



A Union of Professionals

2022 COMMITTEE REPORTS

VOLUME TWO

Presented to the National Convention of
the American Federation of Teachers, AFL-CIO
Committee Reports on Constitutional
Amendments and Resolutions
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RECLAIM OUR FUTURE

#ReclaimOurFuture



A Union of Professionals

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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.

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Committee Chair: Andrew Spar, Florida Education Association

Committee Secretary: Norm Tankiewicz, AFT New Jersey Retirees

**31. WE COMMIT OURSELVES TO THE DEFENSE OF
DEMOCRACY IN AMERICA**

Committee recommends concurrence.

1 For more than a century, the American Federation of Teachers has
2 been faithful to our founding watchwords, “Democracy in Education,
3 Education for Democracy.” Democracy is our North Star. The phrase
4 inspires the work we do with our students, our patients and our
5 constituents. It is the source of our dedication to public service, our
6 involvement in community and our engagement with the political
7 process. It guides us when we organize and struggle together for our
8 common cause. For our union, there is no principle or value more
9 important, more essential, or more vital than democracy; and

10 Today, we in the AFT are deeply troubled by the state of our
11 nation’s democracy. The heart of that democracy is government “of, by
12 and for the people.” For it to survive and thrive, the American people
13 must choose our government through free and fair elections, and the
14 power of government must be peacefully transferred to our choice.
15 Over the last decade, the AFT has expressed our growing
16 apprehension that free and fair elections in the U.S. were being
17 undermined by measures designed to thwart the will of the people—
18 voter suppression, the influence of “dark” and unlimited money in
19 elections, and extreme partisan gerrymandering. After the 2020
20 election, those efforts metamorphosed into a frontal assault on this
21 electoral foundation of democracy, with the promotion of the “big lie”
22 that Donald Trump had won the election, the Jan. 6 insurrection that
23 attempted to violently overturn the election of Joe Biden, and with the
24 passage of legislation in a number of states that enables the
25 overturning of future democratic elections; and

26 A democratic government cannot stand on its own: It can only be
27 sustained when it sinks deep roots into democratic society. It is of grave
28 concern to the AFT that the assault on democratic government in the
29 U.S. has been accompanied by attempts to eviscerate the democratic
30 society it needs to survive. We have seen: efforts to destroy civic trust
31 in our communities by promoting fear, prejudice and hate against the
32 “other” (African Americans, Latinos and Asian Americans; LGBTQIA+
33 people; Jews, Muslims and other minority religions; and immigrants);
34 the calculated dissemination of lies, disinformation and conspiracy
35 theories to tear at the fabric of our collective knowledge and shared
36 understanding of the world; the stoking of extreme polarization and
37 division to impede efforts at civic dialogue and communication; the
38 banning of books in schools and libraries and the loss of freedom and

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39 rights; and the attacks on institutions that promote the common good,
40 such as public education, healthcare and unions; and

41 We in the AFT know these attacks on democratic society all too
42 well. We have borne the brunt of a number of them: AFT healthcare
43 professionals put their health and safety at risk to care for patients in
44 the pandemic, only to be attacked for following medical science and
45 promoting the public health; AFT educators sacrificed to provide an
46 education for our students in the pandemic that upended normal modes
47 of instruction, only to be attacked for teaching students how to
48 distinguish truth from falsehood and propaganda, for providing a full
49 and honest history of our nation's past, and for building mutual respect
50 and understanding among them; and AFT unionists have committed
51 ourselves to public service in the most difficult and trying time of the
52 pandemic, only to be blamed for its disruption of our lives and to find
53 our work vilified; and

54 We are now at a critical point in our nation's history, as some people
55 in one of the two major political parties in the U.S. are so craven for
56 power that they are willing to attack the very foundations of democracy
57 in order to obtain it. Too many elected officials and candidates for
58 office—led by former President Trump—repeat the “big lie” about the
59 2020 election, excuse the Jan. 6 insurrection (including actual
60 participants in that day's events), promote legislation that would strike
61 at free and fair elections and the peaceful transfer of power.
62 Unfortunately, in the service of power, these same people have
63 promoted fear and hate, disinformation and conspiracy theories,
64 stoking of polarization and division, including the banning of books and
65 in attacks on public education, healthcare and unions; and

66 The 2022 and 2024 elections are critical for the survival of
67 democracy. The extremists' goal is to win control over all levers of
68 government, from school boards to state houses to the White House
69 and Capitol Hill. If they are successful electorally, they will act to
70 replace democratic government with a self-perpetuating autocracy of
71 permanent minority rule. Pro-democracy candidates, pro-public
72 education and pro-healthcare candidates, and pro-working family
73 candidates must win in these elections; and

74 Working families are hurting and tired, but they are also a resilient
75 people who can meet any challenge. They just want to be given a fair
76 shot—something that is increasingly difficult in these times of
77 disinformation and distrust. Americans are understandably frustrated
78 and skeptical of how to meet their needs. It is the job of the AFT and
79 the labor movement to help people connect the dots between
80 addressing their everyday concerns and worries with real-life solutions;
81 and this can best be achieved by doing so on the very local level—
82 focusing on people's concerns and priorities, and fighting for
83 candidates who will fight for a better life; and

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84 Political commentators are fond of the adage “elections have
85 consequences.” Those consequences are not just over who holds the
86 reins of power in our government. When elections put into power those
87 who embrace what was once a fringe racist and antisemitic theory that
88 whites are being “replaced” by people of color and immigrants as part
89 of a conspiracy masterminded by Jews, when these candidates take
90 the message of the neo-Nazis at Charlottesville and make it into
91 mainstream discourse by repeating it on media outlets such as Fox
92 News and Newsmax and on social media, the consequences for
93 democracy and those most in need can be grave; and

94 Now is the time for an election that defends democracy in America
95 and, in so doing, brings liberty and justice for all Americans:

96 **RESOLVED, that the American Federation of Teachers**
97 **reaffirms our unwavering commitment to democracy in America,**
98 **both in our government and in our society, and commits itself to**
99 **the vigorous defense of that democracy; and**

100 **RESOLVED, that to this end, the AFT will place the highest**
101 **priority of the election of candidates who share our commitment**
102 **to democracy in the 2022 and 2024 elections; and**

103 **RESOLVED, that together with our state and local affiliates, the**
104 **AFT will work to ensure that all of our members and their families**
105 **are registered to vote, and will dedicate resources for voter**
106 **registration work at the local level; and**

107 **RESOLVED, that together with our state and local affiliates, the**
108 **AFT will work with our community partners to ensure that all**
109 **Americans are able to freely exercise their right to vote so that**
110 **voter suppression efforts, which target disproportionately**
111 **communities of color, are unsuccessful; and**

112 **RESOLVED, that together with our state and local affiliates, the**
113 **AFT will mount member-to-member voter engagement and GOTV**
114 **(get-out-the-vote) campaigns, so our members and their families**
115 **are informed on the candidates’ positions on the issues and cast**
116 **their ballots in the election; and**

117 **RESOLVED, that together with our state and local affiliates, the**
118 **AFT will work with the AFL-CIO’s Labor 2022 political program,**
119 **focusing on local electoral activism through central labor**
120 **councils and AFL-CIO state federations; and**

121 **RESOLVED, that together with our state and local affiliates, the**
122 **AFT commits to working tirelessly in the 2022 and 2024 elections**
123 **to support candidates and issues that advocate for democracy,**
124 **strengthen public education, ensure high-quality healthcare, and**
125 **fight for all working families and, in so doing, make it possible for**
126 **all Americans to thrive.**

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

34. DIVEST FROM FOSSIL FUELS AND REINVEST IN WORKERS AND COMMUNITIES

Committee recommends concurrence as amended below:

- 1 WHEREAS, climate change represents an urgent and accelerating
2 crisis, as extreme weather, forest and wildfires, infectious disease
3 outbreaks, rising sea levels, and pollution wreak havoc on the
4 ecosystems and societies in the U.S. (where the cost of climate
5 disasters doubled in 2020) and across the globe; and
6 WHEREAS, the climate crisis exacerbates already existing
7 systemic injustices along racial, regional, social and economic lines,
8 concentrating harm in frontline communities (including Indigenous
9 communities, communities of color, migrant communities,
10 deindustrialized communities, the poor, low-income workers, women,
11 the elderly, the unhoused, people with disabilities and youth); and
12 WHEREAS, teachers, nurses, academic staff, public workers and
13 higher education faculty have taken leadership in educating students
14 on the climate emergency, in forging alliances with climate movements,
15 and in promoting action to reduce carbon emissions, notably:
- 16 • In 2017, the American Federation of Teachers executive council
17 resolved to “urge its locals, state federations and members’
18 retirement systems to ... review strategies to mitigate the risk of
19 climate change in their investment portfolios, including, ...
20 possible divestiture from other types of fossil fuel companies that
21 contribute substantially to climate change. ...”
 - 22 • In 2017, the AFT executive council passed the “Resolution on a
23 Just Transition to a Peaceful and Sustainable Society” (referred
24 from the 2016 AFT national convention) and committed therein,
25 “to a rapid transition from fossil fuels to renewable energy ...
26 [such that] most fossil fuels must be left in the ground.”
 - 27 • In 2020, the AFT national convention resolved “that the American
28 Federation of Teachers will fully participate in shaping the
29 definition of ‘a just transition to a peaceful and sustainable
30 economy,’ ... in accord with the latest climate science regarding
31 the need for very rapid reductions in greenhouse gas emissions;”
32 and
- 33 WHEREAS, shareholder resolutions and even director votes at
34 fossil fuel companies—as alternatives to divestment—have never
35 resulted in significant change at coal, oil or gas companies nor led to a
36 reduction in greenhouse gas emissions from those companies’
37 products; and
38 WHEREAS, the fiduciary duty of retirement funds obligates them to
39 consider divestment from declining assets or at high risk of being
40 stranded, a category that Blackrock, Makeda and the World Bank now
41 believe includes fossil fuels; and

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42 WHEREAS, there are now more than 1,500 institutions with assets
43 over \$39 trillion that have committed to some form of fossil fuel
44 divestment, including the following funds (many explicitly in order to
45 reinvest in environmentally and socially responsible industries):

- 46 • Teachers' Retirement System of the City of New York;
- 47 • New York State Common Retirement Fund and the Maine Public
48 Employees' Retirement System;
- 49 • City of Boston's and the City of Baltimore's investment funds;
- 50 • London Pensions Fund Authority;
- 51 • La Banque Postale of France;
- 52 • Caisse de Dépôt et Placement du Québec;
- 53 • Norway Sovereign Wealth Fund and the Vatican;
- 54 • The endowments of Harvard, Oxford, Rutgers and the University
55 of California, among other institutions of higher education; and

56 WHEREAS, according to the Political Economy Research Institute
57 at the University of Massachusetts, each \$1 million reinvested from
58 fossil fuels to green energy results in a net increase of five jobs—often
59 unionized jobs in solar and wind farms or in other sectors suitable for
60 organizing; and

61 WHEREAS, Illinois' Climate and Equitable Jobs Act of 2021 and the
62 federal Build Back Better bill provide models for reinvestment in local,
63 green jobs; and

64 WHEREAS, AFT members participate in public and private pension
65 plans totaling roughly \$5.8 trillion (of which an estimated \$255 billion is
66 invested in fossil fuel corporations) and, therefore, possess significant
67 financial means to address the climate crisis and promote a just
68 transition for workers and communities:

69 **RESOLVED, that the American Federation of Teachers will**
70 **urge boards managing the retirement funds of its members to**
71 **divest their assets—in consultation with preK-12 members and**
72 **their local unions—from all corporations or other entities that**
73 **extract, transport, trade or otherwise contribute to the production**
74 **of coal, oil and gas—and to reinvest those funds in projects that**
75 **benefit displaced workers and frontline communities in the state**
76 **or region of the given AFT members; and**

77 **RESOLVED, that the AFT will urge the board of TIAA to divest**
78 **the retirement funds of higher education members—in**
79 **consultation with their local unions—from all corporations or**
80 **other entities that extract, transport, trade or otherwise contribute**
81 **to the production of coal, oil and gas—and to reinvest those funds**
82 **in socially responsible, climate-positive projects that benefit**
83 **displaced workers and frontline communities; and**

84 **RESOLVED, that AFT's Climate Justice Task Force members**
85 **and chair(s) shall convene quarterly or more frequently**
86 **(beginning with the third quarter of 2022) to (1) assist in the**

87 implementation of this resolution, (2) identify means by which
88 AFT may divest its own assets from fossil fuel corporations and
89 reinvest them in workers and communities, and (3) promote all of
90 AFT’s other work toward climate justice.

91 ~~RESOLVED, that before Oct. 1, 2022, the AFT’s Climate Justice~~
92 ~~Task Force will convene as a body and initiate communication~~
93 ~~with local and member-trustees toward the goal of divesting from~~
94 ~~fossil fuels and reinvesting in workers and communities; and~~

95 ~~RESOLVED, that by July 1, 2025, or earlier if possible, the AFT~~
96 ~~will divest its own assets from all corporations or other entities~~
97 ~~that extract, transport, trade or otherwise contribute to the~~
98 ~~production of coal, oil and gas—and will reinvest those funds in~~
99 ~~projects that benefit displaced workers and frontline~~
100 ~~communities.~~

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

36. CONDEMN STATE BILLS AND LAWS BANNING TRANSGENDER YOUTH FROM PARTICIPATING IN SPORTS, AND DECLARE: ‘LET TRANS KIDS PLAY!’

Committee recommends concurrence.

1 WHEREAS, in 2022, there have been over 300 anti-LGBTQIA+ bills
2 introduced in state legislatures, and 137 of them have been specifically
3 anti-transgender bills;¹ and
4 WHEREAS, in 2021, 31 states² introduced bills that would ban
5 transgender children and adolescents from participating in sports
6 consistent with their gender identity and 17 states³ now have laws
7 banning transgender youth participating in sports; and
8 WHEREAS, suicide is the second-leading cause of death among
9 adolescents and young adults ages 10 to 34 years in the United
10 States,⁴ and transgender and nonbinary adolescents report

¹ *ICYMI: As Lawmakers Escalate Attacks on Transgender Youth across the ...*
<https://www.hrc.org/press-releases/icymi-as-lawmakers-escalate-attacks-on-transgender-youth-across-the-country-some-gop-leaders-stand-up-for-transgender-youth>.
² “2021 Set a Record for Anti-Transgender Bills.” PBS, Public Broadcasting Service, Dec. 30, 2021, <https://www.pbs.org/newshour/show/2021-set-a-record-for-anti-transgender-bills-heres-how-you-can-support-the-community>.
³ “Bans on Transgender Youth Participation in Sports.” *Movement Advancement Project*, https://www.lgbtmap.org/equality-maps/sports_participation_bans.
⁴ Centers for Disease Control and Prevention. National suicide statistics. 2016.

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11 significantly higher rates of suicide attempts, up to five times greater,
12 compared to their cisgender peers;⁵ and

13 WHEREAS, the laws banning transgender youth from participating
14 in sports (many suspiciously named the “Fairness in Women’s Sports
15 Act”) deny the existence of nonbinary and intersex persons; define sex
16 “based solely on an individual’s reproductive organs, biology or
17 genetics at birth”; disregard the association of gene expression and
18 endocrinology with sex, solely for the purpose of excluding transgender
19 and nonbinary youth from interscholastic, intercollegiate, intramural, or
20 club athletic teams that are sponsored by a public primary or high
21 school or a public institution of higher learning; and

22 WHEREAS, 261 major U.S. companies have joined in opposing
23 anti-LGBTQIA+ state legislation,⁶ including the current torrent of bills
24 targeting transgender youth, and the “NCAA Board of Governors firmly
25 and unequivocally supports the opportunity for transgender student-
26 athletes to compete in college sports”⁷; and

27 WHEREAS, the development, education and healthy maturation of
28 all children are better supported by a system of inclusion rather than
29 exclusion:

30 **RESOLVED, that the American Federation of Teachers will**
31 **condemn the rash of these harmful and mean-spirited attacks on**
32 **transgender and nonbinary youth, condemn the legislators and**
33 **governors who use children as a wedge issue, and condemn**
34 **those who wrote and/or signed on to these bills; and**

35 **RESOLVED, that the AFT will encourage the legislators who**
36 **genuinely care about all women and girls to find ways to address**
37 **gender-based disparities in recognition and support for**
38 **interscholastic and intercollegiate sports, and the enormous**
39 **divide between the compensation for women and for men in**
40 **professional sports; and**

41 **RESOLVED, that the AFT will support nondiscrimination**
42 **policies for transgender and gender-expansive students, and**
43 **declare: “Let them play!”**

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

⁵ Toomey, Russell B., Syvertsen, Amy K., and Shramko, Maura. *Pediatrics* October 2018, 142 (4) e20174218; DOI: <https://doi.org/10.1542/peds.2017-4218>

⁶ “Business Statement on Anti-LGBTQ State Legislation.” *Freedom for All Americans*, May 24, 2022, <https://freedomforallamericans.org/business-statement-on-anti-lgbtq-state-legislation/>.

⁷ <https://www.ncaa.org/about/resources/media-center/news/ncaa-board-governors-statement-transgender-participation> accessed, April 21, 2021.

33. CALLING FOR THE PRESIDENT OF THE UNITED STATES TO PARDON MARCUS GARVEY

Committee recommends concurrence.

1 WHEREAS, Marcus Garvey was a Jamaican-born black nationalist,
2 who founded the Universal Negro Improvement Association (UNIA) in
3 1914, attracting thousands of supporters as he spoke across America
4 urging African Americans to be proud of their race and return to Africa;
5 and

6 WHEREAS, the UNIA exponentially grew, with more than 700
7 branches across the U.S., attracting the attention of the FBI and
8 causing it to hire its first Black agents to infiltrate the association and
9 spy on Garvey; and

10 WHEREAS, the FBI acknowledged that it began investigating
11 Garvey to find reasons to deport him as an undesirable alien, then
12 initiated a mail-fraud case with an overwhelming amount of errors and
13 questionable evidence, resulting in a commuted five-year sentence
14 and deportation for Garvey and an acquittal for three other defendants;
15 and

16 WHEREAS, for more than 82 years, Garvey's family, followers
17 (Garveyites), and several U.S. representatives have advocated for a
18 presidential pardon from Presidents Calvin Coolidge to Barack Obama:

19 **RESOLVED, that the American Federation of Teachers will**
20 **acknowledge Marcus Garvey as an influential figure for civil rights**
21 **activists that followed him; and**

22 **RESOLVED, that the AFT, in collaboration with its members**
23 **and other community organizations, will produce and distribute**
24 **appropriate teaching resources about the life and legacy of**
25 **Marcus Garvey; and**

26 **RESOLVED, that the AFT will declare that the mail-fraud**
27 **charge against Marcus Garvey was politically motivated, and that**
28 **the U.S. government played a leading role in his false conviction;**
29 **and**

30 **RESOLVED, that the AFT will join the growing clamor for the**
31 **posthumous pardon of Marcus Garvey by encouraging its local,**
32 **state and national affiliate organizations to work with our elected**
33 **federal officials to stand in solidarity to convince President Joe**
34 **Biden to grant clemency to Marcus Garvey.**

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

**37. SUPPORT THE IMPLEMENTATION OF CARBON
FEE AND REBATE SYSTEM TO REDUCE
GREENHOUSE GAS EMISSIONS**

Committee recommends concurrence.

- 1 WHEREAS, increased levels of greenhouse gases (GHG) such as
2 carbon dioxide and methane are the primary causes of climate change;
3 and
4 WHEREAS, climate change is an existential threat to life on earth;
5 and
6 WHEREAS, the Obama administration estimated the economic
7 damages imposed by climate change to be \$51 per ton of carbon
8 dioxide emissions; and
9 WHEREAS, these costs of climate change present a significant
10 financial risk to the California State Teachers' Retirement System
11 (CalSTRS) and California Public Employees' Retirement System
12 (CalPERS) portfolios and the current and future retirement income
13 security of California educators; and
14 WHEREAS, some retirement systems in the United States and
15 Europe, including CalSTRS have made the commitment to move their
16 investment portfolios toward net-zero by 2050; and
17 WHEREAS, the California Federation of Teachers has supported
18 efforts to change the behavior of fossil fuel companies by putting
19 pressure on them through financial markets; and
20 WHEREAS, the CFT has supported efforts to change the behavior
21 of fossil fuel companies through direct regulations, as in trying to block
22 the use of fracking to extract oil in California; and
23 WHEREAS, it is essential for the transition to a low-carbon
24 economy to happen as quickly as possible, which will require
25 multifaceted interventions beyond just financial markets; and
26 WHEREAS, in a market-based economy, people respond to prices
27 and if the price of something goes up, people will try to find substitutes
28 for it; and
29 WHEREAS, if the price of something is zero, too much of it will be
30 used; and
31 WHEREAS, currently the market price for carbon pollution is zero
32 and as a result, too much carbon is being pumped into the atmosphere;
33 and
34 WHEREAS, it is essential to reduce the amount of carbon dioxide
35 and other GHG being pumped into the atmosphere; and
36 WHEREAS, a use fee on all forms of carbon will increase the cost
37 of using carbon in many different sectors of the economy; and
38 WHEREAS, this increased cost will encourage all members of
39 society to find ways to reduce their use of hydrocarbons, whether in the

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40 form of heating, transportation, plastics or the purchase of items that
41 must be transported over long distances; and

42 WHEREAS, the more people searching for alternatives to the use
43 of fossil fuels to provide energy, the more demand there will be for
44 alternatives; and

45 WHEREAS, the increased demand for alternatives will lead to more
46 experimentation to develop those alternatives; and

47 WHEREAS, paying for the full cost to society created by the use of
48 fossil fuels will increase the cost of many (most) items sold in the
49 economy, and this will impose a burden on low- and middle-income
50 households, which have the least resources available to adjust their
51 spending habits; and

52 WHEREAS, the revenue raised from a carbon use fee could be
53 used to offset this increased burden on low- and middle-income
54 households by rebating some of the revenue back to these households;
55 and

56 WHEREAS, some of the revenue raised from a carbon use fee
57 could be used to subsidize the transition to low or zero carbon solutions
58 in many industries, especially transportation and retrofitting residential
59 buildings; and

60 WHEREAS, some of the revenue raised by a carbon use fee could
61 be used to assist and retrain workers whose jobs will be eliminated in
62 the transition to a low or zero carbon economy; and

63 WHEREAS, several European Union countries, South Africa and
64 Canada have seen reductions in greenhouse gas emissions following
65 the implementation of a carbon use fee; and

66 WHEREAS, multiple carbon fee and rebate bills have been
67 introduced in Congress between 2019 and 2021; and

68 WHEREAS, carbon fee and rebate bills have also been introduced
69 in state legislatures, including Oregon; and

70 WHEREAS, achieving a low-carbon economy will require a
71 multifaceted approach, including direct regulation of the use of fossil
72 fuels; putting a price on carbon is an essential part of this multifaceted
73 approach:

74 **RESOLVED, the American Federation of Teachers supports**
75 **legislative efforts at the national or state level to implement a use**
76 **fee on all forms of carbon used in the economy, as long as that**
77 **legislation includes a method to rebate some of the revenue from**
78 **the use fee to ensure low- and middle-income households will not**
79 **see a reduction in their standard of living; and**

80 **RESOLVED, the AFT supports the allocation of some of the**
81 **revenue raised by a carbon use fee to support, assist and retrain**
82 **workers whose jobs are eliminated in the transition to a low or**
83 **zero carbon economy; and**

84 **RESOLVED, the AFT supports the allocation of some of the**
85 **revenue raised by a carbon use fee to subsidizing the transition**
86 **to a low or zero carbon economy, especially in the areas of**
87 **transportation, residential retrofitting and energy production.**

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

38. LOWERING THE VOICE OF MONEY IN POLITICS

Committee recommends referral to Executive Council.

1 WHEREAS, politics has become the playground of money far
2 beyond the vision of grassroots citizen support for election of
3 candidates, initiative and referenda, and campaigns; and

4 WHEREAS, elected leaders regularly describe the amount of time
5 needed for fundraising as exceeding 50 percent of their time, detracting
6 from time better used in service to constituents and legislating to meet
7 the needs of the country; and

8 WHEREAS, campaign spending unleashed by *Citizens United v.*
9 *Federal Election Commission, 558 U.S. 310 (2010)* removing barriers
10 to corporate spending has exploded political action committee growth
11 and the preference for nondisclosure pathways for spending; and

12 WHEREAS, according to Public Citizen, based on Federal Election
13 Commission reports, the first 10 years under *Citizens United*, corporate
14 spending of more than one-half billion dollars to influence elections
15 included:

- 16 • At least \$313 million from more than 2,200 corporations donating
17 to more than 500 super PACs;
- 18 • Some \$226 million flowed from at least 30 corporate trade groups,
19 which are not required to disclose their donors;
- 20 • Some \$230 million—about 74 percent—of the total disclosed
21 corporate donations went to a few super PACs dedicated to
22 electing Republican candidates;
- 23 • Among those corporate trade groups not required to disclose, the
24 U.S. Chamber of Commerce alone accounts for \$143 million;
- 25 • More than one-third—\$118 million—came from the top 20
26 corporate donors through contributions to super PACs that back
27 Republicans, while only four of these corporations (three energy
28 and one tobacco) are publicly traded enterprises; and of the 16
29 private companies, nearly half are run by billionaires;
- 30 • Top figures of these corporate donors gave more than \$127
31 million, primarily to Republicans; and

32 WHEREAS, wealth itself has become the principle instrument,
33 including from out-of-jurisdiction contributors, to finance candidate
34 campaigns often eclipsing support within their own constituency; and

35 WHEREAS, examples abound where outsized, out-of-jurisdiction
36 contributions made to state and local candidacies drive up the specific
37 and general costs of campaigns and office aspirations by many
38 qualified local and state candidates. Examples include Oregon's 4th
39 Congressional District where 2020 contributions to a Republican
40 challenger drew 69.6 percent of reported financing from out-of-state
41 compared with 41.9 percent for the Democrat incumbent, a trend
42 continuing in a 2022 open seat, with the same Republican drawing 58.6
43 percent of contributions from out-of-state compared with 21.7 percent
44 for the Democrat for an open seat; and

45 WHEREAS, according to the Federal Election Commission, total
46 spending by presidential candidates in 2020 reached more than \$4
47 billion; for Senate candidates more than \$2 billion—with only one-third
48 of the seats up for elections; and for House candidates \$1.8 billion; and

49 WHEREAS, the sum for presidential candidates exceeds the gross
50 domestic product of each of at least 16 countries; and

51 WHEREAS, the greatest threat to campaign financing and electoral
52 reform is the rise of "dark money," though hard and soft money are
53 influenced as well by *Citizens United*; and

54 WHEREAS, spending from Jan. 1, 2021, through April 30, 2022,
55 well before the conclusion of primary season, totaled nearly \$3.2 billion
56 by candidates, PACs and party committees:

57 **RESOLVED, that the American Federation of Teachers will**
58 **advance the following proposed amendment to the U.S.**
59 **Constitution as:**

60 **28th Amendment**

- 61 1. **Money is not political speech. Limitations in the use of**
62 **monies in political speech are not an infringement or an**
63 **abridgement of speech in the First Amendment of the**
64 **Constitution.**
65 2. **The Congress and the several states shall have the power to**
66 **enforce this article by appropriate legislation concerning**
67 **elections over which each has authority. No law or regulation**
68 **shall obscure the identification or use of such monies; and**

69 **RESOLVED, that the AFT will lobby for the introduction and**
70 **passage of this amendment for referral to the states for**
71 **ratification; and**

72 **RESOLVED, that the AFT will urge political action activity**
73 **among its affiliates to advance and support this effort among their**
74 **own states and their congressional delegations; and**

75 **RESOLVED, that while this may be viewed as an impossibility,**
76 **attempting nothing will only perpetuate and expand the current**
77 **campaign financing climate; and**

78 **RESOLVED, that no impossibility was ever overcome without**
79 **starting the quest.**

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

39. IN OPPOSITION TO THE PRIVATIZATION OF MEDICARE

Committee recommends non-concurrence.

1 WHEREAS, the American Federation of Teachers, has previously
2 declared that “access to high-quality healthcare is a basic human
3 right”¹ and healthcare should be treated as a “public good”;² and
4 WHEREAS, Medicare has been a highly successful program of
5 government-funded health insurance for seniors since 1965, spending
6 under 2 percent on administration so that 98 percent of money in
7 traditional Medicare goes directly to healthcare;³ and
8 WHEREAS, AFT retirees rely on Medicare for healthcare in their
9 retirement, and active members need to be able to rely on Medicare
10 when they retire, so the continuing viability of Medicare is of vital
11 concern to all members; and
12 WHEREAS, since the start of Medicare, there have been continuing
13 efforts to privatize Medicare, most significantly in 2003 with the
14 introduction of Medicare Advantage plans, which profit by limiting
15 member access to providers, tests, and procedures and have
16 consistently cost the federal government more than traditional
17 Medicare; and
18 WHEREAS, employers (including public employers) are
19 increasingly enrolling retirees in for-profit Medicare Advantage plans;
20 and
21 WHEREAS, in 2019, the Centers for Medicare & Medicaid Services
22 Innovation Center (CMMI) developed a program to turn the
23 administration of Medicare funds over to direct contracting entities—
24 for-profit intermediaries, including insurance companies and hedge
25 funds, as well as provider practices; and
26 WHEREAS, after public outcry, CMMI has rebranded direct
27 contracting entities into “ACO (Accountable Care Organizations)

¹ AFT Resolution: REIMAGINING OUR SOCIETY AND REWRITING THE RULES TO ENABLE OPPORTUNITY AND JUSTICE FOR ALL. (2020). <https://www.aft.org/resolution/reimagining-our-society-and-rewriting-rules-enable-opportunity-and-justice-all>

² AFT Resolution: A HEALTHCARE SYSTEM THAT WORKS FOR ALL BY 2025. (2020). <https://www.aft.org/resolution/healthcare-system-works-all-2025>

³ Kaiser Family Foundation. “The Facts on Medicare Spending and Financing.” (2019). <https://www.kff.org/medicare/issue-brief/the-facts-on-medicare-spending-and-financing/>

28 REACH,” but has not changed the basic structure of the program, with
29 the goal of incorporating such entities into all of traditional Medicare by
30 2030:⁴

31 **RESOLVED, that the American Federation of Teachers will**
32 **oppose the continuing movement to force retired union members**
33 **into private Medicare Advantage plans; and**

34 **RESOLVED, that the AFT will oppose any other attempt to**
35 **privatize Medicare, including through direct contracting entities,**
36 **ACO REACH or any similar programs; and**

37 **RESOLVED, that the AFT will support efforts by organizations**
38 **working against the privatization of Medicare; and**

39 **RESOLVED, that the AFT will work to encourage other unions**
40 **to oppose all privatization of Medicare and will act to reverse**
41 **these private programs that drain resources away from actual**
42 **health services.**

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

35. DIVEST FROM FOSSIL FUELS AND REINVEST IN WORKERS AND COMMUNITIES

Precluded by recommendation of concurrence with Resolution #34

1 WHEREAS, climate change represents an urgent and accelerating
2 crisis, as extreme weather, forest and wildfires, infectious disease
3 outbreaks, rising sea levels, and pollution wreak havoc on the
4 ecosystems and societies in the U.S. (where the cost of climate
5 disasters doubled in 2020) and across the globe; and

6 WHEREAS, the sixth and most recent Intergovernmental Panel on
7 Climate Change report notes that our “incremental” efforts to reverse
8 the climate crisis are failing and that without “transformational”
9 changes, the world is on pace for what United Nations Secretary-
10 General Antonio Guterres has called a “frog march to destruction” due
11 to an “abdication of leadership” he characterizes as “criminal”; and

12 WHEREAS, the climate crisis exacerbates already existing
13 systemic injustices along racial, regional, social and economic lines,
14 concentrating harm in frontline communities (including Indigenous
15 communities, communities of color, migrant communities,

⁴ Joyce Frieden. “Medicare Direct Contracting Demo Garners Critics and Defenders.” *Medpage Today*. Feb. 4, 2022.
<https://www.medpagetoday.com/practicemanagement/reimbursement/96497>

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16 deindustrialized communities, the poor, low-income workers, women,
17 the elderly, the unhoused, people with disabilities and youth); and

18 WHEREAS, teachers, nurses, academic staff, public workers and
19 higher education faculty have taken leadership in educating students
20 on the climate emergency, in forging alliances with climate movements,
21 and in promoting action to reduce carbon emissions, notably:

- 22 • On March 13, 2016, delegates at the California Federation of
23 Teachers convention passed Resolution 29, “Committing CFT to
24 a Climate Justice Agenda,” which resolved that CFT will “work
25 towards ending all of our retirement systems’ investments in fossil
26 fuels and other commercial enterprises that are contributing to
27 catastrophic climate change”;
- 28 • In 2017, the American Federation of Teachers executive council
29 resolved to “urge its locals, state federations and members’
30 retirement systems to ... review strategies to mitigate the risk of
31 climate change in their investment portfolios, including, ...
32 possible divestiture from other types of fossil fuel companies that
33 contribute substantially to climate change. ...”
- 34 • In 2017, the AFT executive council passed the “Resolution on a
35 Just Transition to a Peaceful and Sustainable Society” (referred
36 from the 2016 AFT national convention) and committed therein,
37 “to a rapid transition from fossil fuels to renewable energy ...
38 [such that] most fossil fuels must be left in the ground.”
- 39 • In 2020, the AFT national convention resolved “that the American
40 Federation of Teachers will fully participate in shaping the
41 definition of ‘a just transition to a peaceful and sustainable
42 economy,’ ... in accord with the latest climate science regarding
43 the need for very rapid reductions in greenhouse gas emissions.”
- 44 • In 2022, San Diego and Grossmont-Cuyamaca Community
45 College Districts AFT Guild, Local 1931; San Jose/Evergreen
46 Federation of Teachers, AFT Local 6157; the Boston Teachers
47 Union, AFT Local 66; Rutgers AAUP-AFT, Local 6323 have
48 already passed a “Resolution to Divest from Fossil Fuels and
49 Reinvest in Workers and Communities,” and other AFT locals
50 across the United States are in the process of doing so; and

51 WHEREAS, shareholder resolutions and even director votes at
52 fossil fuel companies—as alternatives to divestment—have never
53 resulted in significant change at coal, oil or gas companies nor led to a
54 reduction in greenhouse gas emissions from those companies’
55 products; and

56 WHEREAS, the fiduciary duty of retirement funds obligates them to
57 consider divestment from declining assets or at high risk of being
58 stranded, a category that Blackrock, Makeda and the World Bank now
59 believe includes fossil fuels; and

60 WHEREAS, there are now more than 1,500 institutions with assets
61 over \$39 trillion that have committed to some form of fossil fuel

62 divestment, including the following funds (many explicitly in order to
63 reinvest in environmentally and socially responsible industries):

- 64 • Teachers' Retirement System of the City of New York;
- 65 • New York State Common Retirement Fund and the Maine Public
66 Employees' Retirement System;
- 67 • City of Boston's and the City of Baltimore's investment funds;
- 68 • London Pensions Fund Authority;
- 69 • La Banque Postale of France;
- 70 • Caisse de Dépôt et Placement du Québec;
- 71 • Norway Sovereign Wealth Fund and the Vatican;
- 72 • The endowments of Harvard, Oxford, Rutgers and the University
73 of California, among other institutions of higher education; and

74 WHEREAS, according to the Political Economy Research Institute
75 at the University of Massachusetts, each \$1 million reinvested from
76 fossil fuels to green energy results in a net increase of five jobs—often
77 unionized jobs in solar and wind farms or in other sectors suitable for
78 organizing; and

79 WHEREAS, Illinois' Climate and Equitable Jobs Act of 2021 and the
80 federal Build Back Better bill provide models for reinvestment in local,
81 green jobs; and

82 WHEREAS, AFT members participate in public and private pension
83 plans totaling roughly \$5.8 trillion (of which an estimated \$255 billion is
84 invested in fossil fuel corporations) and, therefore, possess significant
85 financial means to address the climate crisis and promote a just
86 transition for workers and communities:

87 **RESOLVED, that the American Federation of Teachers will**
88 **urge boards managing the retirement funds of its members to**
89 **divest their assets—in consultation with preK-12 members and**
90 **their local unions—from all corporations or other entities that**
91 **extract, transport, trade or otherwise contribute to the production**
92 **of coal, oil and gas—and to reinvest those funds in projects that**
93 **benefit displaced workers and frontline communities in the state**
94 **or region of the given AFT members; and**

95 **RESOLVED, that the AFT will urge the board of TIAA to divest**
96 **the retirement funds of higher education members—in**
97 **consultation with their local unions—from all corporations or**
98 **other entities that extract, transport, trade or otherwise contribute**
99 **to the production of coal, oil and gas—and to reinvest those funds**
100 **in socially responsible, climate-positive projects that benefit**
101 **displaced workers and frontline communities; and**

102 **RESOLVED, that before Oct. 1, 2022, the AFT's Climate Justice**
103 **Task Force will convene as a body and initiate communication**
104 **with local and member-trustees toward the goal of divesting from**
105 **fossil fuels and reinvesting in workers and communities; and**

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106 **RESOLVED, that by July 1, 2025, or earlier if possible, the AFT**
107 **will divest its own assets from all corporations or other entities**
108 **that extract, transport, trade or otherwise contribute to the**
109 **production of coal, oil and gas—and will reinvest those funds in**
110 **projects that benefit displaced workers and frontline**
111 **communities.**

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

PUBLIC SERVICES COMMITTEE

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

Committee Secretary: Patricia Kelly, Massachusetts Library Staff Association, Local 4928

40. THE FUTURE OF PUBLIC WORK: ARTIFICIAL INTELLIGENCE, ALGORITHMS AND DATA PROTECTION IN A DIGITAL AGE

Committee recommends concurrence.

1 WHEREAS, the public sector is facing a digitized future where
2 public data and employees' work products are subject to an increased
3 use of algorithms and digitalization, as well as a transition to artificial
4 intelligence and machine learning without regard for human oversight
5 and union voice in the development of these products; this trend is
6 affecting many sectors of the workforce, including education—pre-K
7 through higher education—healthcare, infrastructure, and every level
8 of government service; and

9 WHEREAS, when regulated, digital advances can benefit workers,
10 improve public services, break down barriers to access and build
11 democratic power; and

12 WHEREAS, these innovations also bring fundamental ethical
13 concerns, and many unforeseen challenges, including the possibility of
14 increased gender and ethnic bias, high costs, significant threats to
15 privacy, dangers of mass surveillance, and concern over transparency
16 and accountability; and

17 WHEREAS, few governments have successfully developed policies
18 or institutions to ensure data can be protected and utilized for public
19 good; many private companies now hold monopolies on the data
20 governments need to operate critical public services; and governments
21 are handing over the rights to this data directly to companies without
22 an understanding of its value; and

23 WHEREAS, data protection is a critical issue; we, as citizens, often
24 lack the ability to access or control our personal data collected by
25 technology; Artificial intelligence in the digital realm can be very
26 invasive, and even infringe on basic rights and freedoms; AI can
27 increase risks of misinformation, disinformation and widening society's
28 divisions; and

29 WHEREAS, digitalization's negative impacts exacerbate an already
30 divided and inequitable world; these anti-democratic tendencies
31 include accentuating differences in class and income, ethnicity,
32 custom, religion, gender, generations and geography:

33 **RESOLVED, the American Federation of Teachers will support**
34 **enforceable governmental regulations that increase individuals'**

35 protection by allowing transparency, agency and control over
36 citizens’ personal data; and

37 RESOLVED, the AFT will provide union education and
38 advocacy on AI issues in the workplace and, at the bargaining
39 table, research and collect contract bargaining language that will
40 support our desire to protect members’ personal data and ensure
41 that the data of the communities we represent is safeguarded as
42 a public good; and

43 RESOLVED, the AFT will advocate for the development of an
44 AI environment where the ultimate responsibility and
45 accountability lies with humans, not with the technology itself; to
46 further this discussion among our affiliates and members, we will
47 promote the groundbreaking global agreement from the United
48 Nations Educational, Scientific, and Cultural Organization
49 (UNESCO) entitled, “The Ethics of Artificial Intelligence”; and

50 RESOLVED, workers, their unions and the international labor
51 community must have a seat at the table to ensure that the
52 benefits and responsibilities of a digital society—AI grounded in
53 ethical values, principles and human rights—are considered; this
54 will include a review of costs, equity, efficiency, inclusiveness and
55 accountability; workers and their unions must be empowered
56 along each step—algorithm design, procurement, training,
57 implementations and assessment—to benefit from the new
58 workforce opportunities and professional development these
59 changing technologies will offer.

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

41. ADDRESS HOMELESSNESS, FORECLOSURES AND EVICTIONS

Committee recommends concurrence as amended below:

1 WHEREAS, the federal eviction moratorium expired in August
2 2021, and by March 2022 the percentage of American renters facing
3 eviction compared with the historical average doubled, and whereas
4 the number of American homeowners facing foreclosure increased by
5 nearly 200 percent between April 2021 and April 2022; and

6 WHEREAS, nearly 1.5 million school-age children are houseless in
7 a typical school year, not to mention those in danger of becoming
8 houseless; and

9 WHEREAS, educator unions are increasingly recognizing their
10 power to bargain for the common good, and push the boundaries of
11 what is considered appropriate for collective bargaining in order to

12 contribute to dismantling systems of oppression and addressing the
13 needs of students, their families and their school communities:

14 **RESOLVED, that the American Federation of Teachers will**
15 **provide resources and support for locals to bargain for**
16 **enforceable contract language that attempts to address and**
17 **alleviate houselessness among the students they serve; and**

18 **RESOLVED, that the AFT will provide resources and support**
19 **for locals to advocate for students and public employees**
20 **experiencing houselessness to voice their needs and contribute**
21 **to decisions around their education; and**

22 **RESOLVED, that the AFT will lobby for and support efforts to**
23 **provide affordable housing to all pre-K through 12th-grade**
24 **students, public employees and families that need it.**

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

**42. SUPPORT FOR THE TRUTH AND HEALING
COMMISSION ON INDIAN BOARDING SCHOOL
POLICIES ACT AND ASSOCIATED EFFORTS**

Committee recommends concurrence.

1 WHEREAS, the Federal Indian Boarding School Initiative
2 Investigative Report of May 2022 concluded that the United States’
3 creation of the federal Indian boarding school system was part of a
4 broader policy aimed at acquiring collective territories from Indian
5 tribes, Alaska Natives, and the Native Hawaiian community and lands
6 from individuals therein, severing the cultural and economic connection
7 between Indian tribes, Alaska Native Villages, the Native Hawaiian
8 community and their territories, and assimilating Indian children
9 through the federal Indian boarding school system; and

10 WHEREAS, the federal Indian boarding school system was
11 expansive, consisting of 408 federal Indian boarding schools, often
12 church-run, comprising 431 specific sites, across 37 states or then-
13 territories, including 21 schools in Alaska and seven schools in Hawaii;
14 and

15 WHEREAS, the twin federal policy of Indian territorial
16 dispossession and Indian assimilation through Indian education
17 extended beyond the federal Indian boarding school system, including
18 an identified 1,000+ other federal and non-federal institutions, including
19 Indian day schools, sanitariums, asylums, orphanages, and stand-
20 alone dormitories that involved education of Indian people, mainly
21 Indian children; and

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22 WHEREAS, the federal Indian boarding school system deployed
23 militarized and identity-alteration methodologies to assimilate
24 American Indian, Alaska Native, and Native Hawaiian people—
25 primarily children—through education; and

26 WHEREAS, the federal Indian boarding school system
27 predominantly utilized manual labor of American Indian, Alaska Native,
28 and Native Hawaiian children to compensate for the poor conditions of
29 school facilities and lack of financial support from the federal
30 government; and

31 WHEREAS, the federal Indian boarding school system discouraged
32 or prevented the use of American Indian, Alaska Native, and Native
33 Hawaiian languages or cultural or religious practices through
34 punishment, including corporal punishment; and

35 WHEREAS, the intentional targeting and removal of American
36 Indian, Alaska Native, and Native Hawaiian children to achieve the goal
37 of forced assimilation of Indian people was both traumatic and violent,
38 resulting in thousands of children dying at federal Indian boarding
39 schools, many buried in unmarked or poorly maintained burial sites far
40 from their Indian tribes; Alaska Native Villages; the Native Hawaiian
41 community; and families, often hundreds, or even thousands, of miles
42 away; and

43 WHEREAS, the federal Indian boarding school system directly
44 disrupted Indian families, Indian tribes, Alaska Native Villages, and the
45 Native Hawaiian community for nearly two centuries; and the 2018
46 Broken Promises Report published by the U.S. Commission on Civil
47 Rights reported that American Indian and Alaska Native communities
48 continue to experience intergenerational trauma resulting from
49 experiences in Indian boarding schools, which divided cultural family
50 structures, damaged Indigenous identities, and inflicted chronic
51 psychological ramifications on American Indian and Alaska Native
52 children and families; and

53 WHEREAS, today over 90 percent of American Indian, Alaska
54 Native, and Native Hawaiian students are enrolled in our public
55 schools, and in schools operated or funded by the Bureau of Indian
56 Education; and

57 WHEREAS, Congress introduced legislation to establish the Truth
58 and Healing Commission on Indian Boarding School Policies in the
59 United States, and for other purposes, cited as the Truth and Healing
60 Commission on Indian Boarding School Policies Act, on Sept. 30,
61 2021; and

62 WHEREAS, the purposes of this act are to establish a Truth and
63 Healing Commission on Indian Boarding School Policy in the United
64 States to fully investigate and document the scope and impact of such
65 policies including identifying surviving Federal Indian boarding school
66 attendees and documenting their experiences, advancing Native
67 language revitalization, promoting Indian health research, and

PUBLIC SERVICES COMMITTEE

68 recognizing the generations of American Indian, Alaska Native, and
69 Native Hawaiian children that experienced the federal Indian boarding
70 school system with a federal memorial:

71 **RESOLVED, that the American Federation of Teachers will use**
72 **its resources to advocate for the passage of the Truth and Healing**
73 **Commission on Indian Boarding School Policies Act (H.R. 5444**
74 **and S. 2907) and similar initiatives to hold the federal government**
75 **accountable for, and redress and heal, the historical and**
76 **intergenerational trauma inflicted by the Indian boarding school**
77 **policies; and**

78 **RESOLVED, that the AFT will provide resources to inform and**
79 **educate AFT members and the school community as a whole**
80 **about the historical and intergenerational traumatic impact; and**

81 **RESOLVED, that as the process moves forward with the**
82 **Department of the Interior, the AFT will advocate for AFT members**
83 **to participate in future studies and commissions that support the**
84 **goals of the Truth and Healing Commission on Indian Boarding**
85 **School Policies Act (H.R. 5444 and S. 2907).**

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

RETIREMENT COMMITTEE

Committee Chair: Thomas Brown, United Federation of Teachers, Local 2
Committee Secretary: Patricia Colangelo, Pittsburgh Federation of Teachers
AFT Retirees, Local 400

45. REPEAL THE WINDFALL ELIMINATION PROVISION (WEP) AND GOVERNMENT PENSION OFFSET (GPO)

Committee recommends concurrence.

1 WHEREAS, the WEP and GPO affect the standard of living for
2 more than 2 million retired public employees; and
3 WHEREAS, teachers in 15 states have been, are being, and will be
4 affected; and
5 WHEREAS, *more than* 6 million current in-service employees will
6 be affected upon retirement; and
7 WHEREAS, the earned benefits are being significantly reduced or
8 eliminated for affected retirees; and
9 WHEREAS, there was no requirement from the enactment of the
10 WEP/GPO in 1983 until 2005 for employers to inform employees or
11 prospective employees that their employment would not include
12 participation in the Social Security system, thereby making them
13 subject to the WEP and GPO; and
14 WHEREAS, the vast majority of current in-service public employees
15 who will be affected by the provisions are unaware of the penalties they
16 and/or their spouses will incur upon eligibility for any Social Security
17 benefits they have earned from other employment; and
18 WHEREAS, there have been unsuccessful legislative attempts in
19 recent years to address the unfairness propagated by these provisions;
20 and
21 WHEREAS, only a full repeal of the provisions can fully address
22 that unfairness going forward:

23 **RESOLVED, that the American Federation of Teachers will**
24 **undertake efforts to make its members, both retired and currently**
25 **in service, aware of the substantial and negative effects of the**
26 **WEP and GPO; and**
27 **RESOLVED, that the AFT will support legislative efforts to fully**
28 **repeal the WEP and GPO.**

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

43. DEI AND RACIAL JUSTICE IN INVESTMENTS

Committee recommends concurrence.

1 WHEREAS, diversity, equity and inclusion (DEI) are core values of
2 the American Federation of Teachers, and the AFT is committed to
3 leading the fight for racial justice; and
4 WHEREAS, DEI refers to policies and programs that promote the
5 representation and participation of historically underrepresented
6 groups, including but not limited to people of color, women, LGBTQIA+
7 individuals, veterans and disabled individuals; and
8 WHEREAS, diversity of identity and thought enrich our schools,
9 workplaces and communities; and diverse identities, experiences,
10 skills and abilities bring value and benefit to society as a whole; and
11 WHEREAS, of the \$69.1 trillion global financial assets under
12 management across mutual funds, hedge funds, real estate and private
13 equity, fewer than 1.3 percent¹ are managed by women and people of
14 color; and
15 WHEREAS, as of 2021, only 17.5 percent of directors² among
16 Fortune 500 companies were people of color, and only 26.5 percent
17 were women; and
18 WHEREAS, diversity, equity and inclusion are integral to achieving
19 good governance of pension fund boards; and
20 WHEREAS, empirical evidence demonstrates that diversity, equity
21 and inclusion yield better overall business performance, including
22 stronger investment returns, increased investment in research and
23 development, as well as talent recruitment and retention; and
24 WHEREAS, the governance and performance benefits of diversity
25 to corporate boards also apply to pension fund boards, many of which
26 do not accurately reflect the diversity of AFT's membership; and
27 WHEREAS, corporate America and the finance sector have
28 contributed to systemic racism; driving racial wealth inequality;
29 targeting minority communities with unhealthy and predatory products
30 and services; and failing to hire, promote and fairly compensate people
31 of color; and
32 WHEREAS, AFT members' pension funds are invested in
33 corporations and asset managers that perpetuate and profit from
34 systemic racism; and
35 WHEREAS, pension fund trustees have a fiduciary duty to assess
36 and address investment risks across all asset classes, including risks
37 posed by lack of diversity and racial inequity:

¹ <https://www.pnas.org/content/116/35/17225>

² <https://www2.deloitte.com/us/en/pages/center-for-board-effectiveness/articles/missing-pieces-report-board-diversity.html>

38 **RESOLVED**, that the American Federation of Teachers will
39 work with public pension funds, state treasurers, policymakers
40 and advocacy organizations to promote diversity, equity and
41 inclusion among asset managers, corporate leadership and
42 boards of directors through engagement and shareholder
43 activism; and

44 **RESOLVED**, that the AFT will work with affiliates to identify,
45 recruit, train and support diverse candidates for pension boards;
46 and

47 **RESOLVED**, that the AFT pension Trustee Council will work
48 within its role as fiduciaries and investors to determine the risk
49 posed to our pension funds by lack of diversity and systemic
50 racism, and to raise concerns as investors and shareholders
51 when appropriate; and

52 **RESOLVED**, that the AFT will support efforts to hold asset
53 managers and corporations accountable for achieving diversity,
54 equity and inclusion goals, including fostering a pipeline for
55 diverse hiring and leadership, and training programs to expand
56 opportunities for diverse employees; and

57 **RESOLVED**, that the AFT pension Trustee Council will support
58 AFT affiliates and trustees in urging pension fund staff to develop
59 and adopt investment policies that integrate consideration of
60 diversity factors, including, but not limited to, the selection,
61 evaluation and monitoring of investment managers, consultants,
62 contractors and service providers, and to integrate racial justice
63 into investment decision-making, consistent with fiduciary duty.

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

44. CLIMATE AND GREEN INVESTMENTS

Committee recommends concurrence.

1 WHEREAS, according to a 2022 report by the Intergovernmental
2 Panel on Climate Change (IPCC), a body of experts convened by the
3 United Nations, governments are not doing nearly enough to protect
4 cities, farms and coastal areas from the impacts of climate change they
5 already are experiencing, and that immediate, transformational action
6 is required to avert the most catastrophic impacts; and

7 WHEREAS, in February 2021, the United States officially rejoined
8 the 2015 Paris Agreement, an international accord involving nearly
9 every nation, that aims to significantly reduce global greenhouse gas
10 emissions to limit global temperature increase during this century to 2
11 degrees Celsius above preindustrial levels; and

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12 WHEREAS, a 2021 study found that none of the G20 nations—
13 which together are responsible for 80 percent of greenhouse gas
14 emissions—are on track to achieve the emissions reduction goals laid
15 out in the 2015 Paris Agreement, and the IPCC warned in 2021 that
16 countries must achieve zero emissions within 15 years to avert global
17 warming of 1.5 degrees Celsius above preindustrial levels; and

18 WHEREAS, there is a consensus among the IPCC and other
19 experts that limiting global warming to 2 degrees Celsius above
20 preindustrial levels is necessary to avoid unmanageable and
21 unpredictable economic and social consequences, including severe
22 and unpredictable impacts on risk-adjusted returns to investors,
23 including teachers' pension funds, and

24 WHEREAS, there is a scientific consensus that the burning of fossil
25 fuels (oil, coal and gas)—and the consequent increase in carbon
26 dioxide and other greenhouse gases in the atmosphere— is the primary
27 cause of climate change; and

28 WHEREAS, fossil fuel companies have spent millions on lobbying
29 and denying the well-documented environmental consequences of
30 burning fossil fuels at the current rate, with some fossil fuel
31 corporations actively suppressing information from their own scientists
32 on global warming since the 1980s; and

33 WHEREAS, fossil fuel companies have failed to produce robust
34 climate change plans detailing how they will adapt to the low- or zero-
35 carbon future required to avoid climate catastrophe; and

36 WHEREAS, Russia's invasion of Ukraine has made it more
37 apparent that fossil fuel dependence puts people at risk, makes energy
38 systems insecure and enables authoritarian power grabs, destabilizing
39 democracy and economies across the globe, and creating serious
40 investment risks; and

41 WHEREAS, it is estimated that \$250 billion in AFT members'
42 pension assets are invested in fossil fuel companies and related
43 assets; and

44 WHEREAS, fossil fuel companies' role as the primary driver of
45 climate change and their refusal to modify their business models pose
46 investment risks to institutional investors like public pension funds; and

47 WHEREAS, some AFT locals and members are already engaging
48 with AFT members' pension funds on climate issues, including working
49 with student groups, community organizations and advocacy groups
50 that urge pension funds to divest from fossil fuels; and

51 WHEREAS, some pension funds where AFT members serve as
52 trustees have already taken significant actions to reduce fossil fuel
53 exposure and address climate risk, including the Teachers' Retirement
54 System of the City of New York, which voted in 2021 to divest from
55 fossil fuels; the New York State Teachers' Retirement System, which
56 voted in 2021 to divest from thermal coal and engage with fossil fuel
57 companies on climate risk; and the California State Teachers'

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58 Retirement System, which in 2021 successfully replaced two
59 ExxonMobil board members over their failure to account for climate risk
60 and create sustainable investment value:

61 **RESOLVED**, that the American Federation of Teachers will
62 work with the AFT pension Trustee Council to identify and
63 develop investment opportunities for members' pension funds
64 that simultaneously create and support good jobs and generate
65 noncarbon-emitting energy, and provide a just transition for
66 workers and communities that may be harmed due to changing
67 energy sources; these investment opportunities may include but
68 are not limited to low or zero carbon-emitting schools, affordable
69 housing, and other renewable energy and infrastructure projects
70 that benefit AFT members, students, and communities while also
71 producing positive risk-adjusted financial returns for pension
72 funds; and

73 **RESOLVED**, that the AFT will work with our trustees, locals,
74 state federations and members' retirement systems to assess the
75 exposure of our members' pension funds to fossil fuels, and
76 evaluate risk of climate change to those funds' overall investment
77 portfolios, including evaluating the impact to the fund of divesting
78 from thermal coal companies, other types of fossil fuel companies
79 and other companies that contribute substantially to climate
80 change, consistent with fiduciary duty to participants and
81 beneficiaries; and

82 **RESOLVED**, that the AFT will work with our locals, state
83 federations and members' retirement systems to support
84 shareholder initiatives that seek to address the investment risk
85 posed by climate change, and require companies to clarify and
86 demonstrate progress in achieving their climate risk policies,
87 consistent with fiduciary duty; and

88 **RESOLVED**, that the AFT will work with pension trustees to
89 engage with private equity and hedge fund managers on climate
90 risk and adopt fund policies requiring that private equity firms and
91 hedge funds disclose their fossil fuel-related holdings on an
92 annual basis, and

93 **RESOLVED**, that the AFT will support efforts by the Biden
94 administration and independent agencies such as the U.S.
95 Securities and Exchange Commission and the Board of
96 Governors of the Federal Reserve System to require
97 comprehensive disclosure of climate-related data and risk factors
98 by operating companies, asset managers and other financial
99 institutions.

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

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COMMITTEE**

Committee Co-Chairs: Anne Goldman, United Federation of Teachers,
Local 2; Lisa Ochs, Ohio Nurses Association, Local 5903

Committee Secretary: Katie Shull, Alaska Nurses Association, Local 1953

**46. ADDRESSING STAFFING SHORTAGES IN THE
HEALTHCARE WORKFORCE**

Committee recommends concurrence.

- 1 WHEREAS, nursing staff includes an entire care team comprising
2 multiple disciplines and ancillary staff; and
3 WHEREAS, non-nurse disciplines, including physicians, physician
4 assistants, pharmacists, physical therapists, respiratory therapists, and
5 all other non-nurse specialties are crucial to delivery of high-quality
6 care; and
7 WHEREAS, workers in transport, environmental services and other
8 healthcare titles are crucial to ensuring safe, high-quality care for
9 patients; and unprecedented vacancies in these positions have been
10 created due to safety concerns, inequitable compensation, and other
11 poor working conditions, which are felt at the bedside; and
12 WHEREAS, working conditions in clinical settings have
13 deteriorated to the point where experienced professionals are leaving
14 the bedside, new professionals are taking jobs outside of healthcare,
15 and vacancies in ancillary jobs are critically unfilled; and
16 WHEREAS, this situation is not only placing unconscionable strain
17 on healthcare workers, it also has created a crisis that threatens the
18 safety of patients and the overall stability of the American healthcare
19 system; and
20 WHEREAS, nurses, professional associations, and unions have
21 been advocating for safe staffing laws for decades. The lack of
22 consensus among nursing groups and employers has stalled the
23 discussion for too long, resulting in continued application of dangerous
24 staffing approaches; and
25 WHEREAS, mandatory overtime, misuse of on-call for staffing,
26 overreliance on travelers and contract nurses, and unmanageable
27 patient care assignments have become normalized. Staffing
28 committees and other venues for nurses to vocalize staffing needs,
29 while valuable, have not produced positive movement toward a
30 standard that is safe; and
31 WHEREAS, being responsible for unreasonable patient loads;
32 relying on inexperienced and agency staff to supplement and care for
33 these patients; and being expected to work more hours with fewer
34 resources—putting their own health, the health of their patients and the
35 health of their families at risk—have resulted in an adverse work
36 environment wrought with ethical challenges that have left healthcare

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37 professionals feeling completely unsupported and morally injured,
38 particularly during the pandemic;¹ and

39 WHEREAS, two states have safe staffing limits (ratios) built into
40 state law for all or some patient care units, with California having a
41 comprehensive ratios law and Massachusetts mandating ratios in
42 some patient-care areas. Research shows that minimum nurse-to-
43 patient ratios improve patient outcomes, such as improvements in
44 mortality, readmissions and length of stay;² and

45 WHEREAS, while the lack of enforceable standards has rendered
46 staffing untenable for decades, the current situation is creating an
47 existential crisis for the nursing profession. The consequence of unsafe
48 staffing has a cumulative severe impact on the physical, mental,
49 emotional and spiritual health of the nursing workforce; and

50 WHEREAS, nurses and other health professionals are leaving the
51 bedside because of unmanageable patient loads and the deplorable
52 working conditions across the healthcare system. One survey reported
53 that over one-third of nurses plan to leave their jobs by the end of 2022,
54 and nearly a third plan to leave the profession altogether;³ and

55 WHEREAS, pandemic-related pressures on healthcare accelerated
56 this trend—the rate of violence in hospitals increased by 25 percent in
57 one year alone from 2019 to 2020.⁴ And the correlation between
58 inadequate staffing and higher incidence of violence in healthcare was
59 well known even before the pandemic; and

60 WHEREAS, violence against healthcare workers is a serious and
61 growing problem exacerbated by inadequate staffing. Healthcare and
62 social services workers experience 76 percent of all reported
63 workplace violence injuries in the American labor force, and the
64 number of actual incidents of workplace violence is likely to be much
65 higher;⁵ and

66 WHEREAS, healthcare workers have endured unfathomable strain
67 at work during the pandemic, including inadequate personal protective
68 equipment; ever changing care protocols; and administrators who were
69 unprepared, not supportive and, often, not present; and

¹ Blanchard, J., Li, Y., Bentley, S. K., Lall, M. D., Messman, A. M., Liu, Y. T., Diercks, D. B., Merritt-Recchia, R., Sorge, R., Warchol, J. M., Greene, C., Griffith, J., Manfredi, R. A., & McCarthy, M. (2022). The perceived work environment and well-being—a survey of emergency healthcare workers during the COVID-19 pandemic. *Academic Emergency Medicine*. <https://doi.org/10.1111/acem.14519>

² Rosenberg K. Minimum nurse-to-patient Ratios Improve Staffing, Patient Outcomes. *Am J Nurs*. 2021 Sep 1;121(9):57. doi: 10.1097/01.NAJ.0000790644.96356.96. PMID: 34438432.

³ Incredible Health. (2022, January). *Nursing in the Time of COVID-19*. <https://www.incrediblehealth.com/wp-content/uploads/2022/03/IH-COVID-19-2022-Summary-1.pdf>

⁴ “Death on the Job: The Toll of Neglect,” 2022. <https://aflcio.org/reports/death-job-toll-neglect-2022>

⁵ BLS, SOII, 2020, Table R8.

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70 WHEREAS, our healthcare workforce has increasingly experienced
71 moral distress caused by ethically challenging situations, such as the
72 perception of not always being able to provide the normal standard of
73 care and emotional support to patients and their families;⁶ and
74 WHEREAS, the compounding impact of experiences of moral
75 distress, burnout, and impossible working conditions is exacerbated by
76 environments with inadequate organizational support by employers
77 and government;⁷ and
78 WHEREAS, the fatigue and overwork (resulting from poor staffing
79 and other failures of employers to prioritize a positive work environment
80 for those delivering patient care) serve to deteriorate the resilience and
81 ability to cope with stress across our healthcare workforce, impacting
82 workers' health, personal relationships and families; and
83 WHEREAS, increased incidence of depression, anxiety and suicide
84 among healthcare workers signify an immediate need to act;⁸ and
85 WHEREAS, a survey of emergency health workers reinforces our
86 members' experience and found a strong association between a
87 perceived adverse working environment and poor mental health,
88 particularly when organizational support was deemed inadequate; and
89 WHEREAS, unfair and inadequate pay practices exist, such as the
90 refusal to increase wages for experienced nurses, low starting wages
91 for hard-to-fill positions, and failure to pay ancillary staff a living wage;
92 these are contributing factors to both new and experienced health
93 professionals leaving their jobs—a dynamic that is exacerbating
94 shortages; and
95 WHEREAS, the use of travel agencies to fill staffing holes has
96 skyrocketed, forcing stark and unjust disparities in pay among
97 clinicians; this is a development that exposes a deeply broken labor
98 market in the healthcare industry; and
99 WHEREAS, consolidation in the healthcare industry has resulted in
100 a reduced number of corporations competing for workers, which has
101 resulted in practices like wage suppression, normalization of
102 diminished working conditions, increased healthcare costs, and few

⁶ Blanchard, J., Li, Y., Bentley, S. K., Lall, M. D., Messman, A. M., Liu, Y. T., Diercks, D. B., Merritt-Recchia, R., Sorge, R., Warchol, J. M., Greene, C., Griffith, J., Manfredi, R. A., & McCarthy, M. (2022). The perceived work environment and well-being—a survey of emergency healthcare workers during the COVID-19 pandemic. *Academic Emergency Medicine*. <https://doi.org/10.1111/acem.14519>

⁷ Blanchard, J., Li, Y., Bentley, S. K., Lall, M.D., Messman, A.M., Liu, Y.T., Diercks, D.B., Merritt-Recchia, R., Sorge, R., Warchol, J.M., Greene, C., Griffith, J., Manfredi, R.A., & McCarthy, M. (2022). The perceived work environment and well-being—a survey of emergency healthcare workers during the COVID-19 pandemic. *Academic Emergency Medicine*. <https://doi.org/10.1111/acem.14519>

⁸ WebMD, February 1, 2021, Kathleen Doheny, Moral Injury: Pandemic's Fallout for Health Care Workers, <https://www.webmd.com/lung/news/20210201/moral-injury-pandemics-fallout-for-health-care-workers#:~:text=Moral%20injury%20occurs%20when%20health,to%20healing%2C%E2%80%9D%20Dean%20say>

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103 resources spent to ensure health professionals have the tools needed
104 to deliver safe, high-quality care; and

105 WHEREAS, elimination of services by hospitals not only deprives
106 communities of care in rural and underserved areas, it also leaves
107 specially qualified healthcare professionals unemployed, a dynamic
108 that creates economic harm to families and those communities; and

109 WHEREAS, moving work out of acute care settings, outsourcing
110 through contract work and telemedicine, and the use of artificial
111 intelligence are strategies driven by cost savings, not patient needs;
112 and

113 WHEREAS, employers and industry stakeholder groups are
114 actively working to maximize profits—by cheapening care delivery
115 through efforts to deskill our professions and seeking out cheaper labor
116 forces—which complicates delivery of care, erodes scope of practice
117 for a multitude of health disciplines, and threatens our jobs; and

118 WHEREAS, the COVID-19 pandemic has exacerbated pre-existing
119 pressures and strain on the healthcare system and its workforce to a
120 critical breaking point; and

121 WHEREAS, healthcare is a high-stakes environment with highly
122 complex systems on the clinical and the business sides, and where
123 factors like the evolution of different models of nursing care,
124 reimbursement-driven documentation systems, and advances in
125 research and treatment mean incessant change for direct care
126 clinicians; and

127 WHEREAS, too often, nurses and other health professionals are
128 scapegoated for lapses in systems and structures. Threats to just
129 culture and other frameworks that ensure a culture of safety and
130 accountability in healthcare have corroded to the point that health
131 professionals are no longer willing to assume a disproportionate level
132 of responsibility for this situation or heightened level of personal risk
133 and liability; and

134 WHEREAS, the healthcare industry is in the midst of a workforce
135 crisis, with unprecedented numbers of people leaving the bedside and
136 many more preparing to leave the professions altogether; and the AFT
137 is in a unique position to provide crucial input on strategies for
138 addressing this situation because we represent clinicians, career and
139 technical education teachers, faculty for nursing and other professional
140 programs; and

141 WHEREAS, equity in the healthcare workforce is a requirement for
142 broader health equity and the time for authentic, meaningful efforts at
143 addressing racism, diversity, equity and inclusion in our healthcare
144 workforce; and

145 WHEREAS, it is well settled that outcomes improve when the
146 healthcare workforce reflects the population it serves. However,
147 minority healthcare workers are currently underrepresented, and as the

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148 complexity of the positions and the salaries increase, the diversity of
149 the workforce decreases; and

150 WHEREAS, the role of nurses is not only crucial to the stability of
151 today's patient care environment but is also critical to teaching the next
152 generation of nurses. At the same time, nursing education programs
153 do not have the funding, facilities or faculty needed to address the
154 workforce shortage. And in nursing programs, where the problem is
155 particularly acute, low salaries for faculty make choosing teaching
156 unaffordable for many nurses:

157 **RESOLVED**, that the American Federation of Teachers will
158 develop and implement a strategy with its national and state
159 leaders for obtaining state law that mandates staffing ratios, or
160 safe patient limits, in at least five states by 2025; and

161 **RESOLVED**, at the federal level, that the AFT will continue its
162 work to secure staffing ratios in federal law by advocating for the
163 Nurse Staffing Standards for Hospital Patient Safety and Quality
164 Care Act and through all available regulatory means; and

165 **RESOLVED**, that the AFT will continue its efforts at securing
166 legislation banning mandatory overtime by advocating for
167 legislation at the federal level and through support of affiliates
168 advocating for mandatory overtime prohibitions in state law; and

169 **RESOLVED**, that the AFT will support affiliate efforts to secure
170 staffing ratios in collective bargaining agreements through
171 supporting campaigns, developing model contract language, and
172 providing training and resources; and

173 **RESOLVED**, that the AFT will continue its efforts to secure
174 federal workplace violence protections through passage of the
175 Workplace Violence Prevention for Health Care and Social Service
176 Workers Act and Occupational Safety and Health Administration
177 promulgation of the interim standard within one year; and

178 **RESOLVED**, that the AFT will support the work of its affiliates
179 to address workplace violence in legislation, through collective
180 bargaining, and other state and local work of healthcare affiliates;
181 and

182 **RESOLVED**, that the AFT recommits to its advocacy to secure
183 adequate pandemic preparedness protections in the law through
184 means, like an OSHA infectious disease standard and updates to
185 the Centers for Medicare & Medicaid Services emergency
186 preparedness rule; and

187 **RESOLVED**, that the AFT will continue its work to educate and
188 support affiliates and members about research, initiatives, and
189 developments in pandemic preparedness at the employer and
190 governmental levels; and

191 **RESOLVED**, that the AFT will prioritize its work to secure
192 funding, programming, and other legal protections at the federal

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193 **level to support health professionals in the areas of mental health,**
194 **burnout and stress management, including addressing shortages**
195 **in the mental health professions; and**

196 **RESOLVED, that the AFT will expand its work in partnering**
197 **with other organizations and mental health experts devoting**
198 **resources and work aimed at developing clear demands for**
199 **improving healthcare workplaces, ensuring mental health needs**
200 **of the workforce are addressed, and to development of resources**
201 **and education programming that provide meaningful support to**
202 **health professionals; and**

203 **RESOLVED, that the AFT will develop resources to support**
204 **affiliate work addressing inadequate compensation in the**
205 **healthcare industry through market and employer research,**
206 **comparative analysis, and other needed means for use in**
207 **collective bargaining and other affiliate efforts; and**

208 **RESOLVED, that the AFT will utilize opportunities to educate**
209 **and advocate with government and other stakeholders on**
210 **inadequate pay and compensation inequities; and**

211 **RESOLVED, that the AFT will deploy resources to secure more**
212 **oversight of merger and acquisition practices in the healthcare**
213 **industry through the Federal Trade Commission, Department of**
214 **Justice, and the Centers for Medicare & Medicaid Services and to**
215 **support affiliates pursuing state-level oversight; and**

216 **RESOLVED, that the AFT will work at the federal level to secure**
217 **legal protections to protect scope of practice and our jobs with**
218 **government and every other forum, and the AFT will support**
219 **affiliates in similar state and local endeavors; and**

220 **RESOLVED, that the AFT will work to increase oversight for**
221 **telehealth, hospitals at home, and other business practices so**
222 **that our work, our jobs and our patients are protected; and**

223 **RESOLVED, that the AFT will make education, resources and**
224 **direct support available to affiliates to address system problems**
225 **that have been shifted too heavily on the backs of the healthcare**
226 **workforce. This includes exploration of new member benefits to**
227 **help shield health professionals from personal liability for**
228 **systemic problems; and**

229 **RESOLVED, that the AFT will advocate for accountability in**
230 **federal law and regulations that protects the licenses, jobs and**
231 **livelihood of health professionals from unfair civil, administrative**
232 **and criminal penalties that are the responsibility of an employer.**
233 **The AFT will support affiliates in similar state and local efforts;**
234 **and**

235 **RESOLVED, that the AFT will call on the federal government to**
236 **develop a national healthcare workforce strategy, with**
237 **participation and input by the AFT and its members, including**
238 **those working in direct care, career and technical education**

239 program teachers, nursing programs and other healthcare
240 professional program faculty; and

241 RESOLVED, that the AFT will work to advance efforts at
242 meeting the needs of the healthcare workforce through CTE,
243 apprenticeship programs, and residency and fellowship
244 programs. We will also support affiliates in this work, as well as
245 work to develop and expand language in collective bargaining
246 agreements related to orientation, precepting, and other critical
247 support for workers new to health professions; and

248 RESOLVED, that the AFT will continue promoting resources
249 and support to healthcare affiliates and members for student loan
250 forgiveness programs and also workforce development funding,
251 particularly in communities of color and in rural and other
252 underserved areas; and

253 RESOLVED, that the AFT will employ new strategies for
254 affiliates to increase diversity in the local healthcare workforce,
255 such as: addressing racism in healthcare workplaces; developing
256 program models that help affiliates expand career outreach
257 programs in communities of color to reach those who are
258 underrepresented in healthcare jobs; and expanding targeted
259 financial aid and loan repayment programs, including National
260 Health Service Corps and the Nurse Faculty Loan Repayment
261 program; and

262 RESOLVED, that the AFT’s healthcare and higher education
263 program and policy councils will collaborate on development of a
264 comprehensive strategy to address faculty shortages; and

265 RESOLVED, that the AFT adopts the report and
266 recommendations made by its Healthcare Staffing Shortage
267 Taskforce.

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

47. AFT HEALTHCARE PROFESSIONALS MENTAL HEALTH

Committee recommends concurrence.

1 WHEREAS, after two years of record hospitalization rates and as
2 the nation has surpassed 1 million deaths from COVID-19, our nation’s
3 healthcare workforce has been stretched beyond the breaking point
4 and is in a mental health crisis—fatigued from unsafe patient levels and
5 workloads that worsened during the pandemic, scarred from all they
6 have witnessed over the last two years, and dealing with severe
7 burnout and with moral injury from repeatedly being forced to make

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8 choices that transgress their long-standing, deeply held commitment to
9 healing;¹ and
10 WHEREAS, the worry and emotional trauma related to COVID-19
11 have had a negative impact on the mental health of a majority of our
12 healthcare workforce.² Around one-third of healthcare workers either
13 received or thought they needed mental health services because of the
14 pandemic. And nearly all reported negative impacts to physical health
15 and to relationships with family and co-workers. Many reported
16 problems with sleeping, frequent headaches, increased use of alcohol
17 or drug use, all attributed to pandemic stress and worry; and
18 WHEREAS, another recent study showed that more than 70
19 percent of healthcare workers have symptoms of anxiety and
20 depression, 38 percent have symptoms of post-traumatic stress
21 disorder, and 15 percent have had recent thoughts of suicide;³ and
22 WHEREAS, emotional trauma, burnout and mental health needs of
23 frontline healthcare professionals were at high levels even before the
24 pandemic with, for example, between 17 and 38 percent of nurses
25 reporting some depression,⁴ and most alarming of all, healthcare
26 professionals dying by suicide, with risk of suicide in health
27 professionals, particularly nurses, being higher than the general
28 population even before the pandemic⁵ and female nurses dying by
29 suicide at twice the rate of women who aren't nurses;⁶ and
30 WHEREAS, stigma associated with seeking mental health supports
31 and months long waiting lists due to provider shortages are barriers to
32 treatment and support that place perilous strain on health
33 professionals;⁷ and

¹ WebMD, Feb. 1, 2021, Kathleen Doheny, Moral Injury: Pandemic's Fallout for Health Care Workers, <https://www.webmd.com/lung/news/20210201/moral-injury-pandemics-fallout-for-health-care-workers#:~:text=Moral%20injury%20occurs%20when%20health,to%20healing%2C%E2%80%9D%20Dean%20says>

² KFF/The Washington Post Frontline Healthcare Worker Survey (Apr. 2021) <https://www.kff.org/reportsection/kff-the-washington-post-frontline-health-care-workers-survey-toll-of-the-pandemic/>

³ Chatterjee, R. (2022, March 31) A Nurse's Death Raises Alarm about the Profession's Mental Health Crisis. Retrieved from <https://www.npr.org/sections/health-shots/2022/03/31/1088672446/a-nurses-death-raises-the-alarm-about-the-professions-mental-health-crisis?fbclid=IwAR0BQRhx5I7KVsmEX7URgDhpperRpJ6XJh7eHIQErGRTtYU46pVLF5bNZMzY>

⁴ <https://www.grid.news/story/science/2022/05/02/nurses-are-not-ok-why-theyre-quitting-their-jobs-and-what-it-means-for-the-future-of-healthcare/>

⁵ Davis MA, Cher BAY, Friese CR, Bynum JPW. Association of US Nurse and Physician Occupation with Risk of Suicide. *JAMA Psychiatry*. 2021;78(6):651–658. doi:10.1001/jamapsychiatry.2021.0154

⁶ <https://www.grid.news/story/science/2022/05/02/nurses-are-not-ok-why-theyre-quitting-their-jobs-and-what-it-means-for-the-future-of-healthcare/>

⁷ KFF. (Sept. 30, 2021). *Mental Health Care Professionals Shortage Areas (HPSAs)* Retrieved from <https://www.kff.org/other/state-indicator/mental-health-care-health-professional-shortage-areas->

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34 WHEREAS, the mental health crisis of healthcare professionals is
35 the result of a broken healthcare system and not individual deficits, as
36 is often suggested by employer resistance training; and

37 WHEREAS, according to the U.S. Department of Health and
38 Human Services' Health Resources and Services Administration and
39 the Kaiser Family Foundation, there are over 5,800 designated mental
40 health professional shortage areas in the country, and more than 6,300
41 mental health practitioners would be needed to meet the needs in the
42 shortage areas;⁸ and

43 WHEREAS, the risk of violent assault by patients or visitors is an
44 ongoing source of emotional trauma for healthcare professionals—and
45 with good reason. The rate of injuries from workplace assaults climbed
46 by 173 percent in hospitals and by 95 percent in psychiatric and
47 substance use facilities over the last 15 years. The rate of injuries from
48 workplace violence in hospitals jumped by 25 percent in 2020 alone;⁹
49 and

50 WHEREAS, the systematic failure of healthcare employers in
51 providing psychological and physical safety in the work environment
52 has a cumulative impact on the mental health of the workforce, but also
53 results in consequences like lower employee engagement, more
54 absenteeism and poor retention. These failures have been definitively
55 shown to result in negative patient outcomes:¹⁰

- 56 **RESOLVED, that the American Federation of Teachers will:**
57 • **Enact the Workplace Violence Prevention for Health Care**
58 **and Social Service Workers Act; and**
59 • **Hold the Department of Labor and Occupational Safety and**
60 **Health Administration accountable to promulgate the**
61 **standard in a timely manner; and**

hpsas/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D

⁸ HRSA. (March 31, 2021) Designated Health Professional Shortage Area Statistics. Retrieved from

file:///H:/Public_Mental%20Health%20mapping/BCD_HPSA_SCR50_Qtr_Smry.pdf;
KFF. (Sept. 30, 2021) Mental Health Care Professionals Shortage Areas (HPSAs)
Retrieved from [https://www.kff.org/other/state-indicator/mental-health-care-health-professional-shortage-areas-](https://www.kff.org/other/state-indicator/mental-health-care-health-professional-shortage-areas)

hpsas/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D

⁹ U.S. Bureau of Labor Statistics, Survey of Occupational Illness and Injury Data, Table R8

¹⁰ Roche, M. , Diers, D. , Duffield, C. & Catling-Paull, C. (2010). *Journal of Nursing Scholarship*, 42 (1), 13-22. doi: 10.1111/j.1547-5069.2009.01321.x. See also Vessey J.A., Demarco R., DiFazio R. Bullying, harassment, and horizontal violence in the nursing workforce: the state of the science. *Annu Rev Nurs Res*. 2010;28:133-57. doi: 10.1891/0739-6686.28.133. PMID: 21639026; and Rodwell J., Brunetto Y., Demir D., Shacklock K., Farr-Wharton R. Abusive supervision and links to nurse intentions to quit. *J Nurs Scholarsh*. 2014 Sep;46(5):357-65. doi: 10.1111/jnu.12089. Epub Aug. 15,2014. PMID: 25132621.

RNs/HEALTHCARE WORKERS AND
HEALTHCARE ACCESS/QUALITY COMMITTEE

- 62 • Press the National Institute for Occupational Safety and
63 Health (NIOSH) to research and identify additional
64 mitigations; and
65 • Provide training and support to AFT Nurses and Health
66 Professionals locals to foster their capacity to bargain with
67 employers for comprehensive workplace violence
68 prevention programs and effective training; and
69 **RESOLVED, that the AFT will advocate for:**
70 • Full enforcement of federal mental health services parity
71 laws that require that health insurance plans provide the
72 same level of coverage for mental health benefits as they do
73 for medical benefits; and
74 • Permanent federal funding for the Dr. Lorna Breen Health
75 Care Provider Protection Act that supports healthcare
76 workers through training grants in strategies to reduce and
77 prevent burnout, mental health conditions, and substance
78 use disorders; education and awareness campaigns to
79 encourage healthcare providers to use available mental and
80 behavioral health services to address their own concerns;
81 grants awarded to employers to establish or expand
82 programs to promote mental and behavioral health for their
83 employees; and a study on mental and behavioral health and
84 burnout among healthcare workers; and
85 • Increased funding for financial aid programs that support
86 those seeking training to become mental health
87 professionals and programs to recruit students into mental
88 health careers; and
89 • Support state level actions that expand access to mental
90 health services by allowing healthcare professionals to
91 practice to the full extent of their education and license; and
92 **RESOLVED, that the AFT will support affiliates in efforts to**
93 **ensure employers provide paid time off for employer-sponsored**
94 **mental health training and peer-to-peer support, expand the**
95 **mental health benefits of employer health insurance, and that**
96 **labor-management committees within healthcare facilities will**
97 **address creating a supportive environment for nurses and health**
98 **professionals and to develop metrics and strategies that track**
99 **progress; and**
100 **RESOLVED, that the AFT will partner with other organizations**
101 **and mental health experts to develop new frameworks for**
102 **ensuring psychological safety in the healthcare workplace and to**
103 **address mental health needs of the workforce.**

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

**48. IN-SERVICE NURSING ORIENTATION, MENTORING
AND ONGOING EDUCATIONAL SUPPORT FOR
PROFESSIONAL NURSING PRACTICE**

Committee recommends concurrence.

1 WHEREAS, overwhelming and relentless patient-care demands
2 are causing a massive disruption in the nursing workforce caused by
3 the ongoing COVID-19 pandemic; and

4 WHEREAS, nurse burnout, early retirement, mounting
5 resignations, insufficient staffing, workload, emotional tolls, and lack of
6 ongoing support are exacerbating the nursing shortage; and

7 WHEREAS, generational changes in the nursing workforce have
8 been ongoing as baby boomers retire out of the nursing workforce and
9 are replaced by Generation X and Y; and

10 WHEREAS, the effects of the pandemic on readiness of new nurses
11 to practice in highly complex environments are challenging as
12 evidenced by nursing deficiencies in clinical competencies; and

13 WHEREAS, the pandemic will continue to have a profound impact
14 on the nursing workforce for some time requiring the need for
15 thoughtful strategic planning to address the complexity of issues,
16 including proper orientation, mentoring and ongoing support; and

17 WHEREAS, the changing nursing workforce seeks continuous
18 education, expects strong mentorship with support and strong
19 intellectual stimulation:

20 **RESOLVED, that the American Federation of Teachers will help**
21 **locals develop and support strong contractual language that**
22 **supports robust ongoing professional development programs,**
23 **appropriate orientation, mentoring programs; and**

24 **RESOLVED, that the AFT will continue to plan and offer**
25 **support for the ongoing mental and emotional health of nurses**
26 **who have suffered through the pandemic.**

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

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

Committee Chair: Bernie Kemp, Broward Teachers Union, Local 1975

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

51. SUPPORTING SAFE WORKPLACES AND SAFE SCHOOLS FOR ALL

Committee recommends concurrence.

- 1 WHEREAS, students, teachers, and school and college support
2 staff have experienced increased stress, uncertainty, financial hardship
3 and emotional turmoil due to the coronavirus pandemic; and
4 WHEREAS, schools are meant to be a safe haven for all who enter,
5 including those who work in them; and
6 WHEREAS, funding and other resources for mental health, trauma,
7 emotional and behavioral supports have not kept pace with the
8 increased need for these resources and supports; and
9 WHEREAS, special education paraprofessionals and teachers are
10 at a significantly increased risk for “student related injuries” and had
11 the highest workers’ compensation claims rate (5 for every 100 full-time
12 employees) for such injuries, compared to all other school personnel;
13 and
14 WHEREAS, American Federation of Teachers affiliate locals have
15 reported an uptick in the number of members being injured on the job,
16 and a corresponding increase in the number of hospitalizations,
17 workers’ compensation claims, and resignations; and
18 WHEREAS, the AFT is committed to making schools and colleges
19 as safe as possible for students and our members:
- 20 **RESOLVED, that the American Federation of Teachers will help**
21 **assist locals in collecting workplace safety and member injury**
22 **data; and**
23 **RESOLVED, that the AFT will continue to assist affiliates in**
24 **developing campaigns to address workplace violence, and school**
25 **and college safety issues; and**
26 **RESOLVED, that the AFT will advocate for the collection of**
27 **national school and college trends on violence, and provide**
28 **resources and supports to locals engaged in issue advocacy**
29 **around violence, workplace assault and injury.**

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

50. LIVING WAGES FOR ALL AFT MEMBERS

Committee recommends concurrence.

1 WHEREAS, all working people deserve a wage that allows them
2 dignity and the basic necessities of life; and

3 WHEREAS, no employer should pay wages so low that their
4 employees must rely on government assistance to meet their basic
5 needs such as food, rent and healthcare; and

6 WHEREAS, the federal poverty wage does not take into
7 consideration costs like child care and healthcare that not only draw
8 from one's income, but also are determining factors in one's ability to
9 work and endure the potential hardships associated with balancing
10 employment and other aspects of everyday life; and

11 WHEREAS, a living wage model is an alternative market-based
12 measure of basic needs that takes into consideration geographic
13 location and specific expenditure data related to a family's likely
14 minimum food, child care, health insurance, housing, transportation
15 and other basic necessities such as clothing, personal care items etc.;
16 and

17 WHEREAS, the living wage model would draw on these cost
18 elements and the relative effect of local, state and federal taxes to
19 determine the minimum employment earning necessary to meet a
20 family's basic needs while also maintaining self-sufficiency; and

21 WHEREAS, a living wage model is a more accurate reflection than
22 the federal poverty wage model of a family's true cost of living in a given
23 location; and

24 WHEREAS, the Massachusetts Institute of Technology has
25 conducted an extensive study on living wages at the county level and
26 created a living wage calculator based on their study; and

27 WHEREAS, the American Federation of Teachers has a
28 responsibility to advocate for workers to earn a wage that allows them
29 to take care of their family and be self-sufficient:

30 **RESOLVED, that the American Federation of Teachers will**
31 **support state legislation or ballot initiatives that raise the**
32 **minimum wage; and**

33 **RESOLVED, that the AFT will provide information on metrics**
34 **available to advocates of a living wage; and**

35 **RESOLVED, that the AFT will offer tools, resources and**
36 **support to any local whose members earn less than a living wage**
37 **and wishes to undertake a campaign to raise wages to a living**
38 **wage standard.**

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

52. SCHOOL MEALS FOR ALL

Committee recommends concurrence.

1 WHEREAS, the AFT has long supported universal school meals as
2 a way to address food and nutrition instability, increase access and
3 equality in our education system, and to reduce systemic barriers to
4 school meals; and

5 WHEREAS, hunger creates poor outcomes for students of all ages,
6 including less ability to concentrate, graduate and more likely to have
7 health issues; and

8 WHEREAS, having access to meals at school will support students'
9 academic success; reduce childhood hunger; decrease childhood
10 overweight and obesity; improve child nutrition and wellness; enhance
11 child development and school readiness; and support learning,
12 attendance and behavior; and

13 WHEREAS, in other areas, students and families have accrued
14 hundreds of dollars in school lunch debt because they are unable to
15 afford to buy school meals, demonstrating that too many students fall
16 through the cracks and are not receiving free- and reduced-price
17 school meals; and

18 WHEREAS, prior to COVID-19, about 15 million children in the
19 United States—21 percent of all children—lived in families with
20 incomes below the federal poverty threshold, who struggle to afford
21 basic necessities like food; and United States Department of
22 Agriculture data showed that nearly 12 percent of households were
23 food insecure; and

24 WHEREAS, the COVID-19 pandemic relief included issuing a
25 waiver authority to the USDA, which effectively created universal
26 school feeding for students and families for a limited time; and

27 WHEREAS, for the last few years, students and families have
28 become accustomed to receiving free school meals; and

29 WHEREAS, School Meals for All will help eliminate paperwork,
30 collections on unpaid meals debt, and increase federal
31 reimbursements as well as allow the continuity for students, especially
32 for those with families with unstable incomes:

33 **RESOLVED, that the American Federation of Teachers will**
34 **advocate for and support federal and state legislative actions that**
35 **all students—regardless of income—have unimpeded access to**
36 **school meals; and**

37 **RESOLVED, that the AFT will work with community groups,**
38 **nutrition groups and other education groups to continue our**
39 **advocacy; and**

40 **RESOLVED, that the AFT will create lobbying and advocacy**
41 **tools to help individuals and communities advocate for school**
42 **meals for all.**

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

**49. DESIGNATING AND CELEBRATING NATIONAL
PARAPROFESSIONALS AND SCHOOL-RELATED
PERSONNEL DAYWEEK**

Committee recommends referral to Executive Council.

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

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

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

13 WHEREAS, the AFT first demonstrated its commitment to PSRPs
14 and their important contributions to our students and our union in 1930,
15 with the chartering of the Education Secretaries of Chicago; and

16 WHEREAS, paraprofessionals and school-related personnel in
17 many states are members of both the American Federation of
18 Teachers and the National Education Association; and

19 WHEREAS, the National Education Association has declared the
20 third Wednesday of each November their version of a
21 Paraprofessionals and School-Related Personnel Day:

22 **RESOLVED, that the American Federation of Teachers shall**
23 **designate the third Wednesday first week of each November**
24 **October as National Paraprofessionals and School-Related**
25 **Personnel-Day Week; and**

26 **RESOLVED, that the AFT shall uplift the contributions, work,**
27 **stories and voices of PSRP members in honor of National**
28 **Paraprofessionals and School-Related Personnel-Day Week.**

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

WOMEN'S RIGHTS COMMITTEE

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

Committee Secretary: Hope Wyatt, Norwalk Federation of Education
Personnel, Local 3793

**53. REPRODUCTIVE RIGHTS AND THE PROTECTION
OF WOMEN**

Committee recommends concurrence as amended below.

- 1 WHEREAS, the American Federation of Teachers is committed to
2 ensuring that women, girls and others who can become pregnant
3 maintain their reproductive choice and have access to all reproductive
4 health services, as far back as a 1981 policy resolution; and
5 WHEREAS, bodily autonomy is essential to liberty, dignity, equality
6 and self-determination; and
7 WHEREAS, the right to liberty is guaranteed under the U.S.
8 Constitution; and
9 WHEREAS, ~~at this juncture it appears the~~ on June 24, 2022, six
10 United States Supreme Court justices, three of whom testified in their
11 confirmation hearings that Roe was "settled law," issued an
12 outrageous, radical and extreme decision in will use the Dobbs v.
13 Jackson Women's Health Organization to overturn long-standing
14 precedent in *Roe v. Wade*; and
15 WHEREAS, this decision takes away already established rights for
16 women; this ruling will undermine all other freedoms and disparage
17 women as second-class citizens; and
18 WHEREAS, pregnancy-related mortality in the United States
19 affects approximately 700 women per year at various stages of
20 gestation, with one-third of pregnancy-related deaths occurring during
21 pregnancy, one-third occurring at delivery or one week after, and one-
22 third occurring one week to one year postpartum, per the Centers for
23 Disease Control and Prevention; and
24 WHEREAS, women of color are the primary victims of pregnancy-
25 related mortality despite their minority representation in the general
26 population, with Black women accounting for 41.7 percent, Indigenous
27 women accounting for 28.3 percent, Asian and Pacific Islander women
28 accounting for 13.8 percent, and Hispanic or Latino women accounting
29 for 11.6 percent, per the CDC; and
30 ~~WHEREAS, pregnancy and child rearing are a lifelong~~
31 ~~responsibility, and their own source of trauma, which should not be~~
32 ~~forced on victims of existing trauma or people otherwise unwilling or~~
33 ~~unable to assume this responsibility; and~~
34 WHEREAS, procreation and child rearing are personal and intimate
35 matters fundamental to our freedom and our aspirations, are lifelong
36 responsibilities, and should not be imposed by the state against the

WOMEN'S RIGHTS COMMITTEE

37 express consent of the individual or forced on people who have been
38 traumatized or who are otherwise unwilling or unable to assume this
39 responsibility; and

40 WHEREAS, several states, including Alabama, Arizona, Arkansas,
41 Florida, Kentucky, Louisiana, Missouri, New Hampshire, Ohio,
42 Oklahoma, South Dakota, Tennessee and Texas, have enacted or are
43 contemplating ultra-restrictive abortion bans without exemptions for
44 rape, incest, or human trafficking ~~even for people as young as 13~~
45 regardless of age; and

46 WHEREAS, having the right to decide when and whether to
47 reproduce is associated with better relationship stability and
48 satisfaction, the likelihood of completing a college education, more
49 work experience, and greater earning potential among women, which
50 contributes to a well-functioning society, and where freedom has been
51 recognized in law as the ability of a person to have agency over one of
52 the most fundamental and intimate decisions one can make—when
53 and whether and with whom to have a child.:

54 ~~RESOLVED, that the American Federation of Teachers~~
55 ~~acknowledges that this is a precarious time for the right to~~
56 ~~reproductive freedom, individual autonomy and self-~~
57 ~~determination; and~~

58 ~~RESOLVED, that the AFT stands in solidarity with will defend~~
59 ~~the rights of our members and all women, girls and people others~~
60 ~~who can become pregnant against forced birth, and the AFT calls~~
61 ~~on the Senate and state lawmakers and voters to codify the right~~
62 ~~to choose abortion established by Roe v. Wade into federal and~~
63 ~~state law as is being done in California, Michigan and New York.~~
64 ~~We join them in calls to protect reproductive freedom at the state~~
65 ~~and federal levels via codification and executive action of Roe v.~~
66 ~~Wade; and~~

67 ~~RESOLVED, that the AFT will work to secure reproductive~~
68 ~~freedom throughout the nation by working with lawmakers,~~
69 ~~candidates, advocacy groups and activists to support legislative~~
70 ~~efforts and executive action at the state and federal levels; and~~

71 ~~RESOLVED, that the AFT calls for a Week of Action for~~
72 ~~Reproductive Freedom in September, and the AFT will use~~
73 ~~personal, political and economic means at our disposal to support~~
74 ~~the mobilization of our members in teach-ins, sit-ins, walk-ins,~~
75 ~~rallies and demonstrations, especially those led by impacted~~
76 ~~communities, to educate the public about this erosion of their~~
77 ~~basic rights; and~~

78 ~~RESOLVED, that the AFT will use its voice in support of~~
79 ~~initiatives promoting access to reproductive care; and~~

80 ~~RESOLVED, that the AFT will use its voice to lend support to~~
81 ~~initiatives nationwide calling to prevent fight the criminalization of~~

82 ~~any reproductive healthcare, including patients seeking care,~~
83 ~~abortion providers, counselors, advocates, family members and~~
84 ~~friends who provide advice or transportation; and~~

85 RESOLVED, that the AFT will engage our members in local and
86 statewide organizing and get-out-the-vote efforts in the 2022
87 midterm elections to elect candidates who reflect our values and
88 respect the right of people to make their own decisions about
89 when, whether and with whom to have a child, including through
90 activist and volunteer recruitment, voter registration,
91 phonebanks, text-a-thons, door-to-door canvassing, workplace
92 conversations, ballot chase efforts, election turnout activities and
93 voter protection, to ensure their elected leaders respect and
94 defend their fundamental freedoms.

95 ~~RESOLVED, that the AFT will work with current and future~~
96 ~~lawmakers at both the state and federal levels to codify into law~~
97 ~~rights that ensure women equal access to comprehensive~~
98 ~~reproductive healthcare.~~

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

54. SAVE ROE V. WADE, THE RIGHT TO PRIVACY, AND AMERICAN DEMOCRACY ITSELF

Precluded by recommendation of concurrence with Resolution #53

1 WHEREAS, the Supreme Court 1973 decision in *Roe v. Wade*
2 established that a woman has the fundamental right to make decisions
3 over her own body; and

4 WHEREAS, the leaked draft opinion, written by Samuel Alito on
5 behalf of Clarence Thomas and the three Trump-nominated associate
6 justices—Neil Gorsuch, Brett Kavanaugh and Amy Coney Barrett—
7 would overturn *Roe v. Wade*, and represents one of the grossest
8 violations of the rights of women to make intimate and private decisions
9 about their bodies and whether to carry a pregnancy to term or not, as
10 well as to make decisions about their private lives without government
11 regulation and interference; and

12 WHEREAS, the Supreme Court is thoroughly compromised. The
13 three Trump associate justices constitute an ongoing far right-wing
14 coup inside the nation's highest judicial body, and clearly intend to use
15 their undemocratic power to overturn progressive legislation for
16 decades to come; and

17 WHEREAS, the Trump movement aims to create an American
18 government completely subservient to the interests of a section of

19 America's giant corporations and wealthiest individuals, without any
20 meaningful constitutional or democratic restraints on the use of
21 governmental power to serve their purposes. Trump's three Supreme
22 Court appointees and far right-wing control of the court are pivotal to
23 the Trump movement achieving its objectives; and

24 WHEREAS, electoralism alone cannot provide a solution to this
25 crisis. Even if the Democrats pass state or federal legislation to uphold
26 abortion rights, those laws will be challenged by the Trump movement
27 and inevitably brought before this Supreme Court. The new civil rights
28 and labor movement can defeat these attacks through mobilizing our
29 members and supporters to take mass action across the country to
30 maintain *Roe v. Wade* and defend women and all Americans from this
31 fundamental attack on civil and human rights:

32 **RESOLVED, that the American Federation of Teachers will use**
33 **all means at our disposal to defend reproductive freedom and *Roe***
34 ***v. Wade*; and**

35 **RESOLVED, that the AFT will defend AFT members and**
36 **students who need access to abortions and birth control; and**

37 **RESOLVED, that the AFT demands that Biden increase the**
38 **number of Supreme Court justices, and/or impeach the justices**
39 **who went against their sworn testimony to not overturn *Roe v.***
40 ***Wade*; and**

41 **RESOLVED, that the AFT calls for an end of the Senate**
42 **filibuster that is being used now, as it has in the past, to maintain**
43 **white privilege and Jim Crow laws and to block progressive**
44 **legislation.**

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

55. SUPPORTING ABORTION RIGHTS IN THE FACE OF ATTACKS ON *ROE V. WADE*

Precluded by recommendation of concurrence with Resolution #53

1 WHEREAS, the American Federation of Teachers, an
2 overwhelmingly women's organization, has long been on record as a
3 pro-choice union that supports a woman's right to reproductive
4 freedom, including the right to abortion; and

5 WHEREAS, the Supreme Court of the United States has clearly
6 indicated its intention to strike down *Roe v. Wade* in its current session,
7 and a substantial number of states have already enacted or plan to
8 enact draconian restrictions on a woman's right to choose if and when
9 they will have a child:

WOMEN'S RIGHTS COMMITTEE

10 **RESOLVED, that the American Federation of Teachers will**
11 **publicly stand in defense of abortion and reproductive rights for**
12 **all people who can be pregnant and will encourage its members**
13 **to participate in activities, including rallies and demonstrations,**
14 **lobbying and political campaigns, educational events and other**
15 **actions to support the right to abortion, contraception and other**
16 **reproductive rights.**

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

Parliamentary Motions Guide

Based on Robert's Rules of Order Newly Revised (12th Edition)

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

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



A Union of Professionals

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