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Our Mission

The American Federation of Teachers 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.
Final Action on All Resolutions Considered by Delegates to the 2018 AFT Convention

Resolutions referred by convention delegates to the AFT executive council are considered first by the resolutions committee. This body is made up of chairs of the AFT Program and Policy Councils (Teachers, PSRP, Higher Education, Public Employees, and Nurses and Health Professionals) and chairs of executive council and standing committees. They meet between the end of the convention and the fall executive council meeting to consider all resolutions referred to the executive council. The resolution committee’s recommendations are considered as one report by the full executive council. Following this meeting, the original makers of the motions are notified of the final outcome of their resolutions.

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<td>Condemning the Trump-Ryan-McConnell Tax Cuts for the Rich, #61</td>
<td>Public Services</td>
<td>1</td>
<td>Concurrence</td>
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<tr>
<td>To Prevent the Criminalization of People with Mental Illness and Advocate for Appropriate, Comprehensive and Community-Based Public Mental Health Services, #62</td>
<td>Public Services</td>
<td>2</td>
<td>Concurrence</td>
<td>Adopted</td>
<td>Passed</td>
<td></td>
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<tr>
<td>Provide Aid to Victims of Hurricanes, Wildfires and Mudslides, #64</td>
<td>Public Services</td>
<td>3</td>
<td>Concurrence</td>
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<td>Promote a Corporate Tax to Fund Fair and Quality Public Education, #65</td>
<td>Public Services</td>
<td>4</td>
<td>Concurrence</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence</td>
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<tr>
<td>A Just Transition to 100% Renewable Energy, #63</td>
<td>Public Services</td>
<td>5</td>
<td>Concurrence as amended</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence</td>
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<tr>
<td>Calling for a Campaign to Educate the Public on Detecting Falsehoods in Media, #66</td>
<td>Public Services</td>
<td>6</td>
<td>Concurrence as amended</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence</td>
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<tr>
<td>Achieving National Retirement Security for All Workers, #67</td>
<td>Retirement</td>
<td>1</td>
<td>Concurrence as amended</td>
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<td>Controlling the Hedge Fund Threat to Public Pension Funds, #68</td>
<td>Retirement</td>
<td>2</td>
<td>Concurrence</td>
<td>Adopted</td>
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<tr>
<td>Lift the Cap on Social Security, #70</td>
<td>Retirement</td>
<td>3</td>
<td>Concurrence as amended</td>
<td>Adopted</td>
<td>Passed</td>
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<tr>
<td>Medicare Part D and Prescription Drug Costs, #69</td>
<td>Retirement</td>
<td>4</td>
<td>Concurrence as amended</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence</td>
<td>Adopted</td>
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<tr>
<td><strong>Oppose and Reject McTeacher’s Nights, #71; Retitled:</strong> Oppose Exploitation of Schools and Students by Corporate-Sponsored Fundraising Events</td>
<td>Retirement</td>
<td>5</td>
<td>Refer to AFT executive council</td>
<td>Referred to AFT executive council</td>
<td>Recommends referral to the AFT Teachers PPC</td>
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<td>Promoting Prevention of Workplace Violence, #75</td>
<td>RNS/Healthcare Workers</td>
<td>1</td>
<td>Concurrence</td>
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<tr>
<td>Rapid Response Team for Disaster Relief, #73</td>
<td>RNS/Healthcare Workers</td>
<td>2</td>
<td>Concurrence</td>
<td>Adopted</td>
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<tr>
<td>Healthcare Inequities, #72</td>
<td>RNs/Healthcare Workers</td>
<td>3</td>
<td>Concurrence</td>
<td>Adopted</td>
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<tr>
<td>Mandate the Provision of Clinical Training to Home Care Providers for the Delivery of Safe Patient Care, #74</td>
<td>RNs/Healthcare Workers</td>
<td>4</td>
<td>Concurrence</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence as amended</td>
<td>Amended and adopted</td>
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<tr>
<td>Lobby for Removing Restrictions on Strikes, #76</td>
<td>RNs/Healthcare Workers</td>
<td>5</td>
<td>Refer to AFT executive council</td>
<td>Referred to AFT executive council</td>
<td>Recommends referral to the Futures Process</td>
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<td>Post-Traumatic Event: Care for Our Members, #81</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>1</td>
<td>Concurrence</td>
<td>Amended and adopted</td>
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<tr>
<td>Our Mandate—Protecting the Safety of Students and Defending Educators, #78</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>2</td>
<td>Concurrence</td>
<td>Adopted</td>
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<tr>
<td>In Support of Regulating the Temperature in School Buildings, #79</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>3</td>
<td>Concurrence as amended</td>
<td>Adopted</td>
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<tr>
<td>Acknowledge, Address, and End Violence Against Public School Educators, #82</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>4</td>
<td>Concurrence as amended</td>
<td>Referred to AFT executive council</td>
<td>Recommends referral to the Gun Violence Task Force</td>
<td></td>
<td>Incorporated into ongoing work</td>
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<tr>
<td>Public Safety and Training for Firearms and Emergency Situations, #83</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>5</td>
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<td>Referred to AFT executive council</td>
<td>Recommends referral to the Gun Violence Task Force</td>
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<tr>
<td>Standing Up Against Chronic Underfunding, #80</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>6</td>
<td>Concurrence</td>
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<td>Post-Traumatic Stress Disorder in the Workplace, #77</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>7</td>
<td>Concurrence</td>
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<td>Recommends referral to the Gun Violence Task Force</td>
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<tr>
<td>In Opposition to the Arming of Educators, #84</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>8</td>
<td>Concurrence</td>
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<td>Recommends referral to the Gun Violence Task Force</td>
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<td>Incorporated into ongoing work</td>
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<tr>
<td>Supporting a Ban on Assault Rifles Bill, #85</td>
<td>Schools &amp; Colleges Support Staff Issues</td>
<td>9</td>
<td>Concurrence</td>
<td>Referred to AFT executive council</td>
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<tr>
<td>In Support of Women’s Health and Women’s Inclusion in Healthcare Decisions, #86</td>
<td>Women’s Rights</td>
<td>1</td>
<td>Concurrence</td>
<td>Adopted</td>
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<tr>
<td>Support for Paid Parental Leave, #91</td>
<td>Women’s Rights</td>
<td>2</td>
<td>Concurrence as amended</td>
<td>Adopted</td>
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<td>Sexual Harassment: Enough Is Enough!, #88</td>
<td>Women’s Rights</td>
<td>3</td>
<td>Concurrence as amended</td>
<td>Adopted</td>
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<tr>
<td>Encourage Women to Run for Elected Office, #89</td>
<td>Women’s Rights</td>
<td>4</td>
<td>Concurrence</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence</td>
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<td>“Right to Work” and Its Impact on Women, #87</td>
<td>Women's Rights</td>
<td>5</td>
<td>Concurrence</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence</td>
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<tr>
<td>Supporting the Equal Rights Amendment, #90</td>
<td>Women's Rights</td>
<td>6</td>
<td>Concurrence</td>
<td>Referred to AFT executive council</td>
<td>Recommends concurrence</td>
<td>Adopted</td>
<td>Passed</td>
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<tr>
<td>A Crime Against Humanity</td>
<td>Special Order of Business</td>
<td></td>
<td></td>
<td>Adopted</td>
<td></td>
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<td>Passed</td>
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<tr>
<td>Opposing the Nomination of Brett Kavanaugh to the Supreme Court of the United States</td>
<td>Special Order of Business</td>
<td></td>
<td></td>
<td>Adopted</td>
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AFT Resolutions Approved by Executive Council
Since the 2018 Convention

**AFT ENDORSEMENT OF STACEY ABRAMS FOR GOVERNOR OF GEORGIA (2018)**

WHEREAS, as the 2018 elections approach, the American people have experienced nearly two years in which all branches of the federal government and most state governments have resorted to a politics of fear and resentment that serves the interests of the wealthy few at the expense of the many; that promotes authoritarianism and undermines democratic institutions and norms; that attacks unions and public services; and that scapegoats and dehumanizes immigrants, women, people of color, the LGBTQ community and minority religious faiths; and

WHEREAS, over these two years, state governments under the control of the Republican Party, including the state of Georgia, have often pursued policies of austerity and disinvestment in public goods and services that have led to dramatic shortfalls in funding for public education, while at the same time pursuing policies of privatization that promote vouchers and the expansion of charter schools and religious schools at the expense of public schools; and

WHEREAS, these developments have made the 2018 midterm elections an absolutely critical battle to secure the future and well-being of American democracy, working people, unions, public education and other public services, and to defeat the politics of fear and resentment; and

WHEREAS, the 2018 election for governor of Georgia offers a clear choice: on the one hand, a reactionary Republican candidate who has pursued voter suppression and school privatization as well as other Trump-DeVos policies; on the other hand, the Democratic nominee, Stacey Abrams, who is a forceful and outspoken advocate for our democratic institutions, public education and other public services, working people, and an inclusive, tolerant, civil society; and

WHEREAS, after many years of reactionary control of Georgia state government, the 2018 gubernatorial election presents a real opportunity for a breakthrough of fairness in the heart of the Deep South; and

WHEREAS, recognizing the national significance of the 2018 gubernatorial elections, many within our ranks, such as the AFT Black Caucus, and many among our allies in the labor and civil rights movements, have called upon the AFT to endorse Stacey Abrams, as well as Andrew Gillum and Ben Jealous, who are the Democratic nominees for governor in Florida and Maryland, respectively; and

WHEREAS, the unique and unprecedented nature of this election, in which all AFT members and locals have a considerable stake, demands action by the AFT; and

WHEREAS, while the Florida Education Association has endorsed Gillum and AFT-Maryland has endorsed Jealous, the Georgia Federation of Teachers, while not making endorsement in the Georgia gubernatorial election understands and acknowledges the path the AFT is pursuing:

RESOLVED, that the American Federation of Teachers endorses the candidacy of Stacey Abrams for governor of Georgia in the 2018 election.

**SUPPORTING THE MASSACHUSETTS NURSES ASSOCIATION’S NURSING CAMPAIGN FOR SAFE PATIENT LIMITS (2018)**

WHEREAS, more than a decade of studies have linked inadequate nurse staffing to increases in patient complications, infections and even mortality rates, as well as nurse burnout and injury rates; and

WHEREAS, the American Federation of Teachers has supported nurse-driven campaigns to enact safe patient limits in collective bargaining language and state and national policy; and

WHEREAS, the AFT, at its 2014 convention, enacted a resolution to support state and national laws that would require a safe number of registered nurses to be available to provide quality patient care; and
WHEREAS, the Massachusetts Nurses Association is conducting a grass-roots campaign to enact a ballot initiative—Question 1, the Patient Safety Act—that would establish safe patient limits for all patients in every hospital in Massachusetts; and

WHEREAS, AFT healthcare affiliates have also been campaigning in their own states and locals for collective bargaining agreements and policy initiatives that ensure safe patient limits and the involvement of frontline nurses in establishing and monitoring patient care and safety in hospitals and healthcare institutions; and

WHEREAS, winning this ballot initiative will help with efforts to win safe patient limits:

RESOLVED, that the American Federation of Teachers supports and endorses the Massachusetts Nurses Association’s drive to win passage of Question 1 on the ballot on Nov. 6 in Massachusetts; and

RESOLVED, that the AFT will recruit volunteers to help with the get-out-the-vote operation for Question 1; and

RESOLVED, that the AFT will encourage volunteer phone banking among members to support Question 1; and

RESOLVED, that the AFT will communicate its endorsement to members residing in Massachusetts.

2020 PRESIDENTIAL ENDORSEMENT PROCESS (2019)

WHEREAS, the American Federation of Teachers is a union of professionals that is committed to bettering the lives of the people we serve and the people we represent—through a voice at work and in our democracy, and by championing economic opportunity and high-quality public education, healthcare and public services; and

WHEREAS, the AFT and our members have a long and proud history of engaging in the political process as a means to improve people’s lives; and

WHEREAS, the AFT, through our national, state and local affiliates, provide a vehicle for working people and our communities to build collective power and to accomplish what is impossible for individuals to achieve alone for a better life and a voice at work and in our democracy; and

WHEREAS, the AFT is committed to advancing the ideals of our democracy, including making it easier—not harder—to register and vote, and to ending the disenfranchisement of millions of voters through voter suppression and gerrymandering schemes; and

WHEREAS, while every election is important to advancing our goals, the 2020 presidential election may be the most important in generations; and

WHEREAS, the 2020 presidential election process provides an opportunity to elect a new U.S. president who shares our values and aspirations for our country; and

WHEREAS, the 2020 presidential election primary process has already begun, with candidates announcing their campaigns and policies, debates and forums being scheduled, and the slating of delegates for presidential candidates effectively beginning in the summer of 2019 in several large states; and

WHEREAS, the AFT and our members provide an important voice in the political dialogue of our country, a voice that is needed to shape the debate in the presidential primary process regardless of whether the AFT has officially endorsed a candidate; and

WHEREAS, the AFT is committed to its members having a genuine and effective voice in this process and using the vehicle of our union as a means for that voice, a voice that states clearly: “We care, we fight, we show up and we vote!”:

RESOLVED, that the American Federation of Teachers will begin a process of engaging in the 2020 elections; and

RESOLVED, that the process will include:

- Listening to and engaging our members on the issues and policies that matter to them, including but not limited to issues raised in the AFT’s 2018 convention resolution titled “AFT Goals for Political Endorsements.”

- Ensuring the endorsement process for the 2020 presidential election is transparent and involves meaningful member input and feedback, including informing and educating the members on each step of the endorsement process;

- Ensuring direct engagement by the candidates with AFT members, as it is vital for the
candidates to understand the issues facing our members and their communities. This will include more than candidate questionnaires; it can include, for example, candidates meeting directly with AFT members in candidate forums, Facebook Live conversations, discussions with members at the workplace or other appropriate activities; and

- Utilizing new tools and technology to engage and educate the membership, a process which may include AFT national town halls using social media, online forums, digital platforms such as Hustle and Twitter, scientific polling or other appropriate tools, with the aim of achieving the greatest level of member participation the AFT has ever had in a presidential process; and

RESOLVED, that with a large field of candidates for U.S. president, many of whom have a record of supporting our issues and with whom the AFT and our affiliates have long-term and strong relationships warranting “favorite daughter/son” support or other preference, the AFT encourages affiliates and members to actively engage the candidate campaigns during the presidential primary process, even before the AFT formally considers the endorsement of candidates; and

RESOLVED, that because the 2020 presidential process will have many defining moments, well before most voters are ever really engaged, the AFT will take steps to educate and communicate with the members about the primary and caucus process, including running for national convention delegate or standing committee member (platform, credentials and rules), in support of a presidential candidate; and

RESOLVED, that in the endorsement process, the AFT executive council may consider, after meaningful input of our membership, which candidate is best for our members, our communities and our country; such an assessment will include consideration of the candidates’ positions on issues, the timing and state of the race, and the candidates’ pathway to victory; and

RESOLVED, that because we are indeed stronger together, if and when the AFT executive council and/or AFT convention delegates vote to endorse a candidate for president, the AFT and our affiliates will work together in every possible way to elect the AFT’s nationally endorsed candidate.

IN SUPPORT OF DEMOCRACY, HUMAN RIGHTS AND THE ENVIRONMENT IN BRAZIL (2019)

WHEREAS, after two years of political turbulence in Brazil, which resulted in judicial rulings that barred former president Luiz Inácio Lula da Silva from running for election, Brazilian voters elected a far-right former military officer, Jair Bolsonaro, to the presidency. He joins the company of other anti-democratic authoritarians elected around the world, like Recep Tayyip Erdoğan in Turkey, Viktor Orbán in Hungary, Abdel Fattah el-Sisi in Egypt and Rodrigo Duterte in the Philippines; and

WHEREAS, labor unions are being targeted. Recent changes to Brazilian labor law have eliminated important trade union and workers’ rights, cut off sources of union financing and significantly increased precarious employment in both the public and private sectors. Unions have reported intensified persecution of union leaders and workers throughout the country; and

WHEREAS, the AFL-CIO, the International Trade Union Confederation, Public Services International and Education International are mobilizing member organizations to protest the Bolsonaro administration’s actions to roll back democracy in human rights, workers’ rights, political freedoms, minority rights and environmental issues; and

WHEREAS, Bolsonaro has abolished Brazil’s Ministry of Labor, among other government agencies and ministries, and begun to fire thousands of public sector contract workers who are deemed a political threat to the administration’s mission; and

WHEREAS, President Bolsonaro has promised further public sector firings, proposed the abolition of Brazil’s labor courts, and promoted economic advisers seeking to cut pension spending, privatize state-run enterprises and public services, and grant tax cuts to the rich; and

WHEREAS, Brazil’s education system is likely to be one of Bolsonaro’s targets. He has threatened to scrap the decades-old tradition of school independence by imposing right-wing directors at federal universities. Bolsonaro’s education minister has said he wants to eliminate sex education, require that creationism be
taught alongside evolution, revise school materials to include a more “balanced” view of the country’s military dictatorship, and encourage teachers and students to report “leftism” in the classroom. A bill, already moving its way through Congress, will bar teachers and university professors from expressing their political views in the classroom, ban the use of the terms “gender” and “sexual orientation,” and force the teaching of “moral and religious education” if parents request it; and

WHEREAS, Bolsonaro has transformed the Ministry of Human Rights into the Ministry of Women, Family and Human Rights and appointed a conservative pastor as its head, prompting outcry from feminist, indigenous and LGBT activists. Bolsonaro has ordered that the Ministry of Agriculture now has the authority to delineate indigenous territory, which threatens Brazil’s indigenous peoples and quilombolas, communities descended from runaway slaves, boosting agribusiness and threatening the Amazon with further deforestation and environmental degradation. Bolsonaro has repeatedly made misogynistic, racist, anti-LGBT and anti-environmentalist statements over the years:

RESOLVED, that the American Federation of Teachers will—in concert with the AFL-CIO, Educational International and Public Services International—continue street actions, social media communication and public demonstrations to call attention to the anti-democratic record and human rights abuses of the Bolsonaro administration; and

RESOLVED, that the AFT will communicate directly with individuals and groups in Brazil to support their fight against authoritarianism and pushback against President Jair Bolsonaro’s hateful agenda; and

RESOLVED, that the AFT affirms its support for the courageous individuals and groups in Brazil who strive to uphold constitutionally protected rights and freedoms, and we will support those in Brazil who oppose authoritarianism and continue to defend democracy.

OPPOSE EXPLOITATION OF SCHOOLS AND STUDENTS BY CORPORATE-SPONSORED FUNDRAISING EVENTS (2018)

WHEREAS, programs such as McTeacher’s Night are promoted as fundraisers, when they are simply thinly veiled marketing tactics by which corporations sell products and promote their brands to students and their families; and

WHEREAS, exploiting school funding shortfalls in order to market—and profit from—the sale of junk food and other products to children undermines public institutions and teachers; and

WHEREAS, too many schools and school systems are so grossly underfunded that they are left with no options other than to participate in these programs; and

WHEREAS, marketing such as that done by McDonald’s and others disproportionately affects students with low socio-economic status and students of color, and contributes to the growing epidemic of diet-related disease; and

WHEREAS, when educators volunteer at corporate-sponsored events such as McTeacher’s Nights, workers in the community (who are often low-income earners) may lose work hours, affecting their income and contributing to poverty:

RESOLVED, that the American Federation of Teachers will educate our members and the public on the dangers of allowing corporate exploitation of public schools and teachers to market junk food and other products to our students; and

RESOLVED, that the AFT will communicate to corporations that promote these exploitative practices about their harmful effect on schools, students and communities; and

RESOLVED, that the AFT will join with like-minded organizations and urge them to discontinue partnerships that exploit schools; and

RESOLVED, that the AFT will encourage state and local affiliates to re-evaluate their support of these programs, and will encourage their support of national, state and local legislation and policies that increase investment in public education while also protecting children and students from junk food marketing; and

RESOLVED, that the AFT will support legislative and policy initiatives at the state and local levels to curb junk food marketing that targets children.
SAUDI ARABIA ACCOUNTABILITY FOR JAMAL KHASHOGGI’S DEATH AND HUMAN RIGHTS VIOLATIONS (2019)

WHEREAS, the world is horrified by the brutal murder of Jamal Khashoggi, a U.S. resident, journalist and commentator, who was savagely killed at the hands of Saudi Arabian security forces in the Saudi consulate in Istanbul in October 2018; and

WHEREAS, the murder of Khashoggi has had a chilling effect on journalists, particularly those who expose authoritarian regimes and autocrats; and

WHEREAS, President Trump’s failure to hold Crown Prince Mohammed bin Salman responsible for the death of Khashoggi amounts to a shameful cover-up that, sadly, exemplifies how commercial interests prevail over human rights and a free press; and

WHEREAS, in his writings, Khashoggi had called attention to the extreme authoritarian behavior of the Saudi Arabian royal family and government, which operates far beyond international norms and standards for human rights and the rule of law, including the fact that:

- Saudi Arabia severely restricts freedoms of expression, association and assembly. Human rights defenders and critics are regularly detained, and some are sentenced to lengthy prison terms after unfair trials. For example, for the past two years, the American Federation of Teachers has protested the condemning to death by beheading of 14 young men who were convicted for peaceful civil disobedience;

- Despite limited reforms, women still face systemic discrimination in law and practice. For example, dozens of women who are prominent in the country’s social reform movement remain imprisoned for political reasons; and

- The war in Yemen is being waged by Saudi Arabia and a Saudi-backed coalition with American-made weapons that are being used on innocent civilians, including an airstrike on a school bus that killed 40 children. Healthcare facilities are deliberately targeted, and critical humanitarian aid has been blocked from reaching the population; and

WHEREAS, the AFT joined with Education International, the International Federation of Journalists and the NewsGuild-Communications Workers of America in

condemning the brutal murder of Khashoggi and calling for those responsible to be immediately held accountable:

RESOLVED, that the American Federation of Teachers will communicate with the leaders of both houses of Congress, as well as the members of the foreign affairs committees, our support for the bipartisan Senate Resolution 714, titled “A Resolution Expressing the Sense of the Senate That Crown Prince Mohammed bin Salman bin Abd al Aziz Al Saud of Saudi Arabia Be Held Accountable for Contributing to the Humanitarian Crisis in Yemen, Preventing a Resolution to the Blockade of Qatar, the Jailing and Torture of Dissidents and Activists Inside the Kingdom of Saudi Arabia, the Use of Force to Intimidate Rivals, and the Abhorrent and Unjustified Murder of Journalist Jamal Khashoggi”; and

RESOLVED, that the AFT supports an immediate cessation to the armed conflict in Yemen, and the opening of access to humanitarian relief to address Yemen’s famine, the cholera outbreak and the collapse of the country’s infrastructure. The AFT will communicate its position to U.S. government officials and Congress; and

RESOLVED, that the AFT will notify the embassies of the countries from the Gulf Cooperation Council of our opposition to Saudi Arabian human rights violations, and urge these countries not to participate in Saudi Arabia’s plan for political and economic expansion, “Vision 2030.” The AFT will also work with its colleagues in Education International and Public Services International to have their affiliates similarly notify Saudi embassies in their respective countries of their opposition to Saudi Arabia’s violations of human rights.

NON-INTERVENTION IN THE POLITICAL CRISIS IN VENEZUELA (2019)

WHEREAS, events in Venezuela are at a dangerous crossroads: following years of foreign interference and falling oil prices, deep division and the deterioration of democratic norms, rights and institutions, Venezuelan society is deeply polarized between president Nicolás Maduro and his supporters and an opposition headed by Juan Guaidó, leader of the National Assembly, with the country on the verge of open civil conflict; and
WHEREAS, while Mexico and Uruguay have called for negotiations between the two Venezuelan camps to peacefully resolve this crisis, other countries have fueled it, with the Trump administration and its allies in authoritarian governments of the right, such as Brazil recognizing Guaidó as president, and China, Russia and Cuba backing Maduro; and

WHEREAS, the Trump administration’s reaction to this crisis has been one of provocation and saber rattling, with threats of the use of military force, recalling a century of U.S. imperial interventions in Latin America, including in the Dominican Republic, Nicaragua, El Salvador, Panama, Haiti, Chile, Cuba and Honduras; and

WHEREAS, the roles of the Venezuelan military and security forces are key; Guaidó cannot take the reins of the government without their backing, but thus far it has been Maduro who has retained their support, in part because the status quo favors the military’s privileged financial ties to the country’s lucrative oil and gas sectors; and

WHEREAS, the humanitarian crisis in Venezuela is grave, worsened by hunger, shortages of medicines and clean water, and waves of refugees fleeing the country; aid has been used as a political weapon; and

WHEREAS, this current crisis is one that must be resolved by Venezuelans themselves; outside threats of military intervention will only bring more disorder to Venezuelan society and instability in the region:

RESOLVED, that the American Federation of Teachers opposes any military intervention, or threats of military intervention, sanctions or interference in the economic and internal affairs of the Venezuelan people as contrary to the democratic principles of self-determination and national sovereignty, and as injurious to the peaceful resolution of the Venezuelan crisis and to peace and stability in the region; and

RESOLVED, that the AFT condemns the belligerent posture of the Trump administration toward Venezuela, with its threats of military intervention, and calls upon the administration to stand down from its campaign for regime change in Venezuela; and

RESOLVED, that the AFT supports the efforts of the international contact group, which includes the progressive Latin American governments in Mexico and Uruguay to begin negotiations among Venezuelans to arrive at a peaceful resolution of the current crisis, as a negotiated agreement is the only path forward to a democratic Venezuela where the rights of all, including the rights of labor to organize in free and independent unions, are respected; and

RESOLVED, that the AFT calls for the urgent humanitarian needs of Venezuelans to be met as quickly as possible, without regard to politics; we acknowledge the efforts of others, particularly the people of Colombia and Brazil, in helping to meet the immediate needs for healthcare, schooling, shelter and jobs for Venezuelan refugees; and

RESOLVED, that the AFT will share this resolution with its regional sisters and brothers in Education International and Public Services International; with administration and congressional leadership; and through social media, with the AFT’s network of labor and human rights allies.

OPPOSITION TO ANTI-MUSLIM BIGOTRY, DISCRIMINATION AND VIOLENCE (2019)

WHEREAS, the American Federation of Teachers was founded on, among others, the principles of solidarity, equality, opportunity and justice, and those principles have guided our work for more than 100 years; and

WHEREAS, over the course of our history, these principles have led us to fight against racism and religious bigotry, and to protect those who have been targets of discrimination and violence motivated by hate and bigotry; and

WHEREAS, in the aftermath of the Sept. 11, 2001, terrorist attacks, the AFT and the United Federation of Teachers played an important role in providing teachers with educational tools and resources to fight prejudice and bigotry against Muslims in the United States and to promote an inclusive view of Muslims as part of our pluralist democracy; and

WHEREAS, today, Muslims in the United States continue to be the targets of bigotry, discrimination and violence; and

WHEREAS, according to FBI reports, hate crimes against Muslims in the United States, such as arson of mosques and violence against individuals identifiable as Muslim, have tripled over the last decade, and have
risen at a rate that has outstripped the overall dramatic increase in hate crimes since the start of Donald Trump’s presidential campaign of 2015-16;¹ and

WHEREAS, there is good reason to believe that FBI statistics considerably underestimate the extent of these hate crimes, since they rely upon local law enforcement reports, which are too often incomplete and inaccurate—for example, no hate crime homicides were reported to the FBI from Oregon in 2017, even though a man was indicted for fatally stabbing two Portland men and seriously wounding another after they came to the defense of two Muslim American girls who were being physically threatened by a man shouting anti-Muslim and racist slurs;² and

WHEREAS, most recently, during the holy month of Ramadan, a mosque in New Haven, Conn., was seriously damaged by arson, making it one more in a series of Islamic places of worship that have been subject to such attacks; and

WHEREAS, this dramatic increase in hate crimes and acts of discrimination against American Muslims since 2015 is attributable, in significant measure, to the climate created by the inflammatory, hateful rhetoric and discriminatory acts of Trump, both as a presidential candidate and as president; and

WHEREAS, Trump’s campaign calls for “a total and complete shutdown of Muslims entering the United States,” and his administration’s Muslim travel ban, have been among the acts that have fueled this climate; and

WHEREAS, this climate of anti-Muslim hate has taken on an international character, as seen in the mass slaughter of 51 Muslims in the March 2019 attacks on two mosques in Christchurch, New Zealand, by an individual who declared his support for Trump as a “a symbol of renewed white identity and common purpose” in a manifesto explaining his murderous actions; and

WHEREAS, in this post-2015 climate, Muslim students and educators have been the target of an increasing number of incidents of anti-Muslim hate speech, discrimination and violence in our schools;³ and

WHEREAS, educators in our schools have found the well-being of their Muslim students to be an increasing concern, as these students struggle with questions of self-image and self-worth in the face of attacks on their identity and being; and

WHEREAS, these struggles are compounded for Muslim students by fear, anxiety and depression that the Muslim travel ban could lead to permanent separation from family members and friends, and even be an omen of expulsion from the United States;⁴ and

WHEREAS, in this post-2015 climate, the long-standing issue of textbooks and educational materials providing stereotyped, prejudicial portraits of Muslims, reinforcing biased views found in the mass media, has become a more urgent issue for action:⁵

RESOLVED, that the American Federation of Teachers affirms our unequivocal opposition to bigotry, discrimination and violence against Muslims, which is in keeping with our historic legacy of opposing all manifestations of bigotry and racism; and

RESOLVED, that the AFT affirms our solidarity with Muslims in our ranks, and with the Muslim students, patients and citizens we serve. To those who attack them, we say: You have attacked all of us, and we will respond as one; and

RESOLVED, that the AFT condemns the climate of intolerance and hate toward Muslims that has been enabled by the inflammatory and bigoted rhetoric of President Trump and his followers; and

RESOLVED, that the AFT condemns the Muslim travel ban as a policy that is based not in our

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³Ibid.


national security but in prejudice and irrational fear, and that constitutes a violation of our First Amendment protections of freedom of religion for all; and

RESOLVED, that the AFT supports the inclusion of Muslim students in existing protections of the educational civil rights of students from minority and oppressed populations; and

RESOLVED, that through its educational arms and programs, the AFT will continue to disseminate educational materials and resources that provide factual, non-prejudicial information about Muslims and their religious faith, and support the democratic values of inclusion, nondiscrimination and religious freedom for all; and

RESOLVED, that through its educational arms and programs, the AFT will continue to disseminate educational materials and resources that assist teachers in meeting the pedagogical and social-emotional needs of Muslim students; and

RESOLVED, that through its educational publications, the AFT will publish an analysis of textbooks in use in U.S. education that identifies instances in which Muslims and their religious faith are portrayed in stereotyped and prejudicial ways, using inaccurate and incomplete information, and instances in which they are portrayed in accurate, inclusive ways; and

RESOLVED, that the AFT recognizes the need and value of Muslim educators to organize themselves, and affirms the right of Muslim members of the AFT to establish a formal caucus, as members of other religious traditions have done.

STOP BANS ON ABORTION AND SUPPORT WOMEN’S HEALTHCARE AND RIGHTS (2019)

WHEREAS, we live in an era of increasing hostility to women, in which authoritarian male leaders around the world and in our own country have given new life to misogynistic policies that are contrary to our hopes and ideals; and

WHEREAS, women’s rights are human rights, and bodily autonomy is essential to human dignity; and

WHEREAS, since early in the 20th century, and even before that, women have fought hard for the right to safe, legal reproductive health services and the right to determine whether and when to have children. The American Federation of Teachers has long supported these important rights; and

WHEREAS, Americans may differ based on faith or values concerning the question of when life begins, but in our nation, the rule of law must also be sacrosanct; Roe and its progeny are settled law concerning this question; and

WHEREAS, women are the majority of our members and need reproductive healthcare, which includes access to abortion. Reproductive freedom is a human right, and it includes the ability to have a healthy pregnancy; birth control that is safe, effective and free; abortion services that are available on demand and without encumbrance; infertility care; and preventive healthcare services such as mammograms, Pap tests and HPV screenings. All of these are necessary for women’s health; and

WHEREAS, research has consistently demonstrated that access to reproductive health services, including birth control and abortion, leads to higher educational attainment, increased economic security and a narrowed wage gap for women and girls.6 Women and girls who are denied abortions are more likely to have an income below the federal poverty level, more likely to receive public assistance and less likely to be working full time;7 and

WHEREAS, the issue of access to abortion is an economic issue as well. State abortion bans and restrictions fall most heavily on working-class women, who do not have the means to travel to states where abortion remains safe and legal; and

WHEREAS, women of color suffer disproportionately from restrictions on abortion rights due to institutionalized racism and lack of economic opportunity; these factors frequently lead to negative health outcomes that are only compounded by legal restrictions on their bodily autonomy; and


WHEREAS, Alabama has passed an extreme bill effectively eliminating reproductive rights and freedom in the state, criminalizing abortion at any stage of pregnancy and threatening doctors with up to 99 years in prison for providing an abortion; and

WHEREAS, this is the most restrictive abortion law in the nation, with no exception for rape or incest; and

WHEREAS, Alabama Gov. Kay Ivey signed this clearly unconstitutional bill into law on May 15, 2019, and Alabama Lt. Gov. Will Ainsworth stated explicitly that this law is designed to overturn the landmark Supreme Court decision in Roe v. Wade, recognizing the unprecedented opportunity to overturn Roe with the court’s new conservative majority; and

WHEREAS, Alabama’s law is just one of several highly restrictive abortion bills passed in recent weeks, with others in Georgia, Missouri, Ohio, Kentucky and Mississippi. Currently, at least 16 states are considering highly restrictive abortion bans designed to put before the Supreme Court a challenge to Roe v. Wade; and

WHEREAS, these laws are clear violations of the Roe decision, which ruled in 1973 that unduly restrictive state regulation of abortion violates the Constitution; and

WHEREAS, criminalizing abortions does not prevent pregnant people from seeking them out, and instead increases the number of unsafe abortion attempts; and

WHEREAS, according to the World Health Organization, unsafe abortions are the third leading cause of maternal deaths worldwide and lead to 5 million largely preventable disabilities each year; and

WHEREAS, overturning Roe would send us back to a reality where abortion was illegal. We know that means more women will die or be injured; and

WHEREAS, as educators, healthcare providers, mothers, fathers, sons and daughters, we hold that women have a fundamental right to self determination, bodily autonomy and the decision of when and whether to become a parent; and

WHEREAS, the time for reactive approaches to anti-choice initiatives has come to an end; it is now time to take positive action to ensure women’s reproductive rights are codified in federal law:

RESOLVED, that the American Federation of Teachers renews its commitment to ensure that women maintain their right to reproductive choice and have access to all reproductive health services; and

RESOLVED, that the AFT opposes in the strongest possible terms Alabama’s illegal law banning abortion and will encourage our members to support grass-roots organizations fighting this law and others like it; and

RESOLVED, that the AFT opposes abortion bans and highly restrictive abortion laws everywhere, including those passed in Georgia, Missouri, Ohio, Kentucky and Mississippi.

SOLIDARITY WITH HONG KONG (2019)

WHEREAS, hundreds of thousands, even millions, of courageous protesters have taken to the streets of Hong Kong in what may be the biggest series of demonstrations since Hong Kong was handed back to China in 1997; and

WHEREAS, since the Umbrella Movement of 2014, the Communist Party in Beijing has made clear that it has no intention to introduce political reform toward democracy as promised in the Basic Law; and

WHEREAS, the Hong Kong Special Administrative Region government has a dwindling tolerance for dissent; despite this, protesters have braved police batons, rubber bullets, and tear gas in demonstrations showing that nothing less than the future of their city is at stake; and

WHEREAS, on the surface, the protests concern a proposed law affecting extradition; in reality, the law, if enacted, would mark a disastrous turn for the rule of law in Hong Kong, since anyone—dissident student, human rights activist, labor leader, journalist, business person—could not escape from the fear to be subject to sudden extradition to mainland China, where those who displease the ruling party have little chance for a fair trial. Such fear has not been in existence in the past under the “one country, two systems” framework as Hong Kong has a separated legal system from that in the mainland; and

WHEREAS, the Hong Kong Confederation of Trade Unions has declared, “As workers, Hong Kong is the home to our careers, families, loved ones, and livelihood. We do not want to see the collapse and demise of Hong Kong. It is our responsibilities to protect this home of ours. We saw the children of Hong Kong were brave
enough to take to the streets but were brutally dealt with by the police. We can no longer close our eyes to the situation. Hong Kong belongs to all of us and cannot be controlled and destroyed by the hands of a few”; and

WHEREAS, 81 percent of the Hong Kong Professional Teachers’ Union members opposed the bill in a survey. The union strongly urges the government to respond to the appeals consolidated in the civil society after the massive rallies, namely:

- complete withdrawal of the extradition bill;
- retraction of the characterization of the June 12 clash as a riot;
- cancellation of all charges against protesters in the siege;
- an independent inquiry to investigate police use of force; and
- stepping down of the government leadership; and

WHEREAS, consideration of the extradition law has been suspended; nevertheless, the gap between Beijing and hopeful democrats in Hong Kong is widening; the latest demonstrations are but one more in a long series of human rights struggles that have failed to realize China’s original promise to grant the territory general suffrage; instead, frustration, bitterness and disappointment continue to grow among a new generation of activists; and

WHEREAS, the former British colony returned to China in 1997 under a “one country, two systems” formula that allows freedoms not enjoyed in mainland China, including the freedom to protest and an independent judiciary. But consider:

- Beijing surrogates still dominate Hong Kong’s political choices, even expelling elected legislators who challenge them;
- protest leaders still land unjustifiably long jail terms;
- the formerly independent media are being pressured into self-censorship;
- there is growing interference with academic freedom on campus; and
- collective bargaining rights are hardly recognized, and protections against anti-union discrimination are weak and ineffective:

RESOLVED, that the American Federation of Teachers reaffirms its long-established relations of solidarity with the Hong Kong Confederation of Trade Unions and the Hong Kong Professional Teachers’ Union; and

RESOLVED, that the AFT will inform leaders in the U.S. Congress, and the U.S. State Department, that our union stands in solidarity with democracy defenders in Hong Kong and in support of the values of equality, dignity, democracy and justice; and

RESOLVED, that the recent disturbances in the streets of Hong Kong must not be used as pretext for what could be a catastrophic crackdown by the People’s Liberation Army; and

RESOLVED, that the AFT will urge Education International and Public Services International to assert their influence in international forums—such as the United Nations, the International Labor Organization, the Organization for Economic Cooperation and Development, and UNESCO—to make the protection of democracy and human rights in Hong Kong a condition for any engagements with Beijing.

U.S. CENSUS (2019)

WHEREAS, a fair and accurate U.S. census is among the most significant civil rights issues facing the country today; and

WHEREAS, President Trump’s continued attempts to seek a citizenship question ignore the U.S. Supreme Court and violate the clear intent of the U.S. Constitution in creating a decennial census; and

WHEREAS, if President Trump is successful, it will result in suppression of the count for certain populations while boosting the count for other populations; and

WHEREAS, the consequences of Trump’s jerry-rigging the Census to undercount underrepresented groups will be draconian for people already marginalized within our society; and

WHEREAS, the American Federation of Teachers is committed to ensuring that every resident is counted in the 2020 census; and

WHEREAS, the current administration is making every effort to distort, disrupt, dismantle and undermine an
accurate census and prevent the Census Bureau from counting all communities equally:

RESOLVED, that the American Federation of Teachers will do everything possible to make sure that every person is counted; and

RESOLVED, that the AFT will work broadly in coalitions to educate everyone about the citizenship question; and

RESOLVED, that the AFT will support the efforts of our members to ensure a complete and accurate reporting that reflects the growing diversity of racial and ethnic groups.

AFT'S RURAL AGENDA: THE RURAL WAY OF LIFE IS WORTH FIGHTING FOR (2019)

WHEREAS, we live in a perilous era of extreme economic inequality, existential threats to our democracy, and dangerous and growing ethnic and racial divisions; and

WHEREAS, while Wall Street and corporate CEOs have experienced an era of record profits and tax breaks, rural areas have been left behind. These communities are undermined by trade policies and by corporate interests that have abandoned them, and as a result, many schools, hospitals, post offices and stores are closing in America’s small towns. These communities feel abandoned by everyone. And, sadly, rather than helping them, powerful forces in America, including the current president, have weaponized the economic distress in rural communities to stoke even further anger and disillusionment; and

WHEREAS, instead of solving existing problems in farm communities, the Trump administration is creating new ones by erratically escalating a trade war, resulting in tariffs that are strangling small towns and family farms; and

WHEREAS, in addressing these issues, the Trump administration and the radical right-wing extremists try to deflect blame to the “others”—which, today, are immigrants and those fleeing atrocities in other countries; and

WHEREAS, schools and hospitals represent the heart and soul of many rural communities and small towns, providing not only good jobs but also access to critical services and care. From Friday night football games where community members gather to community health outreach programs that are on the frontlines of the opioid crisis, when school and hospitals close, these communities and services are gutted; and

WHEREAS, the American Federation of Teachers recognized these trends several years ago and started to engage rural communities in places such as McDowell County, W.Va., and St. Lawrence County, N.Y.; and

WHEREAS, the AFT has a long and proud history of fighting for our families, students and communities—from the ranches of Montana to the high-rises of New York City. We understand that the fight to ensure all Americans have a better life and better future for our families must run through all of America, regardless of geography or demography; and

WHEREAS, many of the AFT’s 1.7 million members live and work in small towns and rural areas, and we have the influence and connections to be a catalyst that creates a brighter future for rural communities:

RESOLVED, that the American Federation of Teachers will adopt a rural agenda that proclaims: “The rural way of life is worth fighting for. The AFT is committed to doing our part and collaborating with partners to see that rural communities have equal access to education, high-quality healthcare, reliable public services and an environment where people can gather, break bread and share stories. We will rally our resources and work toward the aspiration that ‘Not one more school, not one more hospital, not one more post office, not one more grocery store should close on our watch’ ”; and

RESOLVED, that the AFT will create and staff a Rural Hub that will work with the Rural Taskforce to achieve this vision. This requires us to build power and agency in rural communities, and to ensure that rural communities and small towns—and especially the members who live and work in these areas—are well incorporated into our unionwide priorities, and work to build a broad coalition of partners to increase the investment in and access to crucial public services in rural communities; and

RESOLVED, that the AFT will work with labor allies and strategic partners to expand our Fund Our Future campaign to specifically engage rural areas and small towns. By reaching out and engaging rural communities in our fight to increase funding and access to critical services, we can connect the
struggles of working families, whether in rural or urban areas, and fight toward our vision of “not one more school, hospital, post office, or grocery store should close on our watch”; and

RESOLVED, that the AFT will launch at least five new projects in targeted rural communities over the next year. These projects will be built using the lessons learned from our years of work in rural communities, like McDowell County, W.Va., and St. Lawrence County, N.Y. These projects will be tailored to the needs of the communities and will range from developing care closets in distressed communities to rebuilding the critical campaign infrastructure needed to organize in rural areas and small towns; and

RESOLVED, that the AFT will work to convene tables of interested stakeholders, who will work together to generate tailored solutions for each rural community. From the Black Belt of the South to the Native American communities of the West to the industrial factories of the Midwest, each community has its own needs and challenges. By working with a table of partners, we can increase the probability of our success, whether the solution is conducting First Book events or leveraging additional funding through federal grants or corporate partnerships; and

RESOLVED, that the AFT will offer leaders and staff training and resources to help them effectively create an environment where people not only feel safe but also understand and confront the undercurrents that have been used to divide and polarize rural and urban America along race, class, cultural and faith lines; and

RESOLVED, that the AFT will work with willing partners to fill the void as we fight to ensure rural communities are counted in the U.S. census, are not left out of the Green New Deal, have the necessary resources to address the opioid/heroin epidemic, and have their concerns addressed in party platforms.

SAFEGUARDING OUR DEMOCRACY BY SUPPORTING A COMPREHENSIVE IMPEACHMENT INQUIRY (2019)

WHEREAS, the framers of our Constitution went to great lengths to balance the powers between the executive and the legislative branches to ensure America was a republic of laws, not of men. They wanted to ensure that a president could become neither a king nor an autocrat. That’s why the framers included a series of checks and balances, including an impeachment process; and

WHEREAS, the framers also wanted to ensure that foreign powers did not influence our democratic processes; and

WHEREAS, President Trump has been accused of using presidential power to pressure a foreign government to investigate a potential political opponent under the threat of removing promised military assistance; and

WHEREAS, America’s educators are defenders of decency and guardians of democracy:

RESOLVED, that, in order to protect our democracy, the American Federation of Teachers supports the House leadership in exercising Congress’ power as a coequal branch of government to launch an impeachment inquiry and investigation into President Trump’s actions; and

RESOLVED, that respect for the rule of law and the workings of American democracy require that the impeachment inquiry be able to proceed with its work unimpeded, without disorder and disruption; and

RESOLVED, that, upon completing the inquiry, Congress must present the evidence to the American people and then take whatever action it deems constitutionally appropriate.

AFT SUPPORT FOR 2020 PRESIDENTIAL CANDIDATES (2020)

WHEREAS, one year ago, the American Federation of Teachers executive council adopted a resolution
establishing the AFT’s 2020 presidential endorsement process, and, since that time, the AFT has conducted the most intensive, inclusive, transparent and engaging presidential endorsement process in its history; and

WHEREAS, unprecedented engagement has led to more than 300,000 members having participated in the endorsement process to date, including in the public education forum the AFT co-sponsored with union and community groups; 10 separate candidate town halls involving every constituency; five regional meetings with state and local leaders; and numerous telephone town halls, member surveys and polls; as well as state and local affiliates conducting their own programs of member engagement; and

WHEREAS, the following membership consensus has emerged:

1. Donald Trump is an existential threat to the values and aspirations of our members and those we serve;
2. While several candidates share our values, three—Vice President Joe Biden, Sen. Bernie Sanders and Sen. Elizabeth Warren—share our values and have significant support within our membership; and
3. In our quest for a better life for our members and the communities we serve, to preserve our democracy, and to defeat Trump, we must ultimately be unified and support the eventual Democratic nominee; and

WHEREAS, Vice President Biden, Sen. Sanders and Sen. Warren have a record of working with us over the years and standing with us on public education, higher education, healthcare, and labor and civil rights, and, as a result, they have received the highest levels of support of our members, including endorsements from AFT affiliates at the state and local levels, as well as AFT members running as delegates in support of their candidacies; and

WHEREAS, the majority of delegates will be allocated in the next two months, and it is critical that members, affiliates and leaders at the national, state and local levels continue to grow our engagement and ensure our collective voices are heard and influence the political dialogue; and

WHEREAS, Trump and his appointees, including Betsy DeVos, threaten our democracy, climate, public education, healthcare, public services, freedoms and way of life; and

WHEREAS, the stakes in this election require our solidarity; nobody can be on the sidelines, and the energy of educators, nurses and public service professionals must be supported, nurtured and activated in this election; and

WHEREAS, we are unified both to defeat Trump in the 2020 elections and to elect someone who will join us in fighting for these values:

RESOLVED, until the American Federation of Teachers decides to make a national endorsement in the primary process or at the AFT convention, the AFT urges the affiliates, members and leadership, including the three AFT national officers, to be actively involved in supporting and helping Vice President Biden, Sen. Sanders, and/or Sen. Warren.

CORONAVIRUS (2020)

WHEREAS, the World Health Organization (WHO) has declared the 2019 novel coronavirus, which it recently named COVID-19, a global public health emergency. Although incidence of COVID-19 to date has been limited in the continental United States to travelers returning from China with the exception of one known case of local transmission, cases have been reported in 24 other countries, and the number of deaths associated with COVID-19 worldwide has surpassed that of the 2002-03 SARS coronavirus epidemic; and

WHEREAS, it is believed that COVID-19 is most often spread from close (within about 6 feet) person-to-person contact, and is thought to occur mainly via respiratory droplets produced when an infected person coughs or sneezes, similar to how influenza and other respiratory pathogens spread. It is not known whether one can become infected with COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose or possibly their eyes. There is much more to learn about the transmissibility, severity and other features associated with COVID-19, and investigations are ongoing; and

WHEREAS, the WHO, to aid in assessment of how the COVID-19 outbreak is evolving and what impact it can

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have, has requested all member states to engage in collaboration in sharing epidemiological data, clinical severity data, and the results of community studies and investigations. The WHO calls on all countries to avoid actions, like imposing extreme international travel restrictions that can increase fear and stigma with little public health benefit; and

WHEREAS, the knowledge and capacity of the U.S. public and private healthcare systems to address infectious disease outbreaks were brought under the microscope with their ability to effectively manage the relatively few active cases of Ebola brought into the country in 2014, and to manage the screening process of those with potential exposure; and funding to improve infrastructure preparedness capacity remains woefully inadequate, and austerity budgets have affected universities and research institutions as well, weakening their ability to develop vaccines and preventive measures to address such emerging public health threats; nevertheless, preparations for full protective measures and monitoring should begin immediately; and

WHEREAS the Trump administration has deprioritized and effectively impaired our nation’s ability to prepare for and respond to global public health crises, leaving already under-resourced state, county and city health departments without a meaningful and appropriate epidemic response infrastructure in the federal government to protect people in our communities and our nation and to reduce the risk around the globe; and

WHEREAS, the American Federation of Teachers has disseminated materials to affiliate leaders to equip members with resources to ensure the safety of our members, patients, children, families and the communities we serve to enhance members’ knowledge and decrease fear; and

WHEREAS, the AFT is an affiliate of Public Services International, and PSI affiliates around the world are at the forefront of the response to outbreaks like COVID-19 and other public health emergencies; these affiliates’ members range from nurses and other healthcare professionals to public sector workers charged with maintaining clean water and sanitation;

RESOLVED, that the American Federation of Teachers will maintain and disseminate educational resources—for member use and for use as patient and community education materials—that outline the facts, detail the knowledge gaps, and link members to the most up-to-date materials from the Centers for Disease Control and Prevention, the World Health Organization, research experts and others; and

RESOLVED, that the AFT supports measures that meaningfully limit the spread of emerging disease but not those that foster profiling and discrimination on the basis of race, ethnicity or national origin; and

RESOLVED, that the AFT urge its locals and state federations to negotiate with the appropriate boards of education, university administrations, healthcare management officials, and other employer groups for policies on absences and sick leave that do not constitute a disincentive to isolate oneself when ill; the single most important measure for public health is self-isolation by those who are ill. Such policy changes must provide for paid sick days on a prorated basis for temporary, part-time and contingent employees, because many such employees lack even a single day of paid sick leave and must allow for the accumulation of sick leave; and

RESOLVED, that the AFT will continue its role to publicly advocate for community safety and well-being, now in addressing COVID-19, and continue collaborative leadership involving local and federal government officials, hospital management and healthcare professionals themselves in the development of surveillance, education and policy at the local, state and federal levels; and

RESOLVED, that the AFT will demand restoration of the federal budget cuts made since 2001 that have significantly weakened the U.S. public health infrastructure and healthcare system and reduced the CDC’s ability to respond adequately to the spread of infectious disease globally and to make preparations for responding to such threats domestically; and

RESOLVED, that the AFT urge the Occupational Safety and Health Administration to adopt an infectious disease standard to be prepared for future outbreaks of infectious disease; and

RESOLVED, that the AFT will continue to advocate for long-term improvement in our overall healthcare infrastructure to reverse the shortfall in our capacity to address emerging national and transnational medical emergencies; this improvement must include adequate staffing and funding for the healthcare infrastructure, as well as for university and research institutions; and

RESOLVED, that the AFT stands prepared to work with Public Services International and its affiliates to address crucial needs in those affiliates' healthcare systems and help reverse years of neglect and underdevelopment in healthcare infrastructure.

OPPOSITION TO TRUMP TRAVEL BAN AND DISCRIMINATION AGAINST INTERNATIONAL STUDENTS (2020)

WHEREAS, the American Federation of Teachers was founded on the principles of solidarity, equality, anti-discrimination, opportunity and justice, among others; and those principles have guided our work for more than 100 years; and

WHEREAS, over the course of our history, these principles have led us to fight against racism, religious bigotry and xenophobia, and to protect those who have been targets of discrimination and violence motivated by hate and bigotry; and

WHEREAS, in 2017, President Trump issued a series of executive orders banning citizens from Chad, Iran, Iraq, Libya, North Korea, Somalia, Syria, Venezuela and Yemen from most visa categories, which has disrupted academic exchange and created severe hardship for our members and those we serve who are connected to these countries; and

WHEREAS, in January 2020, Trump issued another executive order expanding the scope of the ban to Eritrea, Kyrgyzstan, Myanmar, Nigeria, Sudan and Tanzania; and

WHEREAS, international students and scholars from the banned countries, who are supposed to be exempt from the ban, have experienced substantial delays in visa processing for new visas or renewals causing these international students and scholars to miss entire semesters of work and study, and creating ripple effects in the entire academic community; and

WHEREAS, AFT members have seen firsthand the impact these bans can have. Whether they are currently separated from their loved ones or unable to finish their studies or whether they serve students, patients or families who are separated from a family they haven't been able to see in years because of Trump's ban; and

WHEREAS, on Jan. 27, 2020, an Iranian citizen traveled to Detroit on a valid F-1 visa and was set to begin graduate studies at Michigan State University, where he would have been represented by the Graduate Employees Union, AFT Local 6196, but was instead detained by U.S. Customs and Border Patrol, interrogated for six hours, deemed inadmissible, put in a county detention center, and deported; and

WHEREAS, despite efforts by the AFT, AFT Michigan, MSU Graduate Employees Union and the Wayne State Graduate Employees Organizing Committee, which mobilized in support of the student by engaging congressional representatives to stop the deportation, showing solidarity on social media, and by organizing a rapid response protest at the Detroit airport, U.S. Customs and Border Patrol cruelly deported the student within 24 hours anyway:

RESOLVED, the American Federation of Teachers joins the immigrants' rights and global human rights community in denouncing Trump’s Muslim ban in all of its forms, including the most recent expansion, which subjects millions more people from Africa, Asia and the Middle East to the ban; and

RESOLVED, the AFT condemns the climate of intolerance and hate toward Muslims, nonwhite people, and real or perceived political adversaries that President Trump and his administration have encouraged, and affirms our solidarity with our Muslim colleagues, students, patients and neighbors; and

RESOLVED, the AFT will continue to seek justice for the Iranian student recently detained and deported from Detroit and for all AFT members affected by the ban through our solidarity and support, including engaging congressional representatives, and pursuing legal action to bring attention to this matter, to hold the Trump administration accountable, and to defeat discriminatory policies like the Muslim ban; and

RESOLVED, the AFT will support affiliates that are fighting for the rights of their members to travel, study and work in the United States without fear of
harassment, interrogation, profiling, detention and deportation through rapid response mobilization at airports and support for individual members, students and patients who are affected; and

RESOLVED, the AFT will continue to provide support to our members to educate their students, employers and elected officials about how to dismantle Islamophobia and xenophobia and to support inclusion, diversity and nondiscrimination.

AFT ENDORSEMENT OF JOE BIDEN AS THE DEMOCRATIC NOMINEE FOR PRESIDENT OF THE UNITED STATES (2020)

WHEREAS, the American Federation of Teachers has spent more than a year engaging members and affiliates in the most intensive, inclusive, transparent and engaging presidential endorsement process in our history and has seen unprecedented engagement by members; and

WHEREAS, the AFT’s endorsement decision in the presidential primary has been guided by three essential criteria: a candidate who shares our values, a candidate who has the support of our members, and a candidate who can defeat President Trump. And in the more than 300,000 conversations we have had, our members believed when the time came, we would unify as a national union behind one candidate; and

WHEREAS, in February, the AFT’s executive council concluded that three candidates shared our values and had a path to winning the nomination—Joe Biden, Bernie Sanders and Elizabeth Warren—and encouraged our members to actively support any or all of them; and

WHEREAS, since that point, our members, like Democrats across the nation, have coalesced around Biden, who now has clear majority support of our members across all constituencies; and

WHEREAS, with nearly 60 percent of the delegates allocated, Biden has a sizable lead and has proven he has the ability to attract voters and build a coalition to win not just the primary but also the general election; and

WHEREAS, this election has taken on an increasing urgency since the actual voting has begun. The world, including the United States, is facing a global pandemic threatening the health, well-being and economic security of our members, our communities and our nation. The dire need for personal protective equipment for our essential personnel is a case in point, which is why now more than ever we need to unite behind a strong, effective, empathic leader who can help families and lead a fractured nation. A leader who offers a stark contrast to the incompetent, ineffective and narcissistic actions of Trump, who even in these times of crisis continues to only focus on what is good for himself at the expense of the American people; and

WHEREAS, the economic harm caused by COVID-19 will be particularly devastating to working families. Even before the pandemic hit, nearly 40 percent of Americans said they couldn’t cover a $400 emergency expense. Just as Franklin D. Roosevelt after Herbert Hoover and the Great Depression and Barack Obama and Biden after George W. Bush and the Great Recession, this moment calls for a Democratic president who has the competence and compassion to not just bring us out of the depths of economic ruin but also rewrite the rules so working families thrive and heal our nation:

RESOLVED, that the American Federation of Teachers endorses Joe Biden to be the Democratic nominee for president of the United States as the candidate who shares our values, has the support of our members and has the path to the nomination and to the presidency. Biden has proven he is best able to bring the necessary coalition of Americans together to defeat Trump, handle this pandemic and its aftermath, and create a better life and future for all Americans; and

RESOLVED, that AFT members have a long history with Biden and know him as someone whose life experiences crafted a resilient, competent, compassionate and honest leader with an unbending optimism and commitment to working people. Biden has spent his entire career championing the values of strong public schools and higher education; healthcare and college as rights not privileges; and labor and civil rights. He believes in the dignity of every person and the importance of the labor movement. He was a trusted vice president, at home and abroad, and he, with President Obama, helped America get through a terrible recession. He is the leader we need in this moment; and

RESOLVED, that Biden’s proposals demonstrate his deep belief in the promise and purpose of public
education, higher education and the labor movement. He understands healthcare is a right, not a privilege, and was instrumental in the passage of the Affordable Care Act. He championed the Violence Against Women Act and led the administration’s fight for marriage equality. Biden’s healthcare plans will make healthcare more affordable by offering a public option for families and reigning in drug companies to make medicine affordable. He will fight to make it easier for workers who choose to unionize to do so and has adopted plans to reform bankruptcy laws for struggling families. He will strengthen and invest in public schools, including by tripling funding for Title I, fully funding the Individuals with Disabilities Education Act, expanding community schools, investing in school infrastructure and doubling the number of psychologists, guidance counselors, nurses, social workers and other health professionals in our schools; limit testing; support educators; and invest in higher education and make college affordable, including by establishing a “Title I for postsecondary education,” investing in public colleges and universities and historically black colleges and universities, strengthening Public Service Loan Forgiveness and income-based repayment, and making public colleges and universities free for most families. These plans stand in stark contrast to the Betsy DeVos agenda to defund and destroy public education. Biden’s education plans are informed by his wife, Jill, who has been a teacher her entire career, even while Biden served as vice president; and

RESOLVED, that the AFT will use our endorsement, our appointment to the platform committee, and our relationship with the Biden campaign to strengthen both the national Democratic platform and the policy positions of the eventual Democratic nominee in the way AFT members envision; and

RESOLVED, that the AFT commits to continuing our unprecedented level of engagement to ensure nobody is on the sidelines in the November elections and that we do everything in our power to help Biden win the democratic nomination and then elect him president.

RESPONDING TO THE CORONAVIRUS EPIDEMIC TO KEEP FAMILIES HEALTHY, PROTECT FRONTLINE PROVIDERS AND SAVE OUR ECONOMY (2020)

WHEREAS, the coronavirus, or COVID-19, is a global health and economic pandemic threatening the health and safety and economic well-being of those we represent and those we serve, particularly frontline caregivers and all other essential workers; and

WHEREAS, the American Federation of Teachers’ 1.7 million members provide vital services and care to children, families and communities and are on the frontlines of confronting this global and dangerous epidemic, most particularly our nurses and health professionals who are now treating a surging number of patients; our other frontline essential public employees, doing everything from driving workers to ensuring public safety; and educators and school staff working to ensure their students don’t lose the instructional year or other social services and economic supports, like school meals, that are now part of our public education and higher education safety net; and

WHEREAS, the inadequate response by the federal government—including President Trump’s initial false claims about the virus; his attempts to downplay the risks to public health; his failure to respond with the necessary speed, scope and seriousness; and the lack of testing—has increased the threat to Americans and our economy and has led to widespread fear and confusion; and

WHEREAS, in China and South Korea, widespread testing to guide the appropriate response seems to have stemmed the spread of COVID-19, yet Americans still do not have adequate access to testing; and

WHEREAS, a recent report by the Imperial College London COVID-19 Response Team states that widespread social distancing, closings and other suppression tactics may be required for more than a year until a vaccine becomes available, and U.S. deaths could amount to between 200,000 to more than 2 million based on the government’s response; and

WHEREAS, there is a dire lack of personal protective equipment that would help keep our nurses, respiratory therapists and other health professionals safe, which, as our AFT healthcare members report, is not just part of the larger lack of pandemic preparedness planning in our healthcare system, but also showing more and more
the brokenness of our current market-based healthcare system:

RESOLVED, that the American Federation of Teachers’ response to the COVID-19 global pandemic is focused on three priorities:

- The health and safety of our members, communities and students;
- The health and safety of first responders, nurses and healthcare workers who are on the frontlines; and
- Helping our members, their families and workers across America through the short-term and long-term effects of an unprecedented economic crisis. This started with the first two recovery packages already passed by Congress and continues with the third package being worked on. The total initial recovery should be at least $1.5 trillion with the focus on what workers need to care for their families; and

RESOLVED, that this work will build on the AFT response to COVID-19 that began in January with a focus on what our members and communities needed to be prepared and take the necessary precautions, and on calling on the federal government to act. The AFT, with the Association of Flight Attendants, saw this coming as early as February and called on the Trump administration to do a multilevel response, which it refused to do until Wall Street started to crumble; and

RESOLVED, that the AFT and its affiliates will continue to:

1. Create resources and information to ensure that our members and communities have as clear and honest a picture of the crisis and what to do to help people stay healthy and safe;
2. Advocate for the protective personal equipment that nurses and frontline providers need, which the federal government has failed to provide;
3. Work to ensure students receive essential services and meals when schools and colleges are closed and help provide appropriate instructional supports, as it is clearer and clearer many schools and colleges will close for the balance of the year, including advocating the waiving of standardized testing and proposing plans like term papers and capstone projects in its place. Remote learning may be necessary now, but it is clear that it is simply an emergency measure and schools and colleges must once again be a center of democracy, learning and social service when this emergency ends;

4. Do everything we can to advocate for the economic safety net needed to help families and workers, including the work to have treatment and testing covered in the first two stimulus plans, unemployment insurance, sick leave and the stimulus that will be needed for states, localities, and workers and families as this crisis continues. The very things that are needed to help people stay healthy, including social distancing and stay in place orders, are the very things that will increasingly bring our economy to a standstill. The packages Congress is working on as this resolution is being considered must include supports for workers, not simply for corporations; and

5. Engage at all levels of government and with employers and other unions around the world to ensure that we have informed and empowered leaders and members leading efforts to confront this crisis, and

RESOLVED, that the AFT calls for the U.S. Department of Justice and state justice departments to investigate and prosecute those in power who have taken this crisis and attempted to profit from it; and

RESOLVED, that the AFT opposes the U.S. Department of Justice’s call to suspend certain constitutional rights, which are the basis for a free and democratic society and should never be suspended, regardless of any national crisis; and

RESOLVED, that this epidemic has further exposed the deep wealth, education, health and other inequities in our society, which the AFT has long fought to address and requires a New Deal for the 21st century that enables all Americans to have the fundamental rights and economic wherewithal that they need.
PER CAPITA AMENDMENT REVISIONS (2020)

WHEREAS, in February, the executive council proposed for consideration by the AFT delegates at our biennial convention in July, a two-year per capita increase of a total of 70 cents to be applied as 35 cents in September 2020 and 35 cents in September 2021, with specific portions of each 35-cent increase designated solely to either the Militancy and Defense Fund or the Solidarity Fund; and

WHEREAS, under the AFT constitution, all proposed amendments must be filed by March 15 and sent to affiliates by April 15; and

WHEREAS, the COVID-19 pandemic has dramatically altered the lives of our members and our economy for years to come:

RESOLVED, that the American Federation of Teachers executive council will propose an amendment that will reduce the 70 cents total to 40 cents total by eliminating the 35-cent increase in September 2020, and increasing the September 2021 increase from 35 cents to 40 cents; and further

RESOLVED, that the proposed 40-cent increase in September 2021 will be designated as 25 cents to the Militancy Defense Fund, 10 cents to National Solidarity and 5 cents to State Solidarity.

PROTECTING HEALTH, SAFETY AND ECONOMIC WELL-BEING IN THE UNITED STATES DURING AND AFTER THE COVID-19 PANDEMIC (2020)

WHEREAS, the toll of the COVID-19 pandemic in the United States is tragically vast: At this writing, more than 72,000 dead; 30 million lost livelihoods; miles-long lines at food banks; and tens of millions of students unable to attend class, receive needed services or reliably access meals at school; and

WHEREAS, President Donald Trump did not cause the coronavirus outbreak in the United States, but his actions, and failures to act, have worsened its effects. From dismantling pandemic preparedness programs; to his disregard for science, facts and experts; to his failure to deploy resources—adequate testing, personal protective equipment, ventilators and other basic provisions the federal government is responsible to have readily available for public health emergencies; to endangering lives by downplaying the seriousness of the virus and suggesting hocus-pocus “cures,” such as treating the virus with potentially deadly household cleaning agents; to inciting protests calling for reopening our society before it is safe; and peddling false hope that it is time to “reopen” the country, when the deadliest days may lie ahead; and

WHEREAS, these are the American Federation of Teachers’ priorities:

- the health, safety and well-being of our members—especially our 200,000 healthcare workers and other members on the frontlines—and the communities in which we live and work;
- the short- and long-term economic supports working people need;
- the realization of new strategies and norms for our businesses, public schools, the U.S. Postal Service and other institutions so we can protect people’s lives and livelihoods, including their earned pensions; and
- the integrity of elections, and the health and safety of voters; and

WHEREAS, because of the failed federal response, the AFT had to source, purchase, transport and distribute personal protective equipment so our members and other workers would have the protections necessary for their health and safety on the frontlines of this pandemic; and the AFT engaged in a day of action, with affiliates simultaneously filing Occupational Safety and Health Administration complaints, documenting OSHA’s failure to enforce standards in a total of nearly 100 complaints filed since COVID-19 hit the U.S.; and

WHEREAS, the American people are cautiously eager to return to some semblance of “normal,” and our public schools, in addition to educating students and acting as centers of the community, enable parents to work outside the home, meaning that safely reopening schools is a pivotal—if not the most pivotal—factor in remaking the country; and

WHEREAS, in the absence of widespread testing and a vaccine for COVID-19, the AFT has developed a “Plan to Safely Reopen America’s Schools and Communities,” a detailed road map grounded in scientific evidence and public health protocols that charts a path to safely and responsibly reopen school buildings and other institutions crucial to the well-being and economic vitality of our communities; and
WHEREAS, because the federal government failed to provide timely, science-based guidance for schools, businesses and communities to safely reopen; because President Trump encouraged states to reopen their economies as infections were still rising; and because several governors moved prematurely to reopen their economies, the AFT’s “Plan to Safely Reopen America’s Schools and Communities” is even more crucial to disseminate and enact; and

WHEREAS, we must meet an unprecedented challenge: reimagining our society and the places we hold dear—public schools, places of worship, workplaces, restaurants and more—in ways that put our ultimate priorities first: the safety and well-being of working families, especially frontline workers, and the economic health of society; and

WHEREAS, students, patients, families and other workers depend on our members as trusted messengers about the safety of their loved ones and their workplaces; and

WHEREAS, the 1.7 million members of the AFT are vital to reigniting the economy and a safe reopening of public schools, colleges and universities, state and local governments and other workplaces as a necessary step toward recovery; and

WHEREAS, AFT members have risen to this unprecedented challenge in countless ways; teachers and staff are putting enormous time, energy and creativity into teaching their students remotely, keeping them safe and engaged at home; school food service and transportation staff are doing their essential work in new ways and with long hours to provide meals to students so they do not go hungry; public employees are keeping services we rely on functioning, both behind the scenes and on the frontlines of this pandemic; and nurses and health professionals are treating the sick, consoling the dying, pushing themselves beyond their physical and emotional limits, and often working despite unacceptable risks to their health and well-being when they are denied the protective equipment they need; and

WHEREAS, structural inequities in communities of color and for American Indians and Alaska Natives have been amplified and worsened during the pandemic, as evidenced by even greater gaps in food insecurity; disproportionate economic impacts on minority small-business owners; projected increases in poverty and unemployment hitting families of color harder than white families; and exponentially higher rates of infection and death from COVID-19 than in non-minority communities—the true extent is unknowable because national and state statistics and data released to this point has been largely devoid of racial and demographic data; and

WHEREAS, since the onset of the coronavirus in the U.S., anti-Asian verbal harassment, physical assaults and shunning have surged, stoked by President Trump’s xenophobia and calling the coronavirus the “China virus”; and

WHEREAS, this pandemic, and the failed federal response to it, have exposed every inequality in the U.S. This is the moment to right these wrongs. It is not enough to aim for surviving—we must remake society in ways that are fairer and more just by shoring up the safety net, caring for people and families, and giving people real opportunity; and

WHEREAS, the shelter-in-place orders necessary to slow the spread of COVID-19 have caused economic distress for one in five workers in America who have lost their jobs, threatening to crater tax revenue for state and local governments as services will be needed most; and

WHEREAS, governors from all 50 states have issued emergency declarations and taken steps to reallocate their budgets; and

WHEREAS, when it is deemed safe for schools to reopen, our children will be returning with even greater needs; our healthcare system will have been strained beyond capacity, our frontline providers will have experienced the trauma of going through what many have compared to a war zone, and already underfunded public services will have been stretched to the max; and

WHEREAS, millions of the more than 30 million people who have filed for unemployment have lost not only their jobs, but also the health insurance they had through their jobs, a key flaw in tying health insurance to employment; and

WHEREAS, a safe reopening will require our federal government to build on the economic relief packages Congress has provided to offer immediate federal investment in our states, cities, public schools, colleges and universities; and

WHEREAS, states have incurred enormous unforeseen expenses by providing COVID-19 testing to their
residents and acquiring PPE for their healthcare workers; and

WHEREAS, to rush this process or fail to put in place the safeguards advised by public health experts will risk both a second surge of infections and deaths and an even deeper economic downturn; and

WHEREAS, Republicans and Democrats alike are calling for the next COVID-19 relief bill to include at least $500 billion to stabilize their states to prevent public hospitals, public schools and public services like firefighting, policing and transportation from being decimated and job cuts in these critical areas, though the need is likely upward of $1 trillion; and

WHEREAS, essential public services have never been funded fully and are still recovering from the austerity measures following the Great Recession of 2008, and more is needed than the aid in the initial packages, including the CARES Act; government also has a responsibility to not forfeit our future or abandon our communities and to help our public schools, universities, hospitals, state and local governments, and the U.S. Postal Service provide services that will be needed more than ever:

RESOLVED, to help Americans recover economically, the American Federation of Teachers will organize our 1.7 million members, working with the AFL-CIO and partner unions, education, civil rights and other coalition allies to advocate for an immediate, massive reinvestment in public services, including urging congressional support for the following:

Measures to keep state and local governments, our public schools and the U.S. Postal Service solvent and working: a $1 trillion investment in state and local governments to stabilize public services; a total of $250 billion for education, including at least $175 billion for the Education Stabilization Fund distributed directly to local education agencies and institutions of higher education, with minimal state set-asides, in an equitable and targeted fashion; and at least $50 billion in direct funding for public colleges and universities and minority-serving institutions; voluntary summer school, before and after-school programs, child care centers, and community schools to help make up for the instructional time lost during the 2019-20 school year; and

Measures to keep Americans healthy: Protect and expand health insurance for all workers by including but not limiting to covering 100 percent of COBRA health insurance premiums; substantially increase Medicaid funding; and provide free COVID-19 testing and treatment for all regardless of immigration or insurance status; boost Supplemental Nutrition Assistance Program maximum benefits by 15 percent, and increase the SNAP minimum payment from $16 to $30; and

Measures to keep frontline workers safe and secure: Provide necessary personal protective equipment, cleaning supplies and other materials necessary. And pass the Essential Workers Bill of Rights, to protect frontline workers during the coronavirus pandemic while offering these workers the child care, premium pay, paid sick leave and job protections they deserve; and

Measures to help America’s public schools and institutions reopen safely, including investing in recovery through more—not fewer—investments in public health and in our schools, universities, hospitals, and local and state governments; and

Measures to keep workers employed and to protect earned pension checks: permanently expanding eligibility for unemployment benefits; providing additional direct aid; institutions are tapping into reserves, emergency funds and other available savings before imposing cuts that make workers foot the bill; and

Measures to keep America competitive: funding infrastructure programs that will hire people and make long-overdue investments in this key pillar of the economy; and canceling student debt; and

RESOLVED, the AFT will use the full force of our membership, advocacy and political strength to elect allies to enact the priorities herein, including electing Joe Biden as president of the United States and winning a majority in the Senate so our new president has bicameral support to put the U.S. on a path to greater health, opportunity and economic security for all.
RESOLUTION AUTHORIZING 2020 AFT VIRTUAL CONVENTION (2020)

WHEREAS, the members of the American Federation of Teachers are the essence of our union, and those members exercise their rights to elect their national leaders and to consider constitutional amendments, and policy resolutions, biennially as our constitution requires through election of delegates who meet in convention; and

WHEREAS, the AFT is a national labor organization governed by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) and elects its national leadership pursuant to the act; and

WHEREAS, since the union’s founding in 1916, the AFT has a nearly unbroken record of holding our convention in person and as scheduled with two exceptions—in 1921 when the union had insufficient finances to conduct a convention and in 1945 when, during World War II, the convention was not held pursuant to President Roosevelt’s urging that “this was no time to hold conventions”; and

WHEREAS, the 2020 AFT Convention has been scheduled to be held July 27-30 in Houston; and

WHEREAS, the COVID-19 pandemic has upended the world’s public health and economies, leaving with it a devastating loss of life; a paused economy; and a continuing threat to the health, safety and economic well-being of the people we represent and the people we serve; and

WHEREAS, much of the nation is still combating this virus, and will be for an indeterminate period of time, as a vaccine is months from fruition; and

WHEREAS, many of the localities in which we serve, as well as the city of Houston and Harris County, Texas, have also adopted stay-at-home orders that remain in effect as of the date of this resolution; and

WHEREAS, the arc of the pandemic is such that communities across America, including Houston and Harris County, will still be operating on some physical distancing guidance, including among other things sheltering in place, or limiting or prohibiting the physical gathering of large numbers of delegates in one place that would be necessary to hold a traditional in-person AFT convention; and

WHEREAS, many members, in the absence of a vaccine, are concerned about their and their families’ safety and may not feel comfortable traveling; and

WHEREAS, the AFT places the highest priority on ensuring the safety and health of our members, leaders, delegates invitees and staff; and

WHEREAS, the safety and health concerns arising from the COVID-19 pandemic make it impossible to plan for and undertake a traditional in-person convention; and

WHEREAS, AFT affiliates, other national labor organizations, the Democratic National Committee and numerous other organizations have taken action to either postpone their conventions entirely or hold certain convention sessions virtually; and

WHEREAS, AFT members and leaders have been or have now become very familiar with participation in virtual meetings utilizing computer-based video teleconferencing; and

WHEREAS, the AFT executive council intends to carry out the mandates in its governing documents concerning the convention set forth in: Constitution Article V, § 1 (officers are elected by the convention delegates for a term of two years); Constitution Article VII, § 1 (conventions are to be held biennially in even-numbered years at a place of the executive council’s choosing); and Bylaws Article IV, § 1 (convention is to convene in July and/or August at a time and place determined by the executive council); and

WHEREAS, Article VI, § 10 of the AFT Constitution states, in relevant part, “The executive council shall have the power to interpret and enforce [the AFT] constitution and to make rules not in conflict with ... [the] constitution. ...”:

RESOLVED, to address the ongoing safety and health concerns arising from COVID-19, as well as with national, state and local public health guidance, including Centers for Disease Control and Prevention recommendations concerning social distancing, the American Federation of Teachers will modify its adopted plan for the 2020 Convention; and

RESOLVED, the dates of the convention will be July 28-30; and

RESOLVED, the AFT will plan for a fully virtual convention where delegates will attend via the
internet and where delegates will consider duly noticed constitutional and by-law changes as well as resolutions; and

RESOLVED, the AFT will hold an election for AFT officers among convention delegates via U.S. mail, following LMRDA-compliant procedures with ballots to be returned and received within 30 days from the commencement of the election. In the event a runoff election is necessary, an additional 30-day voting period for ballots to be returned and received will be provided from the time of the certification of results from the first round of voting; and

RESOLVED, the executive council will develop a modified convention agenda and set of procedures that are suitable to an entirely virtual format, and ensure the right of duly elected delegates to meaningfully participate in their national union’s convention.

SECURING FREE AND FAIR ELECTIONS AND THE RIGHT TO VOTE IN 2020: AMERICAN DEMOCRACY IS AT STAKE (2020)

WHEREAS, free and fair elections are the indispensable foundation of our democratic government, and the source of its very legitimacy. It is only through such elections that “we the people” can choose our government and give our consent to be governed. The greater our participation in elections, the stronger and more vibrant our democracy becomes; and

WHEREAS, in recent decades, the democratic character of American elections has been eroded by voter suppression measures, and by the U.S. Supreme Court’s overturning of key provisions of the Voting Rights Act in Shelby County v. Holder and its upholding of extreme partisan gerrymandering in Rucho v. Common Cause. Voters in many states now face a gauntlet of voter suppression measures such as mass purges of voter rolls; requiring specific voter identification not readily available to all citizens; making polling sites inaccessible; antiquated and out-of-repair voting machines; discarding votes based on spurious claims of signature non-matches; restrictions on early voting; and disinformation on where and when to vote; and

WHEREAS, during the 2016 presidential campaign, the American electoral process was subjected to interference and disinformation organized by the Russian intelligence services at the direction of President Vladimir Putin to support the candidacy of Donald Trump; and

WHEREAS, the Trump administration has steadfastly refused to take any meaningful measures to protect the 2020 elections, including the security of the process for casting and counting votes, from interference by foreign governments and entities; and

WHEREAS, we are confronted in 2020 with far-reaching threats to free and fair elections that extend beyond previous voter suppression measures and go to the very heart of the role elections play in establishing and maintaining our democratic government; and

WHEREAS, the coronavirus pandemic is at the center of these threats: The primary means we now have for preventing the transmission of COVID-19 is physical distancing, yet traditional Election Day voting practices bring large numbers of voters into close proximity with each other, with poll watchers and with election officials, and include the transfer of ballots, pens and other election paraphernalia among them; and

WHEREAS, for the 2020 elections to be conducted in a free and fair fashion that respects the right to vote and supports the widest participation of registered voters on the one hand, and protects the health and safety of voters, poll watchers and election officials on the other hand, we must adopt alternative practices that allow for physical distancing while voting, such as vote by mail, which is already in use in a number of states; and

WHEREAS, we saw the opposite in Wisconsin where legislators blocked the governor and held its primary elections in conditions that imperiled the health and safety of voters and poll watchers, and made it particularly difficult to vote in areas of the state that are Democratic Party strongholds, all to advance partisan ends. As a consequence of these actions, there are at least 52 known cases of coronavirus transmissions attributable to participation in the elections; and

WHEREAS, epidemiological experts, including Dr. Anthony Fauci, have said that they expect a second surge of COVID-19 cases in fall 2020, when elections are scheduled:

RESOLVED, that the American Federation of Teachers calls upon federal and state governments to take all necessary steps to ensure that the 2020 elections are free and fair; that the right to vote in
these elections is guaranteed for all American citizens registered to vote; that the casting and counting of ballots are secure; and that the elections follow the constitutionally mandated process; and

RESOLVED, that these steps should include:

• The full enforcement of Voting Rights Act provisions that guarantee the right of “language minority groups” to ballots and other election related materials written in their own native language; and

• the right of voters to cast their ballots through vote by mail, if they so choose, and the provision of pre-paid postage for that purpose; and

• to secure the integrity of the individual vote, the use of “hard copy” paper ballots that can be scanned electronically, the disconnecting of all voting machines from the internet and the auditing of paper ballots to ensure the accuracy of the final count; and

• the ability of voters to use absentee ballots without having to provide an excuse; and

• the provision of extensive in-person early voting, including during weekends; and

• the acceptance as valid of all voter registration applications received via U.S. mail or online no later than 21 days prior to the election; and

• the acceptance as valid and the counting of all ballots postmarked or signed before the close of polls on Election Day; and

• reform of signature-matching laws to protect voters from efforts at voter suppression disqualifications; and

• significant increase in the hiring, training and deployment of election personnel to staff early voting and Election Day in-person voting, and to provide for safe voting sites; and

• requirement that all candidates and campaigns for elected office report offers of assistance, including donations and coordinated action, by foreign governments and individuals; and

• the development of comprehensive plans by state governments on how they will conduct elections under emergency conditions; and

• federal government funding of all state expenditures for the implementation of the above provisions to conduct free and fair elections; and

RESOLVED, that to the end of adopting these measures, the AFT supports the following bills currently before Congress:

• the For the People Act (S.949/H.R.1); lead Senate sponsor Tom Udall (D-N.M.); passed by the House on March 8, 2019; and

• the Securing America’s Federal Elections Act (SAFE), (S.2238/H.R.2722); lead Senate sponsor Amy Klobuchar (D-Minn.); passed by the House on June 27, 2019; the Natural Disaster and Emergency Ballot Act (S.3529): lead Senate co-sponsors Amy Klobuchar (D-Minn.) and Ron Wyden (D-Ore.) and any of the number of bills that secure the 2020 elections; and

RESOLVED, that the AFT will do everything we can to have the essence of these plans passed in the next coronavirus relief bills.

SUPPORTING AND PROTECTING SENIORS AND RETIREMENT SECURITY IN RESPONSE TO THE CORONAVIRUS PANDEMIC (2020)

WHEREAS, as of May 6, 2020, the U.S. had over 1.2 million confirmed cases of COVID-19, with over 71,000 deaths, more than the number of Americans killed during the Vietnam War; and

WHEREAS, individuals over age 60 are at high risk for COVID-19 infection, with the Centers for Disease Control and Prevention reporting that more than half of ICU admissions and 80 percent of deaths from COVID-19 have been among individuals age 65 and over; and

WHEREAS, seniors living in long-term care facilities are particularly vulnerable to COVID-19 infection, with nearly one-third of reported coronavirus deaths coming from nursing homes, and a number of states reporting that over half of their coronavirus deaths came from nursing homes; and

WHEREAS, many older Americans struggle to access high-quality healthcare and affordable medications, which has been exacerbated by the pandemic; and
WHEREAS, the International Monetary Fund predicts that the coronavirus pandemic will cause the worst global economic downturn since the Great Depression; and

WHEREAS, pandemic-related drops in tax revenues and increased costs have caused unexpected and unprecedented budget shortfalls in all 50 states, which are now struggling to fund public services; and

WHEREAS, as of the end of April, the needed fiscal assistance to state, municipal and local governments totaled $1 trillion; and

WHEREAS, Social Security represents the sole source of income in retirement for 40 percent of Americans; and

WHEREAS, some public workers have their Social Security unfairly reduced by the Windfall Elimination Provision and the Government Pension Offset; and

WHEREAS, predictable monthly pension payments are a crucial source of security for retiree households; and

WHEREAS, recent studies by the National Institute on Retirement Security found that every dollar of retiree pension spending supports $2.13 in economic output, with this multiplier effect even more pronounced in rural areas; and

WHEREAS, federal stimulus packages passed so far have given hundreds of billions of dollars to the Federal Reserve to disperse to businesses with little oversight, with millions of dollars going to large, wealthy corporations and asset managers; and

WHEREAS, there are now some members of Congress who have proposed cuts to Social Security, Medicare and other programs that seniors depend on during this pandemic, and have suggested that states should file for bankruptcy to deal with COVID-19-related losses, which would effectively gut public services and pensions; and

WHEREAS, seniors may face difficulties in getting to the polls and risk exposure to COVID-19 on Election Day, and many seniors already rely on the U.S. Postal Service to receive their prescription drugs by mail; and

WHEREAS, public employees are on the frontlines of the pandemic, treating patients, educating children and keeping public services running; and

WHEREAS, the majority of American Federation of Teachers members participate in defined-benefit pension plans, and public employees have played by the rules and actively contributed to their pension funds, which they are relying on to retire with dignity after dedicating their careers to public service; and

WHEREAS, protecting defined-benefit public pension funds and their participants is essential to promoting the economic security of all U.S. households during this pandemic:

RESOLVED, that the American Federation of Teachers will support economic stimulus measures that protect the health, safety and economic stability of seniors and retirees; and

RESOLVED, that the AFT will fight for economic stimulus measures that address the immediate and long-term needs of students, families and communities, including the long-term retirement security of working people; and

RESOLVED, that the AFT will support expanding Social Security and reforms to the Windfall Elimination Provision and Government Pension Offset provision so that retired public servants are not unfairly penalized; and

RESOLVED, that the AFT will support measures that increase resources for long-term care facilities, including testing, treatment and personal protective equipment to protect the health and safety of residents and workers and prevent the spread of COVID-19 among our most vulnerable population; and

RESOLVED, that the AFT will oppose any measures or policies that would erode public pensions during and after the coronavirus pandemic, especially given that public employees have dedicated themselves to keeping the country running during the crisis; and

RESOLVED, that the AFT will support increased federal aid to states to be used as states need to address state and local budget shortfalls; and

RESOLVED, that the AFT will oppose any taxpayer dollars to corporations and asset managers during and after the coronavirus epidemic that do not contain strong conditions that protect workers and employment and prohibit corporate profiteering and other abuses; and

RESOLVED, that the AFT will support efforts to configure workplaces to protect vulnerable
communities, including older workers, from exposure to COVID-19; and

RESOLVED, that the AFT will oppose efforts to undermine the retirement security of Americans, be they private or public sector workers, at a time when their decision to remain in the workforce should be based on their health and family concerns, not on economic pressures; and

RESOLVED, that the AFT will support adequate federal funding to the U.S. postal system to ensure seniors can continue to receive their prescription medications and have access to voting by mail to enable all Americans to vote safely; vote-by-mail with paid postage in addition to ballot drop-off; and increased safety precautions at polling sites, such as expanded early voting.
Summary of Action Taken on AFT Policy Resolutions Since the 2018 Convention

- Launched the most extensive, transparent and inclusive presidential endorsement process in AFT history, with more than 300,000 members engaging.
- Developed candidate and issue materials, launched the www.AFTvotes.org website, conducted numerous membership polls and telephone town halls, convened five regional meetings, held 10 candidate town halls with AFT members, and a co-hosted a national public education forum.

A Crime Against Humanity
- Launched an aggressive campaign to end family separation and the caging of children.
- Filed a complaint with the United Nations Human Rights Commission highlighting the safety and health concerns of children in detention.
- Hosted Hear the Voices actions at the U.S. southern border and in Geneva to coincide with the UNHRC’s working group that reviewed AFT’s formal complaint, working with the International Trade Union Confederation, Public Services International, Education International, Sindicato Nacional de Trabajadores de la Educación and other unions.
- Partnered with the Educators Against Child Detention Coalition, which held rallies across the country.
- Developed fact sheets to raise awareness, in addition to press statements, briefings, social media posts and other communication articles. Visit www.aft.org/immigration.

A Just Transition to 100 Percent Renewable Energy
- Created a climate justice committee.
- The AFT has consistently affirmed our commitment to transition to a sustainable, climate-focused economy through our engagement with and participation in the BlueGreen Alliance.

Achieving National Retirement Security for All Workers
- Engaged in extensive work to assess and educate on defined-benefit pensions via panels, reports and surveys.
- Active partnership with National Retirement Security Project, support of legislation (H.R. 4540) working toward the repeal of windfall elimination protection.
- Getting AFT members seats on pension funds and in the conversation (lobbying) on pension-related legislation.

AFT Endorsement of Joe Biden as the Democratic Nominee for President of the United States (2020)
- After the most extensive, transparent and inclusive presidential endorsement process in AFT history, Joe Biden earned the endorsement of the AFT for the Democratic primary.
- Endorsement is based on three criteria: a candidate who shares AFT’s values, who has the support of the members and who can defeat President Trump. Biden has met all three criteria, with consensus support of the AFT membership by a 2-to-1 ratio.

AFT Goals for Political Endorsements
- The AFT congressional candidate questionnaire reflects the policy priorities, values and goals reflected in the resolution. Additionally, by virtue of the most inclusive and engaging presidential endorsement process in history, these values and goals were reflected in the AFT presidential endorsement process.

AFT Members Support PSC’s Campaign and All Locals’ Campaigns for Fairness and Equity for Adjuncts
- Provided ongoing social media support across multiple platforms, plus articles in AFT online and print publications.
• Ran survey on work/life for contingent faculty in Summer 2019, resulting in the report “Army of Temps,” released in April 2020 and receiving coverage in trade and general news publications.
• Held two contingent faculty mobilizations in Philadelphia (2018) and Olympia, Wash. (2019) to bring together contingent activists for a weeklong organizing training to benefit host local, plus a daylong convening to discuss contingent issues.
• Created a contingent faculty track at the 2019 Higher Education National Professional Issues Conference focusing on issues and tactics relevant to mobilizing contingent faculty for local, state and national campaigns for better working conditions, pay and benefits, access to unemployment, access to professional supports, and dignity and respect.

AFT Stands in Unity Against Discrimination in North Carolina, Kentucky and South Dakota
• In partnership with the Human Rights Campaign, signed on to the Project Thrive campaign to address the specific impact on students who are LGBTQ, especially the program Jazz & Friends to encourage educators to have safe and affirming conversations with their students about gender and identity through reading.
• Strengthened our commitment to HRC’s Time to Thrive Conference, to provide training on gender-inclusive education in schools to attendees from the Human and Women’s Rights Committees and LBGTQ Taskforce.
• Developed an LGBTQ advocacy training track for attendees during the 2019 Human, Civil and Women’s Rights Conference.
• Endorsed multiple pro-LGBTQ bills during the 116th Congress, and submitted an amici in support of Aimee Stephens in R.G. & G.R. Harris Funeral Homes v. EEOC & Aimee Stephens Supreme Court case.
• Partnership with the Human Rights Campaign to provide professional development on culturally responsive pedagogy for LGBTQ students to our educators and professionals during the 2020 back-to-school cycle.

AFT’s Rural Agenda: The Rural Way of Life Is Worth Fighting For (2019)
• Leaders on the Rural Task Force developed a rural project in three states.
• Expanded rural partnership by joining the Rural Democracy Initiative, a group of donors dedicated to building progressive infrastructure in rural areas.
• Developed a rural taskforce e-learning community and pushed multiple stories in rural areas highlighting key AFT issues.

Against “America’s Forever Wars”
• Successfully advocated with Public Services International and Education International for a shift in international and national financing to respond to the imperatives of climate change, social inequality, and high-quality education and healthcare as opposed to military adventurism.
• Supported the participation of U.S. Labor Against the War in a peace conference in Iraq.

Bargaining for Trans Healthcare
• Joined a sign-on letter and statement opposing a proposed Trump administration rule that would undermine the Affordable Care Act’s nondiscrimination provisions.
• The AFT Nurses and Health Professionals Professional Issues Conference 2020 agenda included a workshop addressing health equity in a presentation from Equitas Health Institute to discuss LGBTQ individuals’ access to care with a particular emphasis on care for transgender people. We are looking to do this virtually.
• Multiple affiliates expanded nondiscrimination language to include transgender protections that extend to health insurance; and a forthcoming policy briefing series will include a section on health equity in the LGBTQ community.

Building Union Power
• The Fund Our Future collaborative initiative provided support for local and state federation advocacy with research, communications, member engagement programs, financial assistance, and overall information-sharing and guidance from the national union. This campaign is the antidote to right-wing attacks and austerity policies/initiatives.
• Launched a comprehensive member engagement effort to deepen connections with our membership. Together with affiliates around the country, we put our shoulder to the wheel to do the hard but necessary work of mobilizing our members to engage actively with the union.
- The membership engagement and new organizing combined has recaptured much of the loss of fee payers resulting from Janus—a net growth of more than 44,000 has been added to AFT membership and representation since the decision.
- Supported key bills, including the For the People Act (S.949/H.R.1), the Securing America’s Federal Elections Act (SAFE) (S.2238/H.R.2722), the Natural Disaster and Emergency Ballot Act (S.3529) and provisions in the House-passed HEROES Act, aimed at strengthening our democracy and increasing civic engagement and participation.

Calling for a Campaign to Educate the Public on Detecting Falsehoods in Media
- Share My Lesson has developed a large section on fake news and media literacy in its Foundations of Democracy Collection.
- SML is developing a specific collection of materials on media literacy in conjunction with the K-12 Teachers Program and Policy Council.

Condemning the Actions of Student Loan Servicer Navient
- Developed a class-action lawsuit with Selendy & Gay that AFT members could file against student loan servicer Navient for impeding access to Public Service Loan Forgiveness.
- Worked with the National Student Legal Defense Network to file a lawsuit against the Department of Education for failing to ensure access to Public Service Loan Forgiveness for AFT members. As with the Navient lawsuit, this involved outreach to thousands of members on student debt resources.
- Partnered with a national coalition of organizations to hold servicers and the Department of Education accountable
- Used the student debt clinic curriculum to highlight shortcomings and abuses of student loan servicers like Navient.
- President Randi Weingarten attended a Navient shareholder meeting, raising concerns about Navient failing to help members navigate student loans.
- Worked with public pension fund investors who own Navient shares and supported them in filing shareholder resolutions with Navient.
- Hosted a workshop at the annual conference of the Council of Institutional Investors, attended by more than 100 investors, to draw attention to Navient’s track record.
- Lobbied members of Congress to hold student loan servicers and the Department of Education accountable via congressional hearings and federal legislation.
- Worked with affiliates to pass state legislation regulating the actions of student loan servicers.

Condemning the Trump-Ryan-McConnell Tax Cuts for the Rich
- Worked with the Center on Budget and Policy Priorities, Economic Policy Institute and Good Jobs First to gather data and share information with local leaders on fair taxes.
- Supported the Fair Tax Ballot initiative in Illinois.

Controlling the Hedge Fund Threat to Public Pension Funds
- Conducted research and education on pension fund cost transparency. Worked in Partnership with Hedgedclippers (events in March and June 2019) and presented on the issues at state legislative conference (December 2019).
- Provided analysis and presentation on reduction of hedge funds and private equity fees on pension funds to various affiliates.
- Worked with the Ohio Public Employees Retirement System and New Jersey state investment board to effect substantial reductions in hedge fund allocations in those states.
- Partnered with the NEA to inform and educate trustees about publicly traded companies that profit from private prisons, immigrant detention centers and other investment risks.
- Endorsed the Wall Street Stop Looting Act and partnered with the Council of Institutional Investors.

Coronavirus (2020)
- Successfully lobbied for federal funding to address COVID-19. The bills that have become law include: $175 billion for providers, which can be used to support staff, address surge capacity and provide care to the uninsured. Billions were also written into law for the National Defense Stockpile to purchase personal protective equipment. Increased FMAP, Community Health Center and rural funding were also written into law, as was a reauthorization of healthcare workforce programs and postponement of
Department of Homeland Security cuts and establishment of paid leave policies. The House of Representatives eventually passed a COVID-19 bill that included an Occupational Safety and Health Administration emergency standard.

- Created and maintained the aft.org/coronavirus webpage, which provides resources for leaders, members and the public. These materials have included MOA/MOU contract language for bargaining with employers.
- Supported and promoted the OSHA Emergency Temporary Standards, including holding an OSHA day of action, in which we publicly highlighted through member action the need for the ETS.
- Provided local-, state- and federal-level policy recommendations to curb the spread of COVID-19 and to rebuild public health infrastructure. Distributed a brief outlining the disparate impacts of COVID-19 on communities of color and steps that can be taken to address that. Produced specific resources and recommendations for each constituency of the AFT.
- Developed educational materials and webinars for leaders and members on personal protective equipment and other protective solutions and bargaining information/MOUs.
- Engaged in discussions with the Centers for Disease Control and Prevention, Occupational Safety and Health Administration, National Institute for Occupational Safety and Health, U.S. Food and Drug Administration, and the U.S. Department of Health and Human Services on the supply of respirators and personal protective equipment, telling the agencies how healthcare employers have failed to provide adequate respiratory protection even when respirators were available. We have advocated to these agencies to develop the OSHA infectious disease standard and to maintain stronger guidance, including providing more protective requirements for decontaminated respirators.
- Purchased and supplied PPE to workers in healthcare facilities across the country and partnered with the U.S. China Heartland Association to secure additional PPE donations in other areas for frontline workers.

**Defeating the DeVos Agenda**

- Repeatedly and consistently called out Education Secretary Betsy DeVos publicly when her actions were harmful, and to Congress when oversight was warranted.
- Sued DeVos for repealing “gainful employment” rule, which put students at the mercy of for-profit schools with a documented history of leaving borrowers with worthless degrees and crippling debt.
- Sued DeVos for deliberate mismanagement and sabotage of the federal Public Service Loan Forgiveness program, stymieing public service workers from accessing a program they are entitled to under federal law.

**Defense of the Mueller Investigation**

- Publicly supported and defended the Mueller investigation throughout its course. In 2018, the AFT executive council passed a revised resolution supporting the Mueller investigation while also opposing and condemning any threats by President Trump to use firings or the presidential power to pardon to undermine the Mueller investigation.
- Issued a press release demanding transparency in the release of the Mueller investigation’s report.

**Encourage Women to Run for Elected Office**

- Provide ongoing financial support for Emerge and Emily’s List to train women to run for office.
- Convened national women’s groups in January 2019 to discuss support for expanded roles for women in their unions, their communities and in politics.
- AFT was an active participant in the Coalition of Labor Union Women Training Conference on running for office in spring 2019.
- The NYSUT Women’s Committee created a mentoring toolkit and wrote a resolution to encourage more women to seek public office and union office. That resolution has been sent to the NYSUT board of directors for its consideration.

**Encouraging and Supporting Members to Run for Elected Office**

- Following the passage of this resolution, AFT identified and convened more than 350 members who ran for office in the 2018 election cycle and identified approximately 850 members who may be running in 2020.
- Continued our partnership with candidate training groups like the National Democratic Training Committee, Run for Something, Emily’s List, and Emerge.
Ensuring That Students Make an Informed Decision Regarding Military Service and ROTC

- Featured resources from StoryCorp’s Military Voices Initiative, which highlight interviews from military members about their actual experiences as members of the military.
- Share My Lesson featured news resources that highlight the struggles and issues facing veterans today.
- Share My Lesson also has resources from users and partners that present unbiased information about the military (such as ConSource) and also ROTC and college recruitment.

External Organizing

- Organized 59 new units with 11,461 workers in 21 states; there were victories in all sectors. Of these new units, 16 are in healthcare and 13 are in higher education, the two fastest-growing AFT membership constituencies. Growth also increased among retirees.
- The membership engagement and new organizing combined has recaptured much of the loss of fee payers resulting from Janus. A net growth of more than 44,000 has been added to AFT membership and representation since the decision.

Future of Teaching and Technology

- Supported an Education International resolution to make artificial intelligence and digital technology one of three priorities.
- President Randi Weingarten moderated a workshop on the future of technology at the 2019 Education International World Congress.
- Designing global survey on AI and digital technology with Education International.

Healthcare Inequities

- Supported the reauthorization of the Nursing Workforce Diversity program and Nurse Corps Loan Repayment and Scholarship programs.
- Supported legislative proposals in the Lower Health Care Cost Act, approved by the Senate Health and Education Committee, to establish a Health and Human Services grant program for the training of healthcare professionals to reduce and prevent discrimination.
- Endorsed bills supporting equity in healthcare, including the Health Equity and Accountability Act, the signature bill supported by the Black, Hispanic and Asian Congressional Caucuses.
- During the COVID-19 crisis, responded to press requests for Latino Spanish-speaking nurses to speak on Spanish language radio.
- Produced a brief on the disparate impact of COVID-19 on communities of color, including policy recommendations to address these inequities.
- Worked with local leaders to participate in virtual town halls with coalition partners addressing health inequities.
- Supported affiliates in the development of career ladder contract language that creates pathways for lower-paid health professionals to become registered nurses. This language will help many people of color achieve higher levels of professional status and pay.

Immigrants in the United States

- In addition to issuing press statement, letters to Congress and advocacy to end the detention and deportation of immigrant students and families, the AFT co-hosted a series of “know your rights” forums, DACA (Deferred Action for Childhood Arrivals) renewal clinics and professional development forums on the rights of students and educators.
- Developed timely, culturally relevant and high-quality fact sheets, toolkit and resources to advocate for the rights of immigrant students and families.
- Drafted model resolutions and contract language to reinforce the rights of immigrant students and employees.
- Pressed for passage of the American Dream and Promise Act (H.R. 6), which passed the House of Representatives in June 2019.
- The AFT is a co-plaintiff in the NAACP DACA case before the U.S. Supreme Court.
- Launched an aggressive campaign to end family separation and the caging of children. Filed a complaint with the U.N. Human Rights Commission highlighting the safety and health concerns of children in detention. Hosted actions at the U.S. southern border in front of a detention center and in Geneva to coincide with the UNHRC’s working group that reviewed the AFT’s formal complaint.


- Sent letter to the Brazilian government (ambassador to the U.S.) protesting violation of human rights in Brazil.
In Support of Rebuilding Puerto Rico

- Advocacy in support of H.R. 2157, the Supplemental Appropriations Act of 2019, which provides $17.2 billion in comprehensive emergency support to Americans affected by floods, hurricanes, fires and other natural disasters.
- January 2020 letter from Randi Weingarten and Evelyn DeJesus to Congress after visiting the island after the earthquakes and hurricanes.
- Advocacy and Feb. 6, 2020, letter from President Randi Weingarten to the House of Representatives urging support of H.R. 5687, Emergency Supplemental Appropriations for Disaster Relief and Puerto Rico Disaster Tax Relief Act.
- Assisted local in running a recommitment campaign to re-card the bargaining unit in response to former Gov. Ricardo Rosselló administration’s anti-union stance. That campaign helped over 16,000 AMPR members stay connected to their union.
- Continued engagement in negotiations with the Financial Oversight and Management Board with regard to the future of our members’ pensions.
- Assisted in research and organizing opposition to prevent 30 public schools from being converted to charter schools in spring 2019.
- After the January 2020 earthquakes, AFT collected over $50,000 and purchased 30 tents to be used as temporary classrooms in the southern region of Puerto Rico, the area most affected by the seismic activity.

In Support of Developmentally Appropriate Sexual Consent Education in America’s Schools

- Developed and promoted a collection on Share My Lesson on the #MeToo movement, which included resources on fostering healthy relationships, combating harassment, comprehensive sex education and gender equity.
- The Shanker Institute, in conjunction with the AFT, convened a panel discussion on Teaching Sexual Consent and Egalitarian Relationships in a "Me Too" Era.
- Advocated for the adoption of the National Sex Education Standards, which outline the foundational knowledge and skills students need to navigate sexual development and grow into sexually healthy adults.

In Support of Registering Eligible High School Students to Vote

- Created and launched several lessons and toolkits on www.sharemylesson.org to assist members in developing student voter registration drives in their schools.
- Partnered with Michelle Obama’s When We All Vote and March for Our Lives to expand voter registration efforts in schools across the country.

In Support of Regulating the Temperature in School Buildings

- Developed “Healthy Schools Tracker” app allowing members to document unsafe and unhealthy conditions and repair problems in schools, including temperature issues. Members can take photos and document conditions. The app feeds directly to the local, which can then use those reports to pressure district and state lawmakers to correct the problems.
- Highlighted app in publications and lifted up member stories sharing this as a best practice.

In Support of Sanctuary Schools and Campuses

- Provided ongoing support of higher education affiliates in advocating for international employees and students in the face of continued changes in immigration policies.
- Worked with local affiliates in Oregon and New Jersey on campaigns to protect international workers and students.
- Engaged with community allies, including immigrants’ rights organizations, racial justice organizations and student organizations to promote safe campuses.

In Support of the Affordable Care Act and Expanding Healthcare for All

- AFT members were speakers during two virtual town halls with the Healthcare voter project. The message was about the key need for healthcare access in the time of COVID-19.
- Supported the introduction of the Medicare for All bills, including taking part in the press conference organized by the sponsor of the bill in the House of Representatives. The AFT also supports other forms of expanding healthcare coverage ranging from endorsing bills that lower the Medicare enrollment age to those that move to universal government coverage over a longer period (while allowing current...
participants to maintain their existing coverage for as long as they like). The AFT has opposed Medicaid waiver proposals.
- Fought the ACA repeal lawsuit. We have participated in digital actions around the repeal case, emphasizing the need to protect the ACA and stop this lawsuit.

In Support of Women's Health and Women's Inclusion in Healthcare Decisions
- Introduced a resolution, which passed unanimously, at the November 2018 Coalition of Labor Union Women convention to stand with Planned Parenthood to protect the rights of women to make their own reproductive choices and healthcare decisions.
- Members of the NYSUT Women’s Committee have utilized social media to support women's healthcare and rights and attended the Women’s Rally at Seneca Falls in January 2020.

International Labor Rights Defenders
- Held a vigil in Washington, D.C., for the 43 disappeared Mexican (Ayotzinapa) teachers.
- Sent letter to Liberian government standing with healthcare workers who were dismissed from their jobs.
- Social media postings contesting Jair Bolsonaro’s election in Brazil and in protest of the murder of Jamal Khashoggi.

Lift the Cap on Social Security
- Continued advocacy, education and lobbying to lift the cap included in the Social Security 2100 Act, to increase the minimum benefit amount for individuals who worked for more than 10 years.
- Engaged in discussions with democratic presidential primary candidates and their campaigns regarding the inclusion of lifting the cap in their plans.

Mandate the Provision of Clinical Training to Home Care Providers for the Delivery of Safe Patient Care
- The AFT Nurses and Health Professionals’ Professional Issues Conference has been a vehicle for this continuing education.

Medicare Part D and Prescription Drug Costs
- Continued work with Medicare Rights for All Center as well as the Alliance for Retired Americans to educate our members and communities on current developments related to Medicare and prescription drug costs.

Mobilizing the AFT to Stand Against Facist, White Nationalist, Neo-Nazi and Other Hate Groups
- Collaborated with the Alliance to Reclaim Our Schools to launch Education Justice Is Racial Justice platform. Engaged students, parents and educators in local organizing campaigns to win racial equity in schools.
- Collaborated with the Asian Pacific American Labor Alliance and the People’s Collective for Liberation and Justice on a national town hall to educate and develop strategies to combat racism and hate crimes facing the Asian American and Pacific Islander community.
- Mobilized members to stand with community groups across the country to protest the murder of George Floyd. Released statements condemning police brutality. Developed racial equity resources for educators and other union members to teach, support, and care for students and families.
- Launched the Standing United campaign to help locals protect the rights of immigrant students and their families. In response to increased enforcement actions from Immigration and Customs Enforcement under the Trump administration, AFT President Randi Weingarten sent a memo to affiliate leaders providing guidance on how educators can help protect students from deportation.
- Developed a toolkit for preK-12 educators and school support staff to take action to show support for undocumented students.
- After anti-religious shootings in New York and Texas, the AFT released statements condemning the violence and mobilized members across the country to take action against hatred, racism, anti-Semitism, xenophobia, homophobia, Islamophobia and sexism.
- Created, curated and shared hundreds of resources on Share My Lesson to confront bias, combat racism, help students and families deal with trauma, and unpack prejudice and discrimination. Educators continue to develop and share new curriculums on current and historical events related to hate crimes, mass shootings, racial profiling and police brutality.
Modern-Day Slavery
- Promotion of classroom lesson on child trafficking via the teachhumanrights.org website.
- Protested via social media the auctioning of migrants in Libya.

National Campaign of Labor Action
- Political mobilization of AFT and NEA affiliates was successful nationwide in 2018, with significant victories in states with strong AFT and NEA presence: Illinois, Kansas, Michigan, New Mexico, Virginia and Wisconsin.
- As a result, a number of states have seen major increases in public education funding, and the New Mexico Legislature strengthened collective bargaining rights.
- Worked with the NEA in providing support to jointly affiliated United Teachers Los Angeles in its 2019 strike, which resulted in pay increases and greater resources for student support services.

Non-Intervention in the Political Crisis in Venezuela (2019)
- No action.

Opioids: A Global Epidemic
- The Cleveland Federation of Teachers participated in multidistrict litigation against opioid manufacturers.
- Offered a workshop during the 2019 Professional Issues Conference on opioid use and how local unions can support members at risk of addiction or with addiction. Also offer an opioid-related program for members on the e-learning platform produced with Harvard Medical School.
- AFT participates in various coalitions addressing opioids, including a national opioid network and the Lower Drug Prices Now coalition.

Oppose Exploitation of Schools and Students by Corporate-Sponsored Fundraising Events (2019)
- Promoted resources and suggestions for encouraging students to build healthier eating habits, which included information on junk foods and fast foods being targeted to children, suggestions for schools to start wellness councils, and ideas on organizing healthy fundraisers.
- Advocated for wellness policies that would limit fundraisers that focus on unhealthy foods.
- Advocated and provided resources on organizing fundraisers that reinforce positive health messages.

Opposing Racism and Bigotry in an Age of Trumpism
- The AFT launched the Standing United campaign to protect the rights of educators, immigrant students and families.
- Drafted model resolutions and contract language to reinforce the rights of immigrant students and employees in the age of Trump.
- Hosted education forums and developed fact sheets to raise awareness of the changing policies by the Trump administration.
- Pressed for passage of the American Dream and Promise Act (H.R. 6), which passed the House of Representatives in June 2019.
- Created the Protect DACA landing page to raise awareness about the rights of DACA recipients and provide tools to fight for DACA.
- AFT is a co-plaintiff in the NAACP DACA case before the U.S. Supreme Court.

Opposing the Nomination of Brett Kavanaugh to the Supreme Court of the United States
- Participated in protests organized by coalition allies during Judge Kavanaugh’s confirmation hearings. Advocated on AFT website, social media accounts and through print media against Judge Kavanaugh’s appointment.
- Encouraged union members and activists to call their U.S. senators to urge them to vote against Judge Kavanaugh’s confirmation.

Opposition to Anti-Muslim Bigotry, Discrimination and Violence (2019)
- Leveraged communication tools to raise awareness about the impact of the Muslim ban on AFT members and communities, issuing press statements, op-eds, participating in briefings with partners and rallies at the U.S. Supreme Court.
- Supported the Repeal the Ban Coalition efforts to push for congressional action to adopt the NO BAN Act (H.R. 2214). The #NOBANAct would not only repeal the Trump administration’s Muslim ban, it would also
limit the ability for any future administrations to do something similar.

**Opposition to Trump Travel Ban and Discrimination Against International Students (2020)**
- Worked with AFT Michigan to rescind deportation of Iranian student, ultimately unsuccessfully.
- Created guidance for affiliates in their work to protect international workers and students.
- Promoted the work of affiliates to protect international students and workers via social media and other AFT online communications.

**Our Mandate—Protecting the Safety of Students and Defending Educators**
- Partnered with the American Psychological Association taskforce on violence against educators.
- Ongoing work on the safe reopening of schools amid the COVID-19 pandemic.
- Filed suit against Project Veritas for eavesdropping, breach of duty of loyalty, fraudulent misrepresentation, trespass, civil conspiracy and unlawful interception of oral communications related to infiltration of AFT Michigan offices.
- Created “Work Shouldn’t Hurt” trainings, both train-the-trainer and direct member trainings, on keeping members and students safe. Trainings were presented dozens of times.

**Post-Traumatic Event: Care for Our Members**
- Creating training with OSEA for AFT’s PSRP/classified staff on trauma-informed care.
- Created new free member benefit: trauma counseling. Also created a new optional reduced-cost expanded benefit: trauma coverage, which provides recovery care, income replacement, death benefit and optional family coverage.
- Partnered with OSEA to develop a webinar series on post-traumatic care.

**Promote a Corporate Tax to Fund Fair and Quality Public Education**
- Participate in and financially support the Americans for Tax Fairness coalition, which educates the public on tax policy; advocates for progressive taxation to fund vital social services, including education; and against tax policies that unfairly advantage corporations.
- Utilized social and print media, specifically President Randi Weingarten’s *New York Times* column and AFT’s website, to educate our members and the public on the need for progressive tax reform and the negative consequences of the Trump tax agenda.
- Educated and advocated for education funding and taxation reforms on the state and national levels through the Fund Our Future campaign.
- Provided support to Good Jobs First, the premier organization for analyzing corporate tax subsidies.
- Ongoing work with groups—including ACRE, Strong Economy for All, Center for Economic Policy Research—to support state action to limit the use of corporate tax loopholes by financial services companies.
- Provide support to Citizens for Tax Justice, the premier organization for analyzing unfairness and regressive taxation, including analysis of corporate tax avoidance and corporations not paying taxes.
- Ongoing work with leaders and affiliate staff in state federations to educate them on these issues and prepare them to advocate.

**Promoting Prevention of Workplace Violence**
- Supported legislation to extend OSHA coverage to include violence against healthcare workers.
- Succeeded in having a workplace violence standard passed by the House of Representatives. The AFT led a coalition letter in support of this legislation and was the driving force behind the 30+ Senate co-sponsors. AFT Alaska performed consistent and thorough efforts to have a Republican senator join as a co-sponsor.
- Ongoing work with multiple healthcare locals to share contract language related to workplace violence, including reprisal-free reporting systems, leave for affected employees and incentives for employers to put in place safer policies.
- Worked to ensure passage of H.R. 1309 in 2019 and continued to support passage of S. 851. Provided educational, advocacy and communications tools in a toolkit and held a lobby day during the 2019 Professional Issues Conference.
Protect Staff and Students from the Health Risks of Agricultural Pesticides
- AFT health and safety staff regularly respond to affiliate requests for information on pesticide exposure.

- Purchased personal protective equipment for AFT members, conducted multiple press interviews on the COVID-19 crisis, held weekly PPC calls.
- Developed resources, guidance documents, and template contract language for affiliates to bargain for the health and safety of their members and the communities they serve during reopening.
- Provided support to affiliates and locals to help keep members who are frontline healthcare workers and other essential workers protected, encouraging locals to use labor-management committees to give members a voice in return-to-work policies and preparations for the next surge of COVID-19.

Provide Aid to Victims of Hurricanes, Wildfires and Mudslides
- Worked with locals to raise money for Puerto Rico earthquake relief (January 2020).
- Worked with locals to raise and disseminate donations to victims of the Hurricane Florence flooding (September 2018), the California wildfires (November 2018) and the Alaska earthquake (2018).

Public Education and Free Labor Unions: Cornerstones of Democracy Worldwide
- Created lessons on freedom of the press, speech and voting for the TeachHumanRights.org website.
- President Randi Weingarten gave a keynote address at the 2019 Education International World Congress on defense of democracy.
- Organized a seminar on democracy at the 2019 Education International World Congress.
- Two resolutions were proposed and enacted at the EI World Congress.
- Professional development for Hand-in-Hand school leaders.

Rapid Response Team for Disaster Relief
- Sent members as part of a rapid response team to Houston and the Virgin Islands in 2018 and to migrant detention centers in 2019.
- Engaged in conversations about a partnership with International Medical Corps and received feedback from the Nurses and Health Professionals PPC on developing a comprehensive program.

Reduce Breast Cancer Deaths and Support the Breast Density and Mammography Reporting Act of 2017
- Language from the legislation was incorporated into law as part of a federal spending package in 2019.

Regulation of For-Profit Colleges
- Encouraged congressional investigations into the practices and abuses of for-profit colleges and the U.S. Department of Education’s relationships with them.
- Worked against the repeal of gainful employment regulations and on the impact of predatory lending practices on AFT members. The AFT is challenging the repeal of this rule in the courts.
- Ongoing work on regulations that would streamline the process and criteria for “defense to repayment” loan forgiveness for students defrauded by for-profit institutions. Promoted the Congressional Review Act repeal of DeVos’ borrower defense regulations.
- Monitored the phony conversions of for-profit colleges into nonprofit colleges (e.g., Grand Canyon) and advocated for increased scrutiny of such conversions at the state and federal levels.
- Worked with a broad coalition of stakeholders to fight the intrusion of operating practices inspired by for-profit colleges into our members’ workplaces, such as aggressive recruitment of students, misrepresentation and standardized curricula.

Rejecting Hate Speech
- Published an issue of American Educator focused entirely on confronting bias and hate in schools.
- At the 2019 TEACH Conference, members and leaders organized a direct action at the U.S. Customs and Border Protection agency office in response to the president’s inhumane treatment of undocumented immigrants as he had them deported.
- Organized a large delegation to the U.S. border in Texas to provide medical aid, care and resources to wrongfully detained and mistreated undocumented workers.
immigrants. The AFT also took action in defense of workers who were detained at a chicken plant that was wrongfully raided by Immigration and Customs Enforcement.

- Created, curated and shared hundreds of resources on Share My Lesson to confront bias, combat racism, help students and families deal with trauma, unpack prejudice and discrimination, and so many more.

### Resist the Trump Attack on Unions Following Confirmation of Gorsuch: A Call for Mass Mobilization and Internal Revitalization of AFT Locals

- Since the Janus decision, AFT affiliates have engaged their members like never before, growing activists and strengthening internal structures. Through internal organizing, the AFT has almost recouped in less than two years the number of agency fee payers who were immediately dropped after the Janus decision.
- Through the AFT Fund Our Future campaign, AFT locals have demonstrated the need for an increase in funding and support for public services and in many states have acquired those needed increases.

### Responding to Disaster: Restoring Faith in Institutions During Times of Crisis

- The AFT created and shares as needed a document for affiliates on best practices on disaster planning.
- Online toolkit is updated regularly with new resources.
- Share My Lesson climate resources were created and posted to disaster relief pages.
- Advocated for increased funding for Puerto Rico.

### Responding to the Coronavirus Epidemic to Keep Families Healthy, Protect Frontline Providers and Save Our Economy (2020)

- Purchased and distributed personal protective equipment to AFT healthcare members; produced reopening plan; provided collective bargaining support for healthcare settings with sample MOUs.
- Federal lobbying focused on attaining funding to support members, patients, students and communities.
- Produced a series of policy briefs with background and recommendations to enact AFT priorities during the crisis, including a brief on racial equity with policy recommendations that address these issues.
- Provided resources for members and leaders to protect frontline workers. Engaged with FDA, OSHA, NIOSH, CDC and HHS to lobby for stronger guidance and enforcement of existing OSHA standards and promulgation of a comprehensive emergency temporary standard on infectious disease.
- Engaged with CDC, NIOSH, OSHA and the FDA on matters relating to COVID-19 for all constituencies.

### "Rev It Up": Register, Educate, Vote!

- During the 2018 election program, generated nearly 5 million contacts with AFT members through mail, phone, text, door knocking and Facebook.
- In partnership with groups like House Majority Pac and For Our Future, generated an additional 8.6 million door knocks and 1.3 million conversations with low-propensity voters.

### "Right to Work" and Its Impact on Women

- Held webinars on the Future of the Workplace in November 2019 discussing the need for equal pay.
- Public sector organizing contracts in the healthcare, education and government sectors have continually called for better protection for workers, equal pay for women, and improved benefits, including family leave.
- Supported the Virginia AFL-CIO to push through the bill to end right to work in both houses of the assembly.
- Supported the passage of New Mexico’s bill to modernize and strengthen the Public Employee Bargaining Act.
- Urged co-sponsorship and swift passage of the Raise the Wage Act.
- Wrote to Congress to support the Paycheck Fairness Act.
- The chair of the NYSUT Women’s Committee has written op-eds and spoken on the issues of workers and right to work’s effects on women.

### Safeguarding Our Democracy by Supporting a Comprehensive Impeachment Inquiry (2019)

- Sent several E-actions urging leaders and members to support efforts to impeach President Trump on charges of abuse of power and obstruction of Congress.
- Communicated support of the impeachment inquiry through multiple press releases, social media actions, blog posts and media interviews.
Saudi Arabia Accountability for Jamal Khashoggi’s Death and Human Rights Violations (2019)

- Partnered with the International Federation of Journalists and Communications Workers of America in protest actions.
- Sent letters to government of Saudi Arabia protesting the murder of Jamal Khashoggi and other human rights violations.
- Encouraged Education International to adopt resolution condemning the murder of Khashoggi.
- Sent letter to U.S. Secretary of State Pompeo (with copy to National Security Council) demanding U.S. action against Saudi Arabia’s human rights violations and the murder of Jamal Khashoggi.


- In addition to supporting critical legislation such as Securing America’s Federal Elections Act, the AFT continues to support programs to help ensure that all Americans have the right to vote. This includes supporting efforts to increase voter registration, provide voter protection, and making it easier to vote, including expanding vote by mail.
- Supporting legal action to protect the rights of every eligible voter to cast a ballot.

Sexual Harassment: Enough Is Enough!

- The AFT revised our sexual harassment and discrimination policy in July 2018; the policy reduced barriers to reporting, formalized an investigation procedure and reduced the time for conducting investigations. The new policy also expanded the scope of union events covered, broadened the individuals who could subject AFT employees to harassment and identified possible remedies for organizations outside the AFT employer-employee relationship. In addition, in October 2018, the AFT adopted a Code of Conduct for AFT-sponsored meetings and events with outside organizations to ensure a respectful environment for the exchange of ideas and debate.
- Signed on to amicus briefs, primarily authored by the National Women’s Law Center, that champion sexual harassment/Me Too issues in the federal courts. Also opposed the Title IX changes in due process procedures that the U.S. Department of Education under DeVos had been developing for some time until they were issued several weeks ago.
- The NYSUT Women’s Committee wrote and supported a resolution at the 2020 Representative Assembly that addresses this and other topics. The resolution has been sent to the NYSUT board of directors for consideration.

Solidarity with Hong Kong (2019)

- Sent a letter to the leadership of the Hong Kong Confederation of Trade Unions.
- Sent letters to John Bolton (then national security advisor), U.S. House Committee on Foreign Affairs, U.S. Senate Committee on Foreign Relations, U.S. Secretary of State Pompeo, and U.S. Department of State Bureau of East Asian and Pacific Affairs.
- Passed resolution on Hong Kong at the Education International World Congress.
- Held two video conferences with Hong Kong teacher union leader and the AFT Democracy Committee.

Stand with Nabisco Workers in the United States and Across the Globe

- Sent letter to Nabisco CEO supporting the rights of workers in the bakers and confectionary union in Illinois.

Standing Up Against Chronic Underfunding

- Initiated the Fund Our Future Campaign.
- Held visioning sessions at the PSRP PPC meeting and PSRP conference on ideal funding levels for PSRP staff and the benefits of a fully funded program to students.
- Advocated for the Keeping Our Promise to America’s Children and Teachers (PACT) Act (S. 1172/H.R. 2315).

Steps to Peace in Korea

- Sent letters and copies of resolution to Secretary of State Mike Pompeo with copies to the National Security Council, Senate Foreign Relations Committee, and House Foreign Affairs Committee.
Stop Bans on Abortion and Support Women’s Healthcare and Rights (2019)
- Introduced a resolution, which passed unanimously, at the November 2018 Coalition of Labor Union Women convention to stand with Planned Parenthood to protect the rights of women to make their own reproductive choices and healthcare decisions.
- Held a session at the 2019 AFT Civil, Human and Women’s Rights Conference in Montgomery, Ala., entitled "Keep Your Policies Off My Body."
- Members of the NYSUT Women’s Committee have utilized social media to support women’s healthcare and rights and attended the Women’s Rally at Seneca Falls in January 2020.

Students, Not Suspects: Oppose Random Searches
- Provided training, in partnership with the Chicago Teachers Union Professional Development Center, during 2019 Congressional Black Caucus Foundation ALC Annual Professional Development series.
- Endorsed Rep. Bobby Scott’s Youth Promise Act, which calls for broad implementation of restorative justice practices that eliminate usage of search and other harmful tactics.
- Included restorative justice as a key component in legislation related to reducing gun violence, both in reviewing legislation related to threat assessment strategies and in the set of policy proposals released by the AFT, Everytown for Gun Safety and the National Education Association.
- The Keeping Our Schools Safe in America report developed proposals for community schools as a venue for restorative justice and other mechanisms to reduce violence.

Support Expansion of Career and Technical Education Courses
- Held TEACH session in partnership with North America’s Building Trades Unions (NABTU) to provide participants actionable information on CTE/apprenticeship programs.
- Organized webinars on Share My Lesson, and made presentations to PPCs and State Educational Issues Coordinators on career and technical education, apprenticeships and pre-apprenticeships in partnership with AFL-CIO affiliates.
- Conducted site visits by CTE committee to exemplary AFT programs in Connecticut and New York to meet partners and promote best practices.

Support for Opposition to the Dakota Access Pipeline
- While the pipeline is completed and open, in May 2020 a federal judge ruled that the environmental review was inadequate and ordered a more complete review.
- The AFL-CIO and the Energy Futures Initiative announced a Labor Energy Partnership in April 2020 to develop a framework for a 21st-century energy system that creates and preserves quality jobs while addressing the climate crisis. Following the intent of the AFL-CIO’s 2017 convention resolution (No. 55) on climate change, this partnership will provide a platform to find solutions that preserve and create high-quality jobs while reducing impacts on communities and the environment.

Support for Paid Parental Leave
- AFT participates in two paid family leave coalitions, one led by the Center for American Progress and the other led by the National Partnership for Women and Families. Both coalitions have pushed for comprehensive paid family leave legislation as well as securing emergency paid family leave provisions in the CARES Act.
- AFT has written numerous letters to Congress to support the passage of family leave legislation.

Supporting a National Campaign to Highlight the Debt Crisis in America
- Disseminated an online survey on student and personal debt that received roughly 10,000 responses from members nationally. The responses overwhelmingly demonstrated that student debt is the greatest financial burden AFT members face.
- Worked closely with the Student Borrower Protection Center to expand our support in states for passing legislation that would give states tools to license and regulate student loan servicers’ activities.
- Several state and local affiliates built or expanded their student debt clinic programs, dramatically expanding the number of trained clinic trainers and workshops nationally, helping affiliates use this as a member engagement tool to connect with members.
- Developed a partnership with Summer, an online resource that helps members navigate student debt repayment and loan forgiveness options, a new benefit free to AFT members. Thousands of AFT members have enrolled, saving on average $130 a month and more than $57,000 over the life of their loan.
Supporting and Protecting Seniors and Retirement Security in Response to the Coronavirus Pandemic (2020)
- No action.

Supporting Collective Action to Promote Public Education
- Advanced the idea of Freedom to Teach, a philosophy of public education and call to action that focuses on three essential areas: developing a culture of collaboration in schools and districts, creating and maintaining proper teaching and learning conditions, and ensuring teachers have voice and agency befitting their profession.
- Launched Fund Our Future, a campaign to demand those in power invest in our public schools and in the resources students need to succeed—particularly children of color, children with special needs, children who are vulnerable and children who live in poverty—through an array of community- and state-based legislative initiatives, and strategies paired with national demands.
- Supported strikes and collective actions across the country that focused on adequate funding to provide necessary services to students, including smaller class sizes; more nurses, librarians and counselors; professional development; and pay raises for teachers to make it a sustainable profession.
- Endorsed and supported candidates who share our values in state and local races.
- Have been at the forefront of the COVID-19 conversation, and developed a plan to safely reopen America's schools and communities that is based on the principles that equity, safety, economic well-being and professional respect are essential.

Supporting Science and Science Educators
- AFT science educators participated in national and local March for Science events.
- The AFT supports science educators, their work, and the importance of instruction in science-related fields through its participation in the 100Kin10 network.
- AFT advocates at the federal level for appropriate funding and authority for government agencies that support scientific research and science-based standards, including the Environmental Protection Agency.

Supporting Striking Teachers
- Since the 2018 convention, 15 AFT preK-12 Teachers, PSRP and Higher Education locals have gone on strike to win fair contracts and increased resources for students.
- In every case, affiliates that were involved received attention and support from their state federations, fellow locals and the national union. Labor solidarity was strong as was the backing of parents, students, and community partner organizations.

Supporting Teachers and Support Staff’s Rights to Privacy, Association and First Amendment Rights in the Lawsuit Against BUSD and Judicial Watch
- The continued funding and prioritization of the AFT Legal Defense Fund supports members who are disciplined or fired when they express their opinion on matters of public concern that are protected by the First Amendment. The fund is available to locals that apply and is also supported by and available to AFT state federations.

Supporting the Equal Rights Amendment
- At the 2019 NYSUT Representative Assembly, the Women’s Committee submitted an ERA Resolution that passed.
- The AFT supported efforts of the National Organization for Women to pass the ERA in Virginia.
- The Chicago Teachers Union and Illinois Federation of Teachers support the ERA’s passage in Illinois.

Supporting the Massachusetts Nurses Association’s Nursing Campaign for Safe Patient Limits (2018)
- Mobilized nurses and other members to canvass and make phone calls in support of the ballot initiative.
- Recruited and sent volunteers from many affiliates to support get-out-the-vote efforts and phone banking in Massachusetts.

The Defense of Democracy
- The AFT has supported key bills, including the For the People Act (S.949/H.R.1), the Securing America’s Federal Elections Act (SAFE) (S.2238/H.R.2722), the Natural Disaster and Emergency Ballot Act (S.3529)
and provisions in the House-passed HEROES Act, aimed at strengthening our democracy and increasing civic engagement and participation.

- We have shared numerous resources on democracy and democracy reform with educators and parents through Share My Lesson.
- The AFT has been involved with and played a leadership role in several national coalitions working toward building a stronger democratic process for the U.S.

The Fight for Investment in Our Future and the Fight Against Austerity

- AFT and the Albert Shanker Institute have created or supported the creation of a series of reports highlighting disinvestment in public education that include state-by-state breakdowns of funding inadequacy and inequity.
- Led a campaign to encourage activists to share this research—particularly the report “A Decade of Neglect”—with state elected officials.
- Supported the Institute for Taxation and Economic Policy’s work on policies to reform and amend state tax codes.
- Served as a member and supporter of Americans for Tax Fairness, a coalition of unions and other progressive groups fighting to increase investment in public services and seeing that the rich pay their fair share.
- Led a national campaign to mobilize allies, members and activists to call for federal aid to state and local governments during the pandemic and resulting economic crisis.
- The Fund Our Future campaign was a key element in AFT’s efforts to mobilize for the 2018 midterm elections.

The Future of Our Union

- The important and lengthy work of preparing union leadership and members to consider changes to the AFT has begun. AFT staff assigned to the Futures project are working with the officers to begin engaging our union and leaders in this detailed and far-reaching initiative.

To Prevent the Criminalization of People with Mental Illness and Advocate for Appropriate, Comprehensive and Community-Based Public Mental Health Services

- Local leaders attended the Suffolk Law School Symposium on Corrections Workers Health in August 2019.
- Held ongoing, weekly public safety meetings during the COVID-19 pandemic emphasizing healthcare and mental health of incarcerated youth and adults.

To Promote the Public Good in Public Charter Schools

- Organized educators at charter schools in Boston, Chicago, Cleveland, Detroit, Los Angeles, New York, Pittsburgh and Washington, D.C.
- Supported the NAACP’s national moratorium on new charter authorizations.
- Supported United Teachers Los Angeles’ proposed cap on charter school expansion in the Los Angeles Unified School District and California, including AB 1505 mandating local-control authorization of new charter schools and criteria for new authorizations.
- Distribution of the AFT report “Putting the Public Back in Charter Schools: Seeking Best Practices in State Law” is in process to AFT state lobbyists and local leaders in AFT-represented charter schools as of May 2020.

U.S. Census (2019)

- Worked with allies to ensure a robust 2020 Census in which every person is counted, including partnering with NALEO (National Association of Latino Elected and Appointed Officials) and hosting a Census Counts training for AFT staff and allies.
- Solicited and received a donation of 25,000 WE COUNT! census counting children’s books in English and Spanish, and distributed these to members and at community events.
- Used social media to promote the census while households had to stay indoors during the pandemic.

U.S. Census (2019)