks on Federal Reserve independence, which make
38 it more difficult for regulators to address these risks; and
- 39 • Trump administration policies in areas ranging from tariffs to
40 conflicts with allies and aggressive wars in economically critical
41 regions, which are threatening global economic stability and
42 investor confidence in the dollar; and

43 WHEREAS, the labor movement pushed for a post-2008 global
44 financial crisis regulatory framework and protections to prevent
45 systemic financial crises, including the Dodd-Frank Wall Street
46 Reform and Consumer Protection Act, the Consumer Financial
47 Protection Bureau and the Financial Stability Oversight Council; and

48 WHEREAS, the Trump administration has been rolling back those
49 very protections, effectively choosing to amplify these systemic risks,
50 which without oversight accumulate invisibly until they can no longer
51 be managed; and

52 WHEREAS, pension fund assets are working people’s deferred
53 wages, and are the single largest source of capital for the private
54 equity industry, despite its pattern of anti-worker conduct, including
55 tolerating child labor, attacking freedom of association and often
56 loading portfolio companies with debt leading to bankruptcies, all
57 documented in the AFT’s “Managing Labor Risks in Private Equity”
58 report; and

59 WHEREAS, public pension fund investments have too often been
60 used to finance the privatization of the very same public sector jobs
61 that generate pension contributions via private contracting, which
62 weakens employer contribution bases and undermines the long-term
63 solvency of pension funds; and

¹ <https://www.cbsnews.com/news/fed-rate-decision-jerome-powell-uncertainty-iran-war/>

² <https://www.wsj.com/economy/jobs/white-collar-jobs-ai-324b749c>

64 WHEREAS, several pension funds have adopted responsible
65 workforce management policies, demonstrating that this approach is
66 legally defensible, practical and consistent with fiduciary duty; and

67 WHEREAS, investments that fund union-busting, job destruction
68 and public sector privatization directly weaken the economic security
69 of working people and the retirement security of AFT members; and

70 WHEREAS, pension plan fiduciaries have many choices when
71 they allocate workers' capital, and when choosing among investment
72 alternatives of equal economic value, they are never obligated to
73 allocate to investment managers that are indifferent or hostile to the
74 long-term economic well-being of plan participants when there are
75 alternative choices with comparable investment characteristics:

76 **RESOLVED, that the AFT will work with the fiduciaries of our**
77 **members' capital and promote these as key tenets of the AFT**
78 **Capital Stewardship Framework:**

79 **1. *Pension Funds Should Not Finance Their Own Destruction.***

80 **Our funds should not knowingly invest in entities whose**
81 **business model privatizes public sector jobs, extracts**
82 **short-term profit from portfolio companies at the expense**
83 **of long-term value, cuts pension obligations in bankruptcy**
84 **or opposes workers' rights to organize and bargain**
85 **collectively; and**

86 **2. *Asset Manager Conduct, Including Policy Conduct, Is***
87 ***Material.* Asset managers who use firm-derived wealth,**
88 **authority and resources to shape public policy to harm**
89 **their client pension funds and their beneficiaries, to harm**
90 **working people more broadly or to advance their own**
91 **interests at the expense of plan beneficiaries' interests are**
92 **engaged in conduct that is material to a fiduciary's**
93 **analysis; and**

94 **3. *Beneficiary and Benefit Plan Interests are Central to***
95 ***Fiduciary Decision-Making.* These interests include**
96 **economic and financial stability, job security, the health of**
97 **other components of retirement security, including Social**
98 **Security and Medicare, wages, bargaining rights and the**
99 **health of the public sector workforce; and**

100 **RESOLVED, that the AFT will publicize the actors, actions and**
101 **inactions in the capital markets that threaten the long-term**
102 **health and stability of our pensions and the economy and hold**
103 **accountable those who are responsible for future**
104 **recessions/crises; and**

105 **RESOLVED, that the AFT will encourage trustees to carefully**
106 **assess the long-term risk-adjusted performance of asset**
107 **managers whose actions harm or attack working people, and**

108 **where possible avoid allocating workers' capital to such**
 109 **managers.**

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

85. On Fiduciary Concerns Regarding Investments with Apollo Global Management

Committee recommends concurrence.

1 WHEREAS, the retirement security of AFT members depends on
 2 prudent management of our public pension funds, with fiduciary duty
 3 requiring that all investment decisions be made solely in the best
 4 financial interests of beneficiaries; and
 5 WHEREAS, public pension funds have significant investments
 6 managed by or through Apollo Global Management, a major private
 7 equity firm whose actions and leadership have material implications
 8 for the long-term value and ethical profile of those investments; and
 9 WHEREAS, Apollo Global Management Chairman and CEO Marc
 10 Rowan has played a central role in writing, promoting and supporting
 11 the Trump administration's Compact for Academic Excellence in
 12 Higher Education, a political initiative that has drawn criticism for
 13 using federal benefits as coercive leverage in an attempt to
 14 undermine public education, free speech, collective bargaining rights
 15 and students' equitable access to higher education; and
 16 WHEREAS, records obtained through public-records requests and
 17 other sources raise concerns that Apollo Global Management staff
 18 and resources may have been used to support Marc Rowan's higher
 19 education advocacy in ways that may conflict with Apollo's Code of
 20 Business Conduct and Ethics and its obligations to shareholders and
 21 limited partner clients; and
 22 WHEREAS, Apollo also has a direct financial connection to for-
 23 profit higher education through its ownership and control of the
 24 University of Phoenix, a for-profit school with a troubling record on
 25 student outcomes and federal oversight; and
 26 WHEREAS, Marc Rowan's higher-education activities raise
 27 additional concerns in light of the student-debt crisis, including his
 28 \$50 million donation to create the Penn Wharton Budget Model, a
 29 policy tool that has been used in congressional debates to oppose
 30 legislative proposals for student-loan cancellation; and

31 WHEREAS, many public pension beneficiaries are AFT members,
 32 i.e., educators, public employees, healthcare workers, retirees, and
 33 workers whose professional lives and public institutions may be
 34 directly affected by the higher education agenda advanced by
 35 Apollo's senior leadership; and

36 WHEREAS, the political and policy activities of senior executives
 37 at firms entrusted with public pension assets can reflect on the
 38 values, public perception, and potential reputational risks borne by
 39 AFT members' retirement funds; and

40 WHEREAS, fiduciaries are obligated to consider not only financial
 41 returns but also the risks associated with governance, social
 42 responsibility, and reputational exposure that may affect the long-term
 43 stability of pension investments:

44 **RESOLVED, that the AFT urge our public pension systems**
 45 **and their governing bodies to:**

- 46 **4. Undertake a fiduciary review of current and prospective**
 47 **investments with Apollo Global Management in light of**
 48 **governance and reputational risks connected to the**
 49 **political advocacy of its leadership;**
- 50 **5. Request full transparency from Apollo Global Management**
 51 **concerning any executive activities, political expenditures,**
 52 **or affiliations that could materially conflict with the values**
 53 **and missions of public education and public service;**
- 54 **6. Reaffirm that pension fund investments must align with**
 55 **fiduciary obligations that prioritize beneficiaries' long-term**
 56 **financial security and the integrity of the public institutions**
 57 **their labor sustains;**
- 58 **7. Report publicly on findings and any recommended changes**
 59 **in investment policies or managers to safeguard pension**
 60 **beneficiaries from undue risk connected to such**
 61 **associations; and**

62 **RESOLVED, that this resolution be transmitted to the relevant**
 63 **pension funds, state treasurers and other oversight bodies**
 64 **responsible for fiduciary governance of our members' public**
 65 **retirement assets.**

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

86. Establish a National Clearinghouse to Support State and Local Pension Cost-of-Living Adjustments for AFT Retirees

Committee recommends concurrence.

1 WHEREAS, the pensions of retired AFT members are increasingly
2 failing to keep pace with inflation, resulting in significant economic
3 hardship and a decline in the standard of living for those who
4 dedicated their lives to public service; and

5 WHEREAS, public pension administration, benefit structures, and
6 cost-of-living (COLA) adjustments are legally governed by diverse
7 state statutes, municipal charters, and distinct local retirement
8 systems rather than a single federal framework; and

9 WHEREAS, fixed and capped cost-of-living adjustment formulas
10 across these varying state and local jurisdictions have failed to mirror
11 volatile, cumulative inflation, resulting in a systemic erosion of
12 purchasing power and undermining the financial security of retirees;
13 and

14 WHEREAS, these rigid annual caps, non-compounding formulas,
15 and arbitrary waiting periods imposed by specific state legislatures
16 and local pension boards fail to reflect the true increase in the cost of
17 basic necessities, including healthcare, housing and food; and

18 WHEREAS, local and state affiliates require sophisticated
19 actuarial data, comparative policy research, and targeted legislative
20 templates to successfully lobby state lawmakers and pension trustees
21 for structural reforms; and

22 WHEREAS, the prudent management of public pension funds—
23 strengthened by the active participation of worker-elected trustees—
24 demonstrates that well-funded and diversified investment strategies
25 can support meaningful adjustments when backed by strong state-
26 level legislative frameworks:

27 **RESOLVED, that the AFT establish a centralized national**
28 **informational clearinghouse to systematically track, analyze and**
29 **map pension COLA structures, funding mechanisms, and**
30 **legislative statutes across all state and local public retirement**
31 **systems; and**

32 **RESOLVED, that this AFT clearinghouse develop and**
33 **distribute comprehensive toolkits—including model state**
34 **legislative language, actuarial impact talking points and state-by-**
35 **state comparative analyses—to robustly support state and local**
36 **affiliates as they advocate before state legislatures and local**
37 **retirement boards; and**

38 **RESOLVED, that the AFT establish a strategic coordination**
 39 **network to facilitate member-to-member information sharing,**
 40 **allowing state affiliates that have successfully passed pension**
 41 **or COLA legislative updates to share their legal strategies,**
 42 **mobilization campaigns and lobbying frameworks with affiliates**
 43 **facing similar statutory hurdles; and**

44 **RESOLVED, that the AFT provide targeted technical**
 45 **assistance, strategic communications support, and political**
 46 **mobilization resources to state and local affiliates seeking to**
 47 **modernize COLA calculation methodologies, eliminate arbitrary**
 48 **waiting periods, and safeguard the lifelong financial security and**
 49 **purchasing power of all AFT retirees within their respective**
 50 **legislative systems.**

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

87. Sustainable Investment and Retirement Security

Committee recommends non-concurrence.
--

1 WHEREAS, the AFT represents 1.8 million professionals
 2 dedicated to the preservation of life, the promotion of human rights,
 3 and the nurturing of a peaceful future; and

4 WHEREAS, investing retirement assets of AFT members in
 5 industries that fundamentally contradict our mission of service—such
 6 as munitions, private equity-led healthcare, and for-profit detention—
 7 raises serious issues for pension fund fiduciaries; and

8 WHEREAS, billions in public pension assets remain invested in
 9 these activities, while individual 403(b) and 401(k) plans often are
 10 limited to broad market funds that do not provide members a real
 11 ability to self-direct their retirement assets in relation to these issues;
 12 and

13 WHEREAS, fiduciary responsibility includes considering and
 14 where appropriate addressing the systemic and reputational risks
 15 associated with industries that profit from human suffering and
 16 environmental destruction:

17 **RESOLVED, that the AFT will advocate for enhanced**
 18 **oversight and where in the long-term best interest of our plans**
 19 **and their participants the phaseout of public pension fund**
 20 **investment in munitions, warfare and for-profit detention**
 21 **industries; and**

22 **RESOLVED, that the AFT will call upon all employer-**
23 **sponsored participant-directed retirement plans**
24 **(401k/403b/457b) to provide fiduciarily appropriate low-cost,**
25 **socially responsible investment and self-directed brokerage**
26 **options; and**
27 **RESOLVED, that the AFT will provide locals with investment**
28 **toolkits to assess their employers' retirement plan investment**
29 **options and seek to negotiate fiduciarily appropriate investment**
30 **options in self-directed plans that exclude private equity and**
31 **other predatory holdings.**

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

88. Supporting Retirees Inter-Chapter Communications

Committee recommends non-concurrence.
--

1 WHEREAS, chartering retiree chapters maintains loyal members
2 in the programs and activities of the AFT and counts retirees in the
3 ranks of its membership; and
4 WHEREAS, communication between and among retiree chapters
5 and their members and leaders provides important exchanges of
6 information and news on retiree and seniors' issues, programs and
7 activities, including shared political and legislative interests and
8 challenges; and
9 WHEREAS, the AFT historically produced a comprehensive
10 printed directory listing all retiree chapters, including leadership
11 contact information; and
12 WHEREAS, the digital era has reduced the need for maintaining
13 many printed documents and directories, but has not eliminated the
14 need for access to that information or important directories of that
15 information:

16 **RESOLVED, that the AFT will revive and provide access**
17 **through AFT LeaderNet or another of its platforms to a listing of**
18 **retiree chapters, with addresses, and including leaders' names**
19 **and contact information; and**
20 **RESOLVED, that the AFT will make the resource available by**
21 **Jan. 1, 2027, and announce to retiree chapters commencement**
22 **of the resource and how to access it; and**

RETIREMENT COMMITTEE

23 **RESOLVED, that in furtherance of inter-chapter**
24 **communications, the AFT will continue and maintain a meeting**
25 **of the Retirees Division during its biennial conventions.**

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

RNs/HEALTHCARE WORKERS COMMITTEE

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

Committee Secretary: Barbara Wisdom, United Federation of
Teachers, Local 2

**89. Escalating the ‘Code Red’ Campaign: A Mandate for
National Safe Staffing Ratios**

Committee recommends concurrence.

1 WHEREAS, the AFT’s “Code Red” campaign has successfully
2 moved the needle on patient safety, securing historic legislative
3 victories in states like Oregon, Washington and Connecticut, proving
4 that enforceable ratios are both achievable and essential; and

5 WHEREAS, despite this progress, healthcare workers across the
6 nation continue to suffer from “moral injury” caused by chronic
7 understaffing, leading to record levels of burnout and professionals
8 leaving the bedside; and

9 WHEREAS, the recent repeal of federal nursing home staffing
10 standards in late 2025 underscores the fragility of administrative
11 protections and the urgent need for permanent, codified state and
12 federal laws; and

13 WHEREAS, data consistently shows that mandated nurse-to-
14 patient ratios significantly reduce patient mortality, decrease nurse
15 turnover and improve overall quality of care:

16 **RESOLVED, that the AFT celebrates the achievement of its**
17 **previous goal of passing safe staffing protections in five key**
18 **states and now officially doubles that goal, committing to**
19 **passing enforceable, ratio-based safe staffing laws in at least 10**
20 **additional states by 2028; and**

21 **RESOLVED, that the AFT will use the Oregon model¹ as its**
22 **primary legislative model, advocating for laws that include not**
23 **just nurses, but the entire care team—including assistive,**
24 **service, technical and professional personnel; and**

25 **RESOLVED, that the AFT will aggressively support the Nurse**
26 **Staffing Standards for Hospital Patient Safety and Quality Care**

¹ Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act, 2023 Or.
Laws ch. 507.
<https://olis.oregonlegislature.gov/liz/2023R1/Downloads/MeasureDocument/HB2697/Enrolled>

27 **Act^{2,3} at the federal level to set a national floor for patient safety**
 28 **that cannot be rescinded by administrative whim; and**
 29 **RESOLVED, that the AFT will provide increased strategic and**
 30 **financial support to state affiliates to run “Code Red” legislative**
 31 **and bargaining campaigns, advocating for every healthcare**
 32 **contract and state law to include meaningful enforcement—**
 33 **specifically, transparent public reporting and significant financial**
 34 **penalties for healthcare organizations/employers that fail to meet**
 35 **mandated limits.**

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

91. Mental Health Resources and Support for Nurses and Healthcare Professionals

Committee recommends concurrence as amended:

1 WHEREAS, many nurses and healthcare staff often experience
 2 high volumes of moral injury, burnout, stress, anxiety and trauma
 3 related to the demands of the workplace; and
 4 WHEREAS, many evidence-based studies identify that
 5 psychological distress and nurse burnout have increased
 6 tremendously because of workplace traumatic experiences and
 7 stressors. According to the American Nurses Association, 62 percent
 8 of nurses experienced burnout in a survey conducted in 2020. Many
 9 factors contributed to this, including chronic workplace stress;
 10 intensive emotional, spiritual and physical demands; and providing
 11 high-acuity care to patients who are deteriorating rapidly; and
 12 WHEREAS, healthcare workers, including nurses, lack access to
 13 resources to discuss the traumatic events that occur during their shift,
 14 such as resuscitating a patient unsuccessfully and taking care of end-
 15 of-life patients while providing emotional and spiritual support to the
 16 family and loved ones. Healthcare professionals also do not have the
 17 resources or sufficient amount of time to mentally and emotionally
 18 process the difficult events that occurred throughout their shift; and
 19 WHEREAS, live mental health support for healthcare workers is
 20 often unavailable or inaccessible during any given shift and time:

² Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act of 2025, H.R. 3415, 119th Cong. (2025). <https://www.congress.gov/bill/119th-congress/house-bill/3415>
³ Nurse Staffing Standards for Hospital Patient Safety and Quality Care Act of 2023, S. 1113, 118th Cong. (2023). <https://www.congress.gov/bill/118th-congress/senate-bill/1113>

- 21 **RESOLVED**, that the AFT will assist locals with creating
 22 contractual language that supports nonpunitive access to mental
 23 health resources during any ~~12-hour~~ shift; and
 24 **RESOLVED**, that the AFT will implement changes in the
 25 healthcare system by supporting staff who participate in mental
 26 health programs, such as:
- 27 • Live counseling and crisis support;
 - 28 • Encourage hospitals to provide staff with healthy food
 29 options; and
 - 30 • Support locals with negotiations for paid mental health
 31 days.

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

92. Mandated Protected Time for Nursing Nurses and Health Professionals for Education, In-Services and Mentorship

Committee recommends concurrence as amended:

- 1 WHEREAS, nurses and health professionals are required to
 2 complete ongoing education, competencies and eLearning modules
 3 to maintain safe, evidence-based practice; and
 4 WHEREAS, completing mandatory education while
 5 simultaneously caring for patients jeopardizes patient safety,
 6 increases cognitive load and undermines learning; and
 7 WHEREAS, many employers require nurses and health
 8 professionals to complete in-services and eLearning on their own
 9 time, during breaks or while managing a patient assignment, creating
 10 unsafe conditions and inequitable access to education; and
 11 WHEREAS, protected, paid education time is essential to ensure
 12 nurses and health professionals can learn effectively, maintain
 13 competencies and uphold professional standards; and
 14 WHEREAS, structured mentorship and preceptor support are
 15 critical to nurse and health professional retention, clinical
 16 development and safe onboarding:
- 17 **RESOLVED**, that the AFT will advocate for mandated,
 18 employer-provided, protected, paid time for all nurses and health
 19 professionals to complete required in-services, competencies
 20 and eLearning modules while not responsible for a patient

21 assignment, ensuring that education does not jeopardize patient
22 care or nurse well-being; and

23 **RESOLVED**, that the AFT will work with employers to ensure
24 that:

- 25 • **Mandatory education is scheduled during work hours or as**
26 **hospital business paid time;**
- 27 • **Nurses and health professionals are relieved of patient care**
28 **responsibilities during education time without decreasing**
29 **patient care, safety or treatments; and**
- 30 • **Staffing plans account for protected education time without**
31 **increasing workload for remaining staff; and**

32 **RESOLVED**, that the AFT will advocate for structured
33 mentorship and preceptor programs that include:

- 34 • **Dedicated, protected time for mentors and mentees;**
- 35 • **Workload adjustments to support safe, effective teaching;**
36 **and**
- 37 • **Recognition and compensation for mentorship**
38 **responsibilities; and**

39 **RESOLVED**, that the AFT will support collective bargaining
40 proposals, institutional policies and legislation that guarantee
41 protected education time, strengthen mentorship structures and
42 ensure that nurses and health professionals can maintain
43 competencies without compromising patient safety.

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

90. Strengthening the Healthcare Workforce Through Graduate Loan Equity

Committee recommends concurrence.
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1 WHEREAS, the United States is facing a critical shortage of
2 healthcare providers, particularly in underserved and rural
3 communities, which threatens the quality and accessibility of care for
4 all patients; and

5 WHEREAS, the high cost of graduate-level clinical education
6 creates a prohibitive debt burden, often deterring talented individuals
7 from entering essential healthcare professions or practicing in high-
8 need specialties; and

9 WHEREAS, current federal student loan structures often
10 disadvantage graduate and professional students, limiting their ability
11 to manage the financial realities of their essential training; and

12 WHEREAS, bipartisan legislative efforts, such as the Loan Equity
13 for Advanced Professionals Act (H.R. 6574) and the Professional
14 Student Degree Act (H.R. 6718), offer vital solutions by expanding
15 eligibility for loan forgiveness and improving the financial terms for
16 students pursuing advanced healthcare degrees:

17 **RESOLVED, that the AFT formally endorses and will**
18 **aggressively lobby for the passage of H.R. 6574 and H.R. 6718,**
19 **recognizing these bills as essential to expanding the “bench” of**
20 **qualified healthcare providers; and**

21 **RESOLVED, that the AFT will advocate for comprehensive**
22 **fixes to H.R. 1 and other federal education policies to ensure that**
23 **graduate student loan programs are equitable, affordable and**
24 **aligned with the nation’s urgent healthcare staffing needs; and**

25 **RESOLVED, that the AFT will work to ensure that healthcare**
26 **professionals across all disciplines have access to the financial**
27 **support necessary to complete their education and serve the**
28 **public good without the weight of crushing debt.**

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

93. Advocating for Evidence-Based Staffing and Appointment Standards in Dental Care

Committee recommends concurrence.
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1 WHEREAS, the AFT represents healthcare and dental
2 professionals committed to delivering high-quality patient care while
3 maintaining safe and sustainable working conditions; and

4 WHEREAS, the dental industry has seen an increasing trend
5 toward "volume-based" scheduling, which often compromises the
6 time necessary for clinical excellence and rigorous infection control;
7 and

8 WHEREAS, inadequate appointment duration leads to rushed
9 procedures, increased risk of clinical errors and diminished patient
10 satisfaction; and

11 WHEREAS, insufficient time for operator turnover and
12 sanitization poses a direct threat to patient and staff safety by
13 undermining established sterilization and disinfection protocols; and

14 WHEREAS, excessive workloads and rigid, unrealistic
15 appointment templates are primary drivers of clinician burnout,

16 repetitive strain injuries, and mental health challenges among
17 registered dental hygienists, assistants and doctors:

18 **RESOLVED, that the AFT will advocate for the implementation**
19 **of evidence-based appointment templates that prioritize clinical**
20 **outcomes and patient safety over arbitrary production quotas;**
21 **and**

22 **RESOLVED, that the AFT will support policy and collective**
23 **bargaining efforts to ensure:**

- 24 • **Standardized Procedure Windows: Minimum time**
25 **requirements for specific dental procedures based on**
26 **clinical complexity rather than financial or access targets.**
- 27 • **Mandatory Turnover Buffers: Dedicated, non-clinical time**
28 **between patients specifically for operator**
29 **decontamination, instrument processing and**
30 **documentation/chart notes**
- 31 • **Staffing Ratios: Adequate support staff levels to ensure**
32 **clinicians can focus on direct patient care without**
33 **compromising safety protocols.**

34 **RESOLVED, that the AFT will lobby for state and federal**
35 **workplace safety standards that recognize the physical and**
36 **cognitive demands of dental work, seeking to prevent long-term**
37 **occupational injuries and provider attrition; and**

38 **RESOLVED, that the AFT will provide resources and training**
39 **to locals to empower dental professionals to negotiate for**
40 **“quality care clauses” that protect their right to exercise**
41 **professional judgment in scheduling for the sake of their**
42 **patients and their own well-being.**

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

94. Comprehensive Mental Health Supports for Educators and Healthcare Workers

Committee recommends concurrence.
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1 WHEREAS, educators and healthcare workers face compounding
2 stressors that drive severe burnout and mental health challenges,
3 with nearly 60 percent of public school teachers experiencing
4 frequent job-related stress and nearly half of all health workers
5 reporting frequent burnout; and

6 WHEREAS, proactive mental health management is critical for
7 retention and high-quality care, especially as more than half of both
8 healthcare workers and teachers are currently considering leaving
9 their professions entirely due to emotional fatigue; and

10 WHEREAS, current employer supports are overwhelmingly
11 reactive rather than preventative, focusing on individual “resilience”
12 rather than addressing the systemic workloads driving the crisis,
13 leaving the vast majority of healthcare workers without adequate
14 workplace measures for managing stress; and

15 WHEREAS, evidence demonstrates that a comprehensive
16 approach combining strong organizational policies with individual
17 well-being programs significantly improves job satisfaction, decreases
18 burnout and enhances retention across these critical sectors:

19 **RESOLVED, that the AFT will develop model language for**
20 **standardized, comprehensive mental health supports to be used**
21 **in contract bargaining, specifically including provisions for**
22 **regular mental health days, flexible scheduling and the**
23 **establishment of on-site, confidential peer support networks,**
24 **and will advocate for policies that prioritize preventative mental**
25 **health care for our members; and**

26 **RESOLVED, that the AFT will demand that employers of**
27 **educators and healthcare workers implement mandatory,**
28 **evidence-based mental health leadership training at all levels of**
29 **management to equip supervisors to recognize warning signs,**
30 **model healthy behaviors and actively reduce the stigma that**
31 **prevents members from accessing available support; and**

32 **RESOLVED, that the AFT will further demand that institutions**
33 **measure and publicly report standardized mental health**
34 **outcomes, satisfaction with mental health resources, and**
35 **psychological safety scores with a goal of reduced mental health**
36 **stigma, in order to shift accountability from individual workers to**
37 **the organizations responsible for their well-being.**

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

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

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

Committee Secretary: Tina Solarzano Fletcher, AFT Guild, Local 1931

99. Establishing a Minimum Starting Rate and Supporting Universal Wage Bargaining for PSRPs

Committee recommends concurrence.

1 WHEREAS, the federal minimum wage is \$7.25 and has not risen
2 since 2009; and

3 WHEREAS, paraprofessionals and school-related personnel play
4 a vital role in ensuring the smooth operation of educational
5 institutions, providing essential services, and supporting the
6 development and well-being of students; and

7 WHEREAS, PSRPs are often undervalued and underpaid despite
8 their critical contributions to the educational community, leading to
9 economic hardship and high turnover rates that disrupt student
10 learning, institutional stability, and low union membership; and

11 WHEREAS, the lack of a standardized minimum starting wage for
12 PSRPs perpetuates inequity and allows for inconsistent
13 compensation practices that fail to reflect the essential nature of their
14 work; and

15 WHEREAS, collective bargaining is a fundamental right and a
16 proven method to secure fair wages, benefits and working conditions
17 for workers across all sectors; and

18 WHEREAS, establishing a universal wage floor for PSRPs would
19 promote equity, respect and dignity for these essential workers, while
20 ensuring that all bargaining units have the support needed to secure
21 just compensation for their members:

22 **RESOLVED, that the AFT will support and advocate for**
23 **bargaining efforts to negotiate a minimum starting wage of no**
24 **less than \$22 per hour indexed to inflation for all PSRPs, as a**
25 **step toward ensuring a livable wage that reflects the essential**
26 **contributions these workers make to our schools and**
27 **communities; and**

28 **RESOLVED, that the AFT will continue to advocate for and**
29 **support all bargaining units in their efforts to collectively bargain**
30 **for universal wages and benefits for PSRPs, empowering them**
31 **to negotiate contracts that uplift workers and standardize fair**
32 **compensation across regions; and**

33 **RESOLVED**, that the AFT will continue to commit to providing
34 resources, training and strategic support to bargaining units
35 engaged in collective bargaining efforts, including organizing
36 campaigns, wage analysis, and community outreach to build
37 public awareness and solidarity; and

38 **RESOLVED**, that the AFT will prioritize advocacy at local,
39 state and national levels to promote policies and legislation that
40 establish and enforce fair minimum wages and strengthen the
41 collective bargaining rights of PSRPs; and

42 **RESOLVED**, that the AFT will provide PSRP bargaining units
43 with resources to conduct financial audits of employers in order
44 to provide members with the information and skills needed for
45 successful negotiations; and

46 **RESOLVED**, that the AFT will focus on continuing to build an
47 inclusive union that fully incorporates PSRPs and ensures they
48 have specific resources tailored to their unique needs, fostering
49 an equitable and supportive union environment; and

50 **RESOLVED**, that the AFT will continue to commit to internal
51 organizing efforts focused on PSRPs, strengthening their
52 engagement, representation and participation within the union;
53 and

54 **RESOLVED**, that the AFT reaffirms our commitment to
55 economic justice and equity for all workers, recognizing that fair
56 compensation for PSRPs is essential to the health and success
57 of our educational system and the communities it serves.

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

95. Redesignating and Celebrating National Paraprofessionals and School-Related Personnel Week

Committee recommends concurrence.
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1 WHEREAS, the AFT represents more than 370,000
2 paraprofessionals, bus drivers, custodial and maintenance
3 employees, health assistants, clerical employees, secretarial staff and
4 other school and college support staff (PSRPs) in schools and
5 colleges across the nation; and

6 WHEREAS, members who perform this work may be called many
7 different things, from paraprofessionals and school-related personnel

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

8 to education support professionals, college support staff, classified
9 staff and many other school and college support staff names; and

10 WHEREAS, the contribution of paraprofessionals and school-
11 related personnel to the education community is integral and
12 significant, and their work deserves recognition; and

13 WHEREAS, American Education Week is celebrated and
14 sponsored by the National Education Association, American Legion,
15 National PTA, U.S. Department of Education and more than a dozen
16 other organizations during the third week of November, with the third
17 Wednesday of November designated as Education Support
18 Professionals Day; and

19 WHEREAS, there are many profession-specific days of
20 celebration, such as National Custodian Appreciation Day, School
21 Lunch Hero Day, Paraprofessional Appreciation Day and School Bus
22 Driver Appreciation Day, that have been created by various
23 organizations and that we encourage employers to honor and
24 celebrate; and

25 WHEREAS, the AFT passed a resolution in 2022 titled
26 “Designating and Celebrating National Paraprofessionals and School-
27 Related Personnel Week,” which designated the first week of October
28 as National Paraprofessionals and School-Related Personnel Week;
29 and

30 WHEREAS, paraprofessionals and school-related personnel in
31 many states are members of both the AFT and the NEA; and

32 WHEREAS, aligning the AFT’s celebration with the NEA’s
33 celebration and the U.S. Department of Education’s celebration of
34 PSRP members would help build consistency and encourage
35 employers to acknowledge and celebrate their staff with fidelity every
36 year; and

37 WHEREAS, designating the third week of November as
38 Paraprofessionals and School-Related Personnel Week does not
39 negate or discourage employers or states from celebrating PSRP
40 members at other times throughout the year:

41 **RESOLVED, that the AFT shall redesignate National**
42 **Paraprofessionals and School-Related Personnel Week to the**
43 **third week of November; and**

44 **RESOLVED, that the AFT shall uplift the contributions, work,**
45 **stories and voices of PSRP members in honor of National**
46 **Paraprofessionals and School-Related Personnel Week; and**

47 **RESOLVED, that the AFT will encourage employers to**
48 **celebrate their staff throughout the third week of November, with**
49 **a particular focus on PSRP staff on the third Wednesday in**
50 **November; and**

51 **RESOLVED, that the AFT will encourage businesses that**
52 **typically offer discounts and perks to teachers during Teacher**

53 **Appreciation Week to offer similar discounts and perks to school**
54 **and college staff members during the third week of November;**
55 **and**

56 **RESOLVED, that we encourage employers to celebrate staff**
57 **during American Education Week and also during job-specific**
58 **appreciation days, such as Custodian Appreciation Day, School**
59 **Lunch Hero Day, Paraprofessional Appreciation Day, School Bus**
60 **Driver Appreciation Day and others, keeping in mind that**
61 **potential calendar conflicts, inclement weather, school closures**
62 **and other unforeseen circumstances may impact when**
63 **celebrations would be most meaningful, and we encourage**
64 **employers to honor the intent of that celebration at a time they**
65 **deem most appropriate.**

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

96. Time To Show Up for PSRPs Like They Show Up for Our Schools, Students and Communities

Committee recommends concurrence.
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1 WHEREAS, the AFT represents more than 370,000
2 paraprofessionals, bus drivers, custodial and maintenance
3 employees, health assistants, clerical employees, secretarial staff,
4 and other school and college support staff in schools and colleges
5 across the nation; and

6 WHEREAS, members who perform this work may be called many
7 different things, from paraprofessionals and school-related personnel
8 to college support staff, to classified staff, to school-related personnel
9 or any other number of school support staff names; and

10 WHEREAS, no matter what title they hold, PSRPs are an integral
11 part of our public schools, providing support to students, co-workers
12 and administrators in ways that often go above and beyond their
13 scope of work;

14 WHEREAS, the connection to community often extends beyond
15 the classroom for PSRPs, with many living in the cities and towns
16 they serve, often sending their children or grandchildren to the same
17 schools; and

18 WHEREAS, many of these dedicated PSRPs do not receive a
19 living wage, much less a competitive, family-sustaining living wage,
20 with many forced to work two or three jobs just to get by; and

21 WHEREAS, providing PSRPs with the wages, benefits and
22 respect they deserve is essential to creating safe and supportive
23 school environments that are conducive to students learning and
24 thriving; and

25 WHEREAS, many PSRPs work directly with students with high
26 needs and those facing systemic barriers and because of the nature
27 of their work, they are often subject to workplace violence and other
28 safety hazards; and

29 WHEREAS, PSRPs show up every day for their students and the
30 communities they serve, whether it's getting them to school, getting
31 them fed, helping them throughout their day, providing critical
32 services, or keeping their learning environments safe and clean; and

33 WHEREAS, the AFT is steadfast in our commitment to supporting
34 locals during contract negotiations to ensure PSRPs—who are the
35 unsung heroes of our schools—get the wages, benefits and respect
36 they deserve; and

37 WHEREAS, AFT PSRPs have won stronger wages, benefits and
38 working conditions through collective bargaining in recent years:

39 **RESOLVED, that the AFT will provide assistance to local**
40 **affiliates looking to pass state legislation to lift up the work of**
41 **PSRPs and ensure they are recognized for the critical role they**
42 **play in our schools and communities; and**

43 **RESOLVED, that the AFT will continue to work with allies and**
44 **leaders at the federal level to champion key legislation and**
45 **resolutions to support PSRPs, including the Pay**
46 **Paraprofessionals and Education Support Staff Act, the**
47 **Paraprofessionals and Education Support Staff Bill of Rights,**
48 **and the Preparing and Retaining All (PARA) Educators Act; and**

49 **RESOLVED, that the AFT will promote strong collective**
50 **bargaining agreements that ensure contracts for PSRPs that**
51 **include:**

- 52 • **Livable wages and job security;**
- 53 • **Access to healthcare, retirement and other benefits**
54 **available to employees across the U.S.;**
- 55 • **Opportunities for advancement along with training and**
56 **professional development opportunities;**
- 57 • **Proper protections and protocols to ensure their**
58 **workplaces are safe and healthy along with clear channels**
59 **to report workplace concerns; and**
- 60 • **Recognition of the role they play in the classroom and**
61 **community, including providing PSRPs a voice in**
62 **discussions directly impacting their work and working**
63 **environments; and**

64 **RESOLVED, that the AFT will take deliberate steps to uplift**
65 **the contributions, work, stories and voices of PSRPs around the**

66 **country to increase recognition among fellow members and**
67 **within the communities they serve.**

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

97. Expanding the ‘Whole-Child’ Model Through School-Based Dental Care

Committee recommends concurrence.

1 WHEREAS, the AFT is a leading champion of the “community
2 Schools” and “whole-child” models, which recognize that students
3 cannot succeed academically if their basic health needs are unmet;
4 and

5 WHEREAS, dental pain and untreated oral disease are leading
6 causes of school absenteeism, significantly impacting a student’s
7 ability to concentrate and learn; and

8 WHEREAS, families in low-income and underserved communities
9 often face insurmountable barriers to care, including lack of
10 transportation and high costs; and

11 WHEREAS, school-based health centers (SBHCs) offer a unique
12 opportunity to provide fluoride treatments, sealants and screenings
13 directly to students in a convenient environment:

14 **RESOLVED, that the AFT will advocate for increased funding**
15 **and policy support to expand SBHCs to include permanent or**
16 **mobile dental clinics; and**

17 **RESOLVED, that the AFT will promote the integration of**
18 **preventative dental services into the standard school health**
19 **curriculum, ensuring that oral health is recognized as a**
20 **fundamental pillar of a child’s overall educational readiness and**
21 **well-being.**

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

100. Recess Revolution: Why Playtime Matters for Student Success

Committee recommends concurrence.

- 1 WHEREAS, high-quality education is grounded in the research of
2 child development and is responsive to individual social-emotional,
3 physical and cognitive needs; and
- 4 WHEREAS, research shows that adequate recess and play time
5 contribute significantly to the physical, social, emotional and cognitive
6 development of students. The presence or absence of play,
7 particularly in child development, has a great deal to do with
8 competency, resiliency, emotional health and brain size. Play is not
9 frivolous and not just for kids, but something that is an inherent part of
10 human nature and learning; and
- 11 WHEREAS, multiple longitudinal studies have revealed that
12 children who had majority structured academic kindergarten
13 experiences ultimately perform well below their peers who had
14 developmentally appropriate learning experiences, regardless of their
15 demographic group, and research shows a combination of play and
16 direct instruction yields the best results in a range of educational
17 outcomes; and
- 18 WHEREAS, recess is an important place where students learn
19 and practice conflict resolution skills, teamwork, empathy and self-
20 regulation. The research that supports the importance of play in
21 human development spans multiple fields of study, including
22 education, medicine, neuroscience, psychology and ethology, and
23 ALL stress that reducing playtime can negatively impact children's
24 social, emotional, cognitive and physical development, and their
25 academic success; and
- 26 WHEREAS, legislation has resulted in increasing push-down
27 academic demands and scripted didactic curricula that are divorced
28 from child development knowledge in preschool and early elementary
29 grades; and
- 30 WHEREAS, pressure to prepare students for standardized
31 assessments often leads to more structured academic activities and
32 to the reduction or elimination of play, recess and child agency; and
- 33 WHEREAS, the Centers for Disease Control and Prevention
34 recommends at least 20 minutes of daily recess in elementary
35 schools. However, unequal provision of recess contributes to
36 persistent health and academic disparities for students; and
- 37 WHEREAS, there is a growing concern regarding the lack of
38 equitable access to recess and play time, particularly for students in
39 underserved communities, with students in larger and lower-income
40 schools receiving less daily recess than students in smaller and
41 higher-income schools—findings that support the enactment of

42 legislation mandating health-sufficient daily recess. Since the early
43 2000s, 40 percent of school districts have reduced or cut recess
44 altogether; and

45 WHEREAS, the disparity in access to recess and play time
46 exacerbates existing educational inequities and negatively impacts
47 the overall health and academic outcomes of students; and

48 WHEREAS, the AFT recognizes the critical importance of recess
49 and developmentally appropriate play time in the overall development
50 and well-being of students:

51 **RESOLVED, that the AFT will encourage and assist its local**
52 **affiliates and state federations in advocating for policies and**
53 **initiatives that promote increased recess and developmentally**
54 **appropriate play time for all students, with a particular emphasis**
55 **on addressing the equity issue and ensuring that students from**
56 **all backgrounds have equal opportunities to engage in physical**
57 **activity and social interaction during the school day; and**

58 **RESOLVED, that the AFT will promote the premise that recess**
59 **time be recognized as instructional time in a manner that does**
60 **not lengthen the school day, and that, following best practice,**
61 **recess time shall be considered a right and not a privilege; and**

62 **RESOLVED, that the AFT will call for the implementation of**
63 **strategies that support and expand recess and play time,**
64 **including but not limited to scheduling regular and sufficient**
65 **breaks, providing access to safe and engaging play spaces, and**
66 **offering professional development opportunities for educators**
67 **on the benefits of developmentally appropriate play-based**
68 **learning; and**

69 **RESOLVED, that the AFT will advocate for age-appropriate**
70 **experiential learning opportunities in every grade from pre-K to**
71 **12th grade, especially when explorations support science,**
72 **technology, engineering, arts and math.**

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

98. Clean Air, Strong Schools, Healthy Workers: A Federation-Wide Commitment to Indoor Air Quality

Committee recommends referral to Executive Council.
--

1 WHEREAS, every member of the AFT spends their working life
2 breathing the air of the buildings in which they work, air they do not

3 choose and cannot refuse, whether teaching in a classroom or lecture
 4 hall, caring for patients at the bedside, or serving the public in a
 5 government office, making clean indoor air a fundamental and
 6 universal condition of safe work and healthy learning that binds every
 7 division of the AFT to a single common cause; and

8 WHEREAS, indoor air quality (IAQ) is shaped by outdoor air
 9 ventilation, air filtration, the infiltration of outdoor pollutants including
 10 wildfire smoke and fine particulate matter, indoor sources including
 11 mold and infectious aerosols, and temperature and humidity
 12 conditions,¹ and poor indoor air is a documented contributor to
 13 respiratory infection,² asthma,³ impaired cognition and learning,⁴
 14 cardiovascular and neurological harm,^{5,6} worker illness and attrition,⁷
 15 and premature death⁸; and

16 WHEREAS, a robust scientific consensus,^{9,10} now reflected in
 17 updated guidance from the World Health Organization,¹¹ recognizes
 18 that respiratory infectious diseases, including tuberculosis, measles
 19 and COVID-19, are transmitted primarily through the inhalation of
 20 infectious airborne particles that accumulate in poorly ventilated
 21 indoor air, revising the longstanding droplet-and-surface paradigm¹²
 22 and making ventilation, filtration and respiratory protection central to
 23 their prevention; and

24 WHEREAS, inadequate indoor air quality contributes to illness,
 25 absenteeism, workforce attrition, reduced learning outcomes and
 26 diminished workplace performance,^{13,14} while disproportionately
 27 affecting low-income communities, communities of color and under-
 28 resourced public institutions^{15,16}; and

29 WHEREAS, the AFT has long recognized ventilation and IAQ as
 30 core workplace safety and education concerns, affirming them
 31 through more than a dozen convention resolutions dating back to
 32 1992¹⁷; and

1 <https://www.epa.gov/indoor-air-quality-iaq/introduction-indoor-air-quality>

2 <https://www.nature.com/articles/s41467-025-66719-3>

3 <https://www.thelancet.com/article/S2542-5196%2819%2930046-4/fulltext>

4 <https://pmc.ncbi.nlm.nih.gov/articles/PMC4348510/>

5 <https://pmc.ncbi.nlm.nih.gov/articles/PMC11453128/>

6 <https://pubmed.ncbi.nlm.nih.gov/41271136/>

7 <https://stacks.cdc.gov/view/cdc/11550>

8 <https://www.healthdata.org/news-events/newsroom/news-releases/air-pollution-accounted-81-million-deaths-globally-2021-becoming>

9 <https://www.science.org/doi/10.1126/science.abg2025>

10 <https://pubmed.ncbi.nlm.nih.gov/34446582/>

11 <https://www.who.int/news/item/18-04-2024-leading-health-agencies-outline-updated-terminology-for-pathogens-that-transmit-through-the-air>

12 <https://pmc.ncbi.nlm.nih.gov/articles/PMC9538841/>

13 https://cdc.gov/pcd/issues/2024/24_0005.htm

14 <https://pmc.ncbi.nlm.nih.gov/articles/PMC9887733/>

15 <https://www.nea.org/nea-today/all-news-articles/its-getting-hot-here-without-air-conditioning-students-and-staff-suffer>

16 <https://minorityhealth.hhs.gov/asthma-and-blackafrican-americans>

17 <https://www.aft.org/about/resolutions?keyword=%22indoor+air%22+%22HVAC%22&year=>

33 WHEREAS, the Boston Teachers Union and Boston Public
 34 Schools have demonstrated the effectiveness of labor-management
 35 collaboration on indoor air quality through negotiated ventilation
 36 standards,¹⁸ air filtration requirements,¹⁹ environmental monitoring
 37 and transparent public reporting systems²⁰ that serve as a model for
 38 other AFT affiliates; and

39 WHEREAS, by consolidating affiliate-level work like this into
 40 federation-wide institutional commitments, the AFT can make proven,
 41 affiliate-developed indoor air infrastructure accessible to every affiliate
 42 across every division, ensuring that clean and safe indoor air is a
 43 standard guaranteed to all AFT members; and

44 WHEREAS, across schools, colleges, healthcare facilities and
 45 public-sector workplaces, evidence demonstrates that improved
 46 ventilation and filtration and layered protective measures reduce
 47 disease transmission,^{21,22,23,24} improve health and learning,^{25,26,27,28}
 48 and enhance workplace performance,^{29,30} often at high cost-
 49 effectiveness^{31,32}; and

50 WHEREAS, significant deficiencies remain across public
 51 buildings, including aging HVAC systems, deferred maintenance and
 52 inadequate ventilation,³³ and states have shown through enforceable
 53 standards and dedicated public funding that remedying these

18 <https://btu.org/wp-content/uploads/2020/11/Final-MOA-re-Returning-HIPP-Students-to-Four-Schools-11.15.20.pdf>

19 https://bostongreenschools.org/wp-content/uploads/2025/04/BPS-IAQ-Management-Plan_2025.pdf

20 <https://www.bostonpublicschools.org/students-families/respiratory-illness-protocols/air-quality/indoor-air-quality-sensor-dashboard>

21 [https://www.ajicjournal.org/article/S0196-6553\(09\)00946-8/abstract](https://www.ajicjournal.org/article/S0196-6553(09)00946-8/abstract)

22 [https://www.ajicjournal.org/article/S0196-6553\(23\)00403-0/abstract](https://www.ajicjournal.org/article/S0196-6553(23)00403-0/abstract)

23 <https://link.springer.com/article/10.1186/s12879-019-3717-9>

24 <https://www.frontiersin.org/journals/public-health/articles/10.3389/fpubh.2022.1087087/full>

25 <https://pubs.acs.org/doi/10.1021/acs.est.3c10372>

26 https://www.academia.edu/165582941/Impact_of_Indoor_Temperature_and_CO2_Levels_on_Occupant_Thermal_Perception_and_Cognitive_Performance_of_Adult_Female_Students_in_Saudi_Arabia

27 <https://onlinelibrary.wiley.com/doi/full/10.1111/ina.12254>

28 <https://www.jacc.org/doi/10.1016/j.jacc.2015.03.553>

29 <https://onlinelibrary.wiley.com/doi/full/10.1034/j.1600-0668.2000.010004222.x>

30 <https://pubmed.ncbi.nlm.nih.gov/39823879/>

31 https://media.rff.org/documents/WP_25-17.pdf

32 https://edworkingpapers.com/sites/default/files/Gilraine_AirFilters_1.pdf

33 https://infrastructurereportcard.org/wp-content/uploads/2025/03/Schools.pdf?_gl=1*1qo79mn*_up*MQ..*_ga*MTk3OTQ4MTkyOS4xNzc5NTc4OTcy*_ga_C9EX6BGYX5*czE3Nzk1Nzg5NzAkzbEkZzAkdDE3Nzk1Nzg5NzAkajYwJGwwJGgwc

54 conditions is achievable at scale through legislative and regulatory
55 action^{34,35,36,37,38}; and

56 WHEREAS, California's Aerosol Transmissible Diseases (ATD)
57 Standard, won through labor advocacy³⁹ and enforced through
58 occupational safety and health regulations,⁴⁰ demonstrates that
59 comprehensive workplace protections⁴¹ against airborne diseases are
60 both achievable and effective in protecting workers and the public;
61 and

62 WHEREAS, most AFT members are public-sector workers who do
63 not receive the full protections afforded to private-sector employees
64 under the Occupational Safety and Health Act in states without
65 approved public employee occupational safety and health
66 programs^{42,43}; and

67 WHEREAS, a broad and active landscape of labor unions,⁴⁴
68 public health and environmental health organizations,⁴⁵ clean air
69 coalitions⁴⁶ and skilled trades⁴⁷ is already advancing healthy indoor
70 air, demonstrating ready partners for AFT engagement; and

71 WHEREAS, protecting members from these hazards requires
72 acting on the best available science without waiting for absolute
73 certainty, recognizing that healthy indoor air is at once a worker
74 safety issue, an educational and healthcare equity issue, and a
75 foundation of public health:

76 **RESOLVED, that the AFT affirms healthy indoor air as a**
77 **fundamental occupational health and safety right of all AFT**
78 **members and a fundamental educational and healthcare equity**
79 **issue for the students, patients and communities we serve; and**

80 **RESOLVED, that the AFT recognizes that respiratory**
81 **infectious diseases, including COVID-19, influenza, tuberculosis**
82 **and measles, are transmitted primarily through the inhalation of**

34 <https://www.energy.ca.gov/publications/2021/california-schools-healthy-air-plumbing-and-efficiency-ventilation-program>

35 <https://www.nj.gov/health/workplacehealthandsafety/peosh/peosh-health-standards/iaq.shtml>

36 https://portal.ct.gov/das/office-of-grants-administration/hvac-indoor-air-quality-grants-for-schools?language=en_US

37 <https://publichealthalerts.delaware.gov/healthyschools/>

38 https://www.massschoolbuildings.org/building/advisories/Project_Advisory_76

39 <https://www.dir.ca.gov/title8/5199.html>

40 <https://www.nationalnursesunited.org/blog/ebola-preparedness-what-national-nurses-united-won-california>

41 <https://www.nationalnursesunited.org/press/calosha-finds-alta-bates-summit-medical-center-guilty-eight-serious-violations>

42 <https://www.congress.gov/crs-product/R48292>

43 <https://www.osha.gov/node/59586>

44 <https://www.bluegreenalliance.org/about/>

45 <https://www.lung.org/clean-air/indoor-air/building-type-air-resources/at-school/clean-air-school-challenge>

46 <https://airqualitynews.com/health/corsi-rosenthal-foundation-deliver-1150-air-filters-to-los-angeles/>

47 <https://www.usgbc.org/node/2758271>

83 **infectious airborne aerosols that accumulate and remain**
84 **suspended in indoor air; and**

85 **RESOLVED, that the AFT affirms the precautionary principle**
86 **as the basis for protecting members from airborne and**
87 **environmental hazards, recognizing that workers and students**
88 **should not bear avoidable risk while awaiting scientific or**
89 **regulatory certainty, and that the standard the AFT pursues is**
90 **not minimal compliance but the optimal protection achievable;**
91 **and**

92 **RESOLVED, that the AFT affirms that no single measure is**
93 **sufficient to ensure healthy indoor air, and commits to a layered**
94 **system of protection combining outdoor air ventilation, air**
95 **filtration, source control, continuous air monitoring, respiratory**
96 **protection including N95 and higher-grade respirators, and**
97 **supportive policies such as paid sick leave, treating recognized**
98 **engineering, infection-control and public health standards as a**
99 **floor and never a ceiling; and**

100 **RESOLVED, that the AFT recognizes the disproportionate**
101 **burden of unhealthy indoor air on low-income communities,**
102 **communities of color, and rural and under-resourced public**
103 **institutions as a civil rights and equity issue requiring targeted**
104 **public investment and labor-led advocacy; and**

105 **RESOLVED, that the AFT identifies healthy indoor air as a**
106 **strategic organizing priority through which affiliates build**
107 **collective worker power and win concrete, enforceable**
108 **workplace protections, and that the AFT will support its affiliates**
109 **by:**

- 110 **• Developing, maintaining and disseminating model**
111 **collective bargaining language, ranging from a concise**
112 **core version to detailed technical options, that affiliates can**
113 **adapt to win enforceable indoor air protections;**
- 114 **• Developing and maintaining comprehensive technical**
115 **guidance and a centralized, publicly accessible**
116 **clearinghouse of indoor air resources, kept current as**
117 **science and standards evolve, and ensuring that the AFT's**
118 **own public communications, member education and**
119 **training materials remain consistent with the positions**
120 **established by this resolution;**
- 121 **• Providing technical and organizing assistance to affiliates**
122 **pursuing indoor air improvements through bargaining,**
123 **labor-management processes and member campaigns;**
- 124 **• Endorsing, lobbying and advocating for federal, state and**
125 **local legislation and appropriations that assess, monitor,**
126 **improve and fund healthy indoor air, with prevailing wage,**
127 **registered apprenticeship and project labor standards;**

- 128 • **Pressing the Occupational Safety and Health**
129 **Administration to promulgate, under its existing authority, a**
130 **permanent standard for the control of infectious aerosols at**
131 **least as protective as California's Aerosol Transmissible**
132 **Diseases Standard, enforced by federal OSHA and by**
133 **approved state plans; and**
134 • **Advocating federal legislation extending Occupational**
135 **Safety and Health Act coverage to the state and local**
136 **public-sector workers who make up the majority of AFT**
137 **members and are currently excluded in states without an**
138 **approved plan; and**
139 **RESOLVED, that the AFT calls on its affiliates to organize for**
140 **healthy indoor air through collective bargaining, political**
141 **pressure and member-led campaigns, advancing through an**
142 **escalating ladder of action that includes:**
143 • **Documenting baseline conditions through worker-led**
144 **audits and independent verification, with publicly**
145 **accessible results;**
146 • **Winning access to respiratory protection as a complement**
147 **to engineering controls during outbreaks, wildfire smoke**
148 **events and other acute conditions;**
149 • **Winning continuous, publicly reported indoor air**
150 **monitoring in occupied spaces;**
151 • **Winning ventilation and filtration sufficient to move clean**
152 **air delivery toward optimal levels in every occupied space;**
153 **and**
154 • **Campaigning for the permanent capital investment needed**
155 **to bring all AFT workplaces into sustained compliance**
156 **through durable infrastructure; and**
157 **RESOLVED, that the AFT and its affiliates pursue formal**
158 **coalition partnerships with labor organizations, public health**
159 **and environmental health organizations, and allied advocates,**
160 **committing to coordinated legislative advocacy, shared**
161 **messaging, joint political action and convening partners at least**
162 **annually to advance shared indoor air and worker safety**
163 **objectives; and**
164 **RESOLVED, that the AFT support coordinated organizing**
165 **across the labor movement with the HVAC technicians, sheet**
166 **metal workers, building engineers, building service workers and**
167 **skilled trades who build, maintain and operate indoor air**
168 **infrastructure, recognizing that this work should be performed**
169 **under prevailing wage, registered apprenticeship and union**
170 **conditions; and**
171 **RESOLVED, that the AFT commit the staff and resources**
172 **necessary to implement this resolution, and charge its executive**
173 **council with overseeing that implementation; and**

174 **RESOLVED, that the AFT make the initial model bargaining**
175 **language and centralized clearinghouse available to all affiliates**
176 **within one year of adoption, and report annually thereafter on its**
177 **progress, including the model language and technical guidance**
178 **produced, its legislative and regulatory advocacy, and the status**
179 **of its coalition partnerships; and**
180 **RESOLVED, that the AFT commits to integrating healthy**
181 **indoor air into its broader strategic work on educational and**
182 **healthcare equity, public-sector investment, climate resilience**
183 **and universal access to quality public services, recognizing that**
184 **workplace safety, public investment and the well-being of**
185 **working families are inextricably linked components of a unified**
186 **labor movement vision.**

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

WOMEN'S RIGHTS COMMITTEE

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

Committee Secretary: CasSandra Samuel, Boston Teachers Union,
Local 66

**101. Defending Bodily Autonomy: Shielding
Reproductive Health and Gender-Affirming Care**

Committee recommends concurrence as amended:

- 1 WHEREAS, the AFT holds that healthcare is a fundamental
2 human right, and that clinical decisions must remain between patients
3 and their healthcare providers without political or legal interference;
4 and
- 5 WHEREAS, since the 2022 and 2025 resolutions on reproductive
6 and LGBTQIA+ rights, an escalating landscape of restrictive state
7 laws has created "healthcare deserts" and heightened legal jeopardy
8 for both patients and the professionals who care for them; and
- 9 WHEREAS, state-level "shield laws," such as those enacted in
10 Oregon, provide a vital blueprint for protecting healthcare providers,
11 patients, and those who assist them against out-of-state subpoenas,
12 civil litigation and criminal prosecution related to legally protected
13 health services; and
- 14 WHEREAS, sexual health services, including reproductive and
15 maternal care; contraception and abortion; HIV/STI screening,
16 prevention, and treatment; and gender-affirming care, are essential
17 and evidence-based. These services are vital to the physical and
18 mental well-being of our members and the communities they serve;
19 and
- 20 WHEREAS, so-called conversion therapy is not evidence-based;
21 has been widely discredited by major medical organizations; and
22 poses significant harm to patients, particularly LGBTQIA+ youth; and
- 23 WHEREAS, social justice requires an intersectional approach that
24 recognizes that restrictions on bodily autonomy disproportionately
25 harm marginalized communities, including people of color, low-
26 income individuals and the LGBTQIA+ community:
- 27 **RESOLVED, that the AFT will formally update its policy to**
28 **support comprehensive "shield" protections at the federal and**
29 **state levels, ensuring that no healthcare worker, whether nurse,**
30 **clinician or school-based health professional faces professional**
31 **or legal retaliation for providing or assisting in**
32 **sexual/reproductive or gender-affirming care; and**

- 33 **RESOLVED**, that the AFT will reaffirm its support for the full
 34 spectrum of reproductive healthcare for all individuals, including
 35 people of color, low-income individuals and the LGBTQIA+
 36 community moving beyond gendered limitations to ensure that
 37 every person has the right to manage their own reproductive
 38 health and bodily autonomy; and
 39 **RESOLVED**, that the AFT will advocate for the inclusion of
 40 comprehensive reproductive and gender-affirming care in all
 41 employer-provided health insurance plans, ensuring these
 42 services are accessible, affordable and protected within
 43 collective bargaining agreements; and
 44 **RESOLVED**, that the AFT will collaborate with healthcare
 45 organizations and legal advocacy groups to provide members
 46 with resources on their rights under shield laws; will oppose the
 47 use of harmful non-evidenced practices, such as conversion
 48 therapies; and will resist any efforts to limit, criminalize or
 49 otherwise interfere with the delivery of essential, evidence-based
 50 medical care; and
 51 **RESOLVED**, that the AFT will recommit its engagement in
 52 appropriate federal advocacy, in coordination with state affiliates
 53 and allied organizations, to advance and defend policies that
 54 protect bodily autonomy and access to essential,
 55 evidence-based medical care.

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

102. Making Quality Childcare a Reality

Committee recommends concurrence.

- 1 WHEREAS, two-thirds of American families need childcare so
 2 they can work and support themselves; and
 3 WHEREAS, working families need safe, reliable, nurturing
 4 childcare for their children; and
 5 WHEREAS, the cost of quality childcare can range from \$15,000
 6 to \$20,000 per child per year; and
 7 WHEREAS, 70 percent of families report difficulty paying for
 8 childcare, causing many to leave their employment; and
 9 WHEREAS, disruption of childcare causes great stress and
 10 financial hardship on families; and
 11 WHEREAS, unreliable childcare causes instability in the
 12 workplace and the larger economy; and

13 WHEREAS, low pay among childcare staff makes providing safe
14 and consistent staffing a perennial problem in the private
15 marketplace; and

16 WHEREAS, the AFT stands with working families nationwide:

17 **RESOLVED, that the AFT will work toward and support**
18 **legislation to make publicly funded universal childcare staffed**
19 **by unionized employees and public providers available to all**
20 **families.**

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

103. Supporting Veterans, Active-Duty Service Members and Their Families

Committee recommends concurrence.
--

1 WHEREAS, the AFT represents 1.8 million members in
2 healthcare, education, public service, and retirees united in advancing
3 dignity, equity and access to high-quality public services; and

4 WHEREAS, to commemorate the importance of our active duty,
5 reservist and National Guard henceforth active members and veteran
6 members; in May 2025, the AFT constituted the Veterans Committee
7 by a unanimous vote of the AFT executive council, and

8 WHEREAS, veterans and active service members have served
9 our nation at great personal cost, often experiencing complex physical
10 injuries, post-traumatic stress, and moral injury that require
11 comprehensive, long-term care; and

12 WHEREAS, the U.S. Department of Veterans Affairs is a nationally
13 recognized, integrated healthcare system uniquely equipped to
14 provide specialized, veteran-centered care; and

15 WHEREAS, efforts to underfund, privatize or fragment VA
16 healthcare services undermine continuity of care, workforce stability
17 and health outcomes for veterans; and

18 WHEREAS, AFT members, including nurses, healthcare
19 professionals, educators, public employees, and retirees are essential
20 to delivering trauma-informed, culturally competent and holistic
21 services addressing physical, mental, emotional and spiritual health;
22 and

23 WHEREAS, active service members and their families face
24 extraordinary demands and deserve the visible, sustained support of
25 the labor movement and the communities they serve; and

26 WHEREAS, many members of the AFT are themselves veterans,
27 active service members or family members of those who serve, and
28 are directly and personally impacted by the availability, quality and
29 continuity of healthcare, support services, and public policies affecting
30 military and veteran communities; and

31 WHEREAS, the AFT has long affirmed the importance of human
32 rights, ethical responsibility, and the rule of law, including the
33 obligation to follow lawful orders and the right to refuse unlawful
34 orders without retaliation:

35 **RESOLVED, that the AFT will reaffirm our unwavering**
36 **support for veterans, active service members and their families,**
37 **honoring their service and committing to their lifelong care and**
38 **well-being; and**

39 **RESOLVED, that the AFT will advocate and support veterans**
40 **and active service members in public sector and union jobs, and**

41 **RESOLVED, that the AFT will support the VA and public sector**
42 **workforce, including the right to organize, safe staffing levels,**
43 **fair wages and the resources necessary to deliver high-quality**
44 **care; and**

45 **RESOLVED, that the AFT will commit to ensuring that active**
46 **service members and their families know they are supported,**
47 **respected and valued, both during service and in their transition**
48 **to civilian life; and**

49 **RESOLVED, that the AFT will call for full funding, staffing and**
50 **protection of the VA healthcare system, and will oppose any**
51 **efforts to privatize, outsource or weaken this essential public**
52 **institution; and**

53 **RESOLVED, that the AFT will advocate for a comprehensive,**
54 **whole-person approach to care, including expanded access to**
55 **mental health services, treatment for post-traumatic stress and**
56 **moral injury, substance use care, and supportive services for**
57 **families; and**

58 **RESOLVED, that the AFT will affirm the rights and dignity of**
59 **service members, supporting those who carry out lawful orders**
60 **and recognizing the legal and moral obligation to refuse unlawful**
61 **orders, consistent with military law and democratic principles;**
62 **and**

63 **RESOLVED, that the AFT will encourage AFT affiliates and**
64 **locals to partner with veteran-serving organizations, expand**
65 **community-based supports, and reduce stigma associated with**
66 **seeking care; and**

67 **RESOLVED, that the AFT will direct AFT leadership to**
 68 **advocate at the federal, state and local levels for policies that**
 69 **strengthen veteran services, protect public healthcare**
 70 **infrastructure, and support military families.**

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

104. Recognize Farmworkers Day as a National Holiday

Committee recommends concurrence as amended:

1 WHEREAS, farmworkers are essential to the nation's food system
 2 and have long faced exploitation, unsafe conditions and exclusion
 3 from basic labor protections; and

4 WHEREAS, the farmworker movement of the 1960s and 1970s
 5 was a collective struggle whose contributions extend far beyond any
 6 single individual; it was built by thousands of workers, organizers and
 7 leaders, including but not limited to Dolores Huerta, Maria Moreno,
 8 Jessica Govea Thorbourne, Gilbert Padilla, Baldemar Velasquez,
 9 Filipino labor leaders Philip Vera Cruz and Larry Itliong, and the
 10 members of the Agricultural Workers Organizing Committee who
 11 fought for dignity, fair wages, safe working conditions and basic
 12 human rights for farmworkers; and

13 WHEREAS, on Sept. 8, 1965, Larry Itliong and the Agricultural
 14 Workers Organizing Committee led Filipino farmworkers in launching
 15 the historic Delano grape strike, which later grew into the national
 16 grape boycott and became one of the most significant labor and civil
 17 rights movements in U.S. history; and

18 WHEREAS, March 31 has historically been recognized as Cesar
 19 Chavez Day; and

20 WHEREAS, recent credible and troubling allegations have
 21 resulted in a national reassessment of Chavez's legacy, which has
 22 led to widespread cancellation of celebrations and has prompted
 23 institutions and governments to reconsider how this history is
 24 commemorated; and

25 WHEREAS, in March 2026, the state of California enacted
 26 legislation to rename the holiday as Farmworkers Day, recognizing
 27 the collective contributions of farmworkers rather than elevating a
 28 single individual; and

29 WHEREAS, this shift reflects a broader national movement to
 30 ensure that public commemorations are aligned with the values of
 31 dignity, accountability and collective recognition; and

WOMEN'S RIGHTS COMMITTEE

32 WHEREAS, honoring the full scope of the farmworker movement
33 better reflects the contributions of immigrant workers, women,
34 Indigenous workers and multiracial coalitions who have historically
35 been marginalized or erased; and

36 WHEREAS, the AFT affirms that our values require us to honor
37 the struggle for justice and respond with integrity when harm is
38 revealed, centering survivors and upholding accountability:

39 **RESOLVED, that the AFT calls for the establishment of**
40 **Farmworkers Day as a national holiday, to be observed annually**
41 **on March 31; and**

42 **RESOLVED, that the AFT will advocate for federal, state and**
43 **local policies that recognize and honor the collective**
44 **contributions of farmworkers; and**

45 **RESOLVED, that this resolution supersedes the AFT**
46 **resolution adopted in 2008 calling for the establishment of Cesar**
47 **Chavez Day as a national holiday; and**

48 **RESOLVED, that the AFT will develop and promote**
49 **educational resources and curriculum that uplift the full history**
50 **of the farmworker movement and its ongoing fight for dignity,**
51 **labor rights and immigrant justice.**

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

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



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