



Education  
Healthcare  
Public Services

# 2024 COMMITTEE REPORTS

VOLUME ONE

Presented to the National Convention of  
the AFT, AFL-CIO Committee Reports on  
Constitutional Amendments and Resolutions  
Houston | July 22–25, 2024

FIGHTING FOR  
**REAL SOLUTIONS**  
**FOR A BETTER LIFE**

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Committee Secretary: Jennifer Higgins, AFT New Jersey

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Committee Secretary: Carolyn Fjelstad, Oregon Federation of Nurses and Health Professionals, Local 5017

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**Provisions for submitting constitutional amendments to the 2022 AFT Convention are contained in Article X, Sections 1 and 3 of the AFT Constitution:**

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

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

**Provisions for submitting resolutions to the 2022 AFT Convention are contained in Article IV, Section 4 of the bylaws to the AFT Constitution:**

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

**According to the above provisions, the following constitutional amendments were received by the national office by March 15, 2022, and resolutions were postmarked or received no later than June 2, 2022.**

**CONVENTION RULES**

Article IV, Section 9 of the bylaws states:

Section 9. A copy of the rules should be provided for delegates and visitors upon convention registration and should be voted on at the opening session on the first day of the convention.

**NOTE: Resolutions submitted to the national office for consideration by convention delegates are edited for style, typographical errors and punctuation only.**

## **RULES OF CONDUCT FOR THE 2024 CONVENTION**

### **1. SERGEANTS-AT-ARMS**

- a. Sergeants-at-arms shall at all times keep proper check on delegates and guests, and see that they are seated in their proper places and that order is maintained.
- b. Specially designated sergeants-at-arms shall be assigned to each floor microphone to facilitate their proper use.
- c. Sergeants-at-arms assigned to the entrance doors to the convention hall shall not admit anyone to the hall when a vote is in progress.
- d. Sergeants-at-arms shall not permit the display of caucus or political signs or placards or the distribution of caucus or political material within the convention hall. Parades or demonstrations shall not be permitted.

### **2. FLOOR MICROPHONES**

- a. Microphones available for debate on any questions before the convention shall be utilized in rotation, beginning with microphone No. 1 for each new business session. Within each business session, rotation of microphones is defined as the continuation of numerical order. All microphones shall be live at all times during business sessions.
- b. When a question before the convention is put to a vote, all microphones shall be cleared of all delegates in line awaiting their turn to speak.

### **3. RECOGNITION TO SPEAK**

- a. A delegate desiring to speak to a question on the floor must remain at his or her microphone position until recognized by the chair in rotation.
- b. A delegate recognized by the chair must state his or her name and local number before speaking.
- c. If a delegate, while speaking, is called to order, he or she shall, at the request of the chair, remain silent until the question is decided.
- d. No delegate shall be allowed to speak twice on any issue until all who are desirous of doing so and are entitled to do so have had a chance to speak.

### **4. SPECIAL ORDERS OF BUSINESS**

- a. Special Orders of Business must be printed and available to all convention delegates one business session prior to consideration.
- b. Special Orders of Business must address issues that because of timeliness could not have been dealt with through the resolutions procedure outlined in Article IV, Section 4 of the AFT bylaws.

### **5. MOTIONS AND AMENDMENTS TO MOTIONS**

- a. A motion or an amendment to motion duly made and seconded shall not be open for discussion until it has been clearly repeated to the convention by the chair.
- b. The chair, at his or her discretion, may require a motion or amendment to be submitted in writing.
- c. No motion or amendment shall be voted upon until the mover or introducer has had an opportunity to speak to it if he or she so desires.
- d. The chair shall repeat the motion or amendment before the convention immediately prior to the vote thereon.

## **RULES OF CONDUCT FOR THE 2024 CONVENTION**

### **6. LIMITATIONS ON DEBATE**

A delegate shall be allowed to speak to any question for a period not to exceed three minutes. He or she shall be notified when two minutes have elapsed and again at the close of the third minute, at which time the speaker must return to his or her seat.

### **7. POINTS OF ORDER**

When the chair entertains a point of order, no further points of order can be raised until the point before the body is disposed of.

### **8. APPEALS**

A delegate desiring to appeal a decision of the chair must be recognized for the purpose of such appeal before any other delegates are recognized for any other purpose.

### **9. VOTING**

Except on roll-call votes, all voting shall be by voice or by a show of hands, but the chair may call for a standing vote when in doubt. No division shall be taken unless the vote is challenged and the challenge supported by one-third of the delegates assembled rising in their places or if the chair so decides.

### **10. GUEST SPEAKERS**

Guest speakers invited by the executive council or the convention shall be introduced at their convenience by the chair, provided, however, that no speaker on the floor shall be interrupted.

### **11. COMMITTEE MEETINGS**

- a. The chair of each committee shall, at the opening of the committee meeting, appoint a secretary to record the proceedings, two timekeepers to ensure that time limits are followed, and several tellers to assist the chair in determining votes. A sufficient number of sergeants-at-arms shall be assigned to each convention committee meeting to check badges and to maintain order.
- b. Attendance shall be taken, and only those delegates properly assigned to the committee in question shall be permitted to attend and to participate in committee business.
- c. All the foregoing rules of the convention that can be made applicable to committee meetings shall apply, such as the limitations on debate, appeals of the decision of the chair, voting procedures (except that there be no roll-call votes), and procedures for motions and amendments.
- d. At the opening of each committee session and before any business has been transacted, the chair shall read to the assembled committee members Sections 6, 7 and 8 of Article IV of the bylaws so that they may be reminded of their responsibility to select the resolutions or business the committee considers most important.
- e. It shall be the responsibility of the chair and secretary of each committee to see to it that the resolutions that the committee wants to report to the convention are submitted to the convention office for duplication and are available on the floor of the convention for distribution to delegates prior to consideration.
- f. For purposes of clarity and consistency, committee recommendations should be presented in a uniform manner: The committee recommends concurrence in favor of the resolution, or the committee recommends non-concurrence in opposition to the resolution.
- g. The committee chair shall report the recommendations of the committee to the convention on the basis of a majority vote of its members present and voting.

# **RULES GOVERNING THE 2024 ELECTION OF OFFICERS OF THE AFT AND DELEGATES TO THE AFL-CIO CONVENTION**

## **1. THE CREDENTIALS AND ELECTIONS COMMITTEE**

- a. The Elections Committee is combined with the Credentials Committee whose members are appointed pursuant to Article II of the AFT bylaws.
- b. The Credentials and Elections Committee shall have plenary powers to run the election and determine any disputes that may arise during or out of the election subject only to the provisions of Article VI of the AFT bylaws, which specify the procedures for nomination and election. It may engage the services of an entity to carry out election procedures.
- c. The Credentials and Elections Committee shall receive the names of the nominees for office from the secretary-treasurer no later than 8:30 a.m. on the third day of the convention (July 24, 2024) after an opportunity for declinations as provided in Article VI, Section 1 of the AFT bylaws.

## **2. OBSERVERS**

- a. Each candidate or slate shall appoint their own observer who shall have access to the polling and counting of the ballots.
- b. There shall be one observer per candidate or slate for each tabulation room.
- c. Observers may take notes and ask questions but may not interfere in the election process. No photos, videos, or recordings may be taken in or of the tabulation room.
- d. The candidate or slate shall notify the chair of the Credentials and Elections Committee of the names of the observers at a time determined by the Credentials and Elections Committee.
- e. An observer must be a member of the AFT.

## **3. SLATES**

- a. Two or more candidates for office may organize themselves into a slate for election.
- b. Candidates for office may organize themselves into a slate, and they shall designate the name of their slate. No slate can use the name of any other slate that has historically used a certain name. Otherwise, the slate shall determine its own name.
- c. Delegates have a choice of voting for a slate or voting for individual candidates.
- d. Every candidate and every slate shall make themselves known to the chair of the Credentials and Elections Committee so that proper information can be provided for the printing of ballots no later than 8:30 a.m. on the third day of the convention.
- e. Requests for table space and for meeting rooms outside of the convention hall by caucuses sponsoring slates shall be made to the director of conventions, meetings and travel at least 15 days prior to the convention in accordance with established procedures.
- f. Individual requests for previously unarranged table space and meeting rooms outside of the convention hall, shall be made to the director of conventions, meetings and travel no later than 10:00 a.m. on the first day of the convention (July 22, 2024) after picking up nomination forms from the Credentials and Election Committee.



## RULES GOVERNING THE 2024 ELECTION OF OFFICERS OF THE AFT AND DELEGATES TO THE AFL-CIO CONVENTION

### 4. VOTING PROCEDURE

- a. An announcement shall be made to the convention of the time and place to secure ballots for distribution to delegations, which shall be no later than 4:30 p.m. on the third day of the convention. Balloting shall be completed by 7:30 p.m. as provided in Article VI, Section 2 of the AFT bylaws. The Credentials and Elections Committee may change the starting time of the election to accommodate the convention schedule and adjust the ending time to allow three hours for voting.
- b. Each affiliate shall select a ranking delegate who shall be responsible for securing ballots, delivering them to the delegates and returning the executed ballots to the same place they were first distributed. The ranking delegate shall receive only the number of ballots necessary for the delegation as certified by the Credentials and Elections Committee. Any unused ballots must also be returned.
- c. Every ballot shall be signed by the delegate voting that ballot. No ballot shall be counted that is not signed.
- d. Delegates shall be instructed by the ranking delegate on the voting procedure. When a delegate wishes to vote for a slate, that delegate shall place a mark in the box or circle identifying the slate as per the instructions for voting. Delegates must choose between voting by slate or individually. When the vote is by slate, the delegate is limited to voting for one slate only and may not combine slate voting with individual candidate voting. When a delegate wishes to vote for individual candidates, that delegate shall put a mark by the candidate's name in the box or circle as per the instructions for voting. The delegate who votes individually may vote for each of the vacant positions as indicated on the ballot.
- e. Upon receipt of the ballots from the ranking delegate, the Credentials and Elections Committee shall separate the ballots into separate piles consisting of blank ballots, unsigned ballots, overvotes,<sup>1</sup> votes for each slate and individual candidate votes or other piles deemed necessary by the Credentials and Elections Committee and election tabulation vendor. The procedure for distribution and voting is part of the balloting process and begins at the time indicated in Article VI, Section 2 of the AFT bylaws or at such time as established by the Credentials and Elections Committee to accommodate the convention schedule.
- f. The tabulation of votes begins as soon as practicable on the third day of the convention in a place to be announced.
- g. The value of each vote is determined by computer by dividing the local's votes to four decimal places and assigning this number to each delegate as required by Article VII, Section 8 of the AFT constitution.

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

**RULES GOVERNING THE 2024 ELECTION OF OFFICERS OF THE AFT  
AND DELEGATES TO THE AFL-CIO CONVENTION**

h. The results of the election will be announced at the opening of the convention on the following day. Election votes may be posted in writing prior to that time if they are by then completed.

**5. CAMPAIGN CONTRIBUTIONS**

No candidate or supporter may solicit or accept financial support or any other direct or indirect support of any kind from any non-member of AFT.

**6. DELEGATES TO AFL-CIO CONVENTION (when applicable)**

Delegates to the AFL-CIO convention are the president, the secretary-treasurer and the executive vice president. In addition, other delegates may be elected in a number to be determined by the executive council. The election of these delegates, other than the specified officers, shall follow the procedure for election of officers as set forth in these rules.

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CONSTITUTIONAL AMENDMENTS COMMITTEE

**CONSTITUTIONAL AMENDMENTS COMMITTEE**

Committee Chair: Zeph Capo, Texas AFT

Committee Secretary: Jennifer Higgins, AFT New Jersey

**PROPOSED CONSTITUTIONAL AMENDMENTS**

*NOTE: Constitutional amendments must be adopted by two-thirds (2/3) of the votes cast. Bylaws are adopted by a majority vote. Underlined words indicate proposed new language. Lines through words indicate proposed deletions.*

**ARTICLE I—NAME (page 1)**

**Committee recommends concurrence.**

1 This organization shall be known as the American Federation of  
2 Teachers, and/or AFT, which is a union of professionals that includes  
3 education, healthcare and public services; with divisions known as AFT  
4 Teachers, AFT Paraprofessionals and School-Related Personnel, AFT  
5 Nurses and Health Professionals, AFT Higher Education, AFT Public  
6 Employees, and AFT Retirees.

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

**ARTICLE II—Objects (page 2)**

**Committee recommends concurrence.**

1 **Section 10.** To fight all forms of bias due to race, creed, color,  
2 national origin, age, disability, sex, sexual orientation, gender identity  
3 or expression, and social, political or economic status.

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

### ARTICLE III—Membership (page 4)

**Committee recommends concurrence.**

1        **Section 11.** No discrimination shall ever be shown toward individual  
2 members or applicants for membership because of race, creed, color,  
3 national origin, age, disability, sex, sexual orientation, gender identity  
4 or expression, and social, political or economic status. Locals may  
5 establish procedures for admission of new members except that no  
6 discrimination shall ever be shown toward individual members or  
7 applicants for membership because of race, creed, color, national  
8 origin, age, disability, sex, sexual orientation, gender identity or  
9 expression, and social, political or economic status.

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

### ARTICLE IV—Charters (page 5)

**Committee recommends concurrence.**

1        **Section 10.** No charter of the American Federation of Teachers  
2 that defines or recognizes jurisdiction on a basis of race, creed, color,  
3 national origin, age, disability, sex, sexual orientation, gender identity  
4 or expression, and social, political or economic status or permits the  
5 practice of such jurisdiction shall be recognized as valid, and the  
6 practice of any local in limiting its membership on account of race,  
7 creed, color, national origin, age, disability, sex, sexual orientation,  
8 gender identity or expression, and social, political or economic status  
9 shall render its charter void.

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

**BYLAWS**

**ARTICLE VIII—Per Capita, Budget and Audits (pages 21-23)**

**Committee recommends concurrence.**

1       **Section 1.** (a) ~~Effective September 1, 2021, each local shall pay a~~  
2 ~~per capita tax of \$19.98 per month, of which \$1.20 shall be dedicated~~  
3 ~~and to assist locals in crisis.~~ Effective September 1, 2023, each local  
4 shall pay a per capita tax of \$20.18 per month of which \$1.25 shall be  
5 dedicated to a special AFT fund to engage members and to assist  
6 locals in crisis. Effective September 1, 2025, each local shall pay a  
7 per capita tax of \$20.43, of which \$1.25 shall be dedicated to a  
8 special AFT fund to engage members and to assist locals in crisis.  
9 The national office shall pay back to the office of each state  
10 federation for each member of the state a per capita of 20 cents per  
11 month.

12       **Section 7.** ~~Effective September 1, 2021, \$2.75, and Effective~~  
13 ~~September 1, 2023, \$2.80 and effective September 1, 2025, \$2.90~~ of  
14 each member’s per capita tax shall be set aside each month in a  
15 special fund that will function to assist the AFT and its affiliates in  
16 participating in legislative and political activities with significant  
17 potential impact on members of the AFT and the institutions where  
18 they work. Such assistance shall be collected and utilized in  
19 accordance with the provisions of applicable state and federal law.  
20 The executive council will adopt guidelines to implement this  
21 provision, including the development of criteria and an application for  
22 assistance. Where a state affiliate has a fund that is approved by the  
23 AFT and similar to the Solidarity Fund, in that it functions to assist the  
24 affiliate in participating in legislative and political activities with  
25 significant potential impact on the members and the institutions where  
26 they work, then the AFT will pay effective ~~September 1, 2021, \$1.04~~  
27 ~~per member per month to be deposited in such similar state fund.~~  
28 ~~Effective September 1, 2023, the AFT will pay \$1.06 per member per~~  
29 ~~month to be deposited in such similar state fund.~~ Effective September  
30 1, 2025, \$1.09 per member per month to be deposited in such similar  
31 state fund.

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

**HEALTHCARE ACCESS/QUALITY COMMITTEE**

Committee Chair: John Brady, AFT Connecticut

Committee Secretary: Carolyn Fjelstad, Oregon Federation of Nurses and Health Professionals, Local 5017

**11. SAVE SUNY DOWNSTATE HOSPITAL**

**Committee recommends concurrence.**

1 WHEREAS, SUNY Downstate has been a publicly owned,  
2 taxpayer-funded medical college and hospital since 1860 and is the  
3 birthplace of world-renowned magnetic resonance imaging technology  
4 (MRI); and

5 WHEREAS, SUNY Downstate is 1 of 3 remaining SUNY hospitals  
6 in the entire state of New York; and

7 WHEREAS, SUNY Downstate is dedicated to delivering core  
8 services to the residents of Central Brooklyn, including: Level II trauma  
9 care and related services; cardiac care; maternity and pediatric care;  
10 emergency services; and it operates the only kidney transplant center  
11 in Brooklyn; and

12 WHEREAS, SUNY Downstate was the state's only designated  
13 COVID-19 hospital in New York state, and literally saved thousands of  
14 lives from the scourge of this deadly virus; and

15 WHEREAS, if Brooklyn was a city, it would be the fourth-largest city  
16 in the United States, and SUNY Downstate is the fourth-largest  
17 employer in Brooklyn; and

18 WHEREAS, SUNY Downstate serves more than 12,000 inpatient  
19 and 300,000 outpatient clients each year; and more than 62,000  
20 Brooklynites visit its emergency room each year; and

21 WHEREAS, SUNY Downstate has faced financial hardship due to  
22 the nature of the population it serves—including uninsured,  
23 underinsured, indigent and undocumented individuals—with 20  
24 percent of the population in Brooklyn living in poverty according to the  
25 U.S. Census Bureau; and

26 WHEREAS, according to a recent report by the NYS Department of  
27 Health, the numbers of providers and staffed hospital beds are lowest  
28 in communities of color and high-poverty communities; and the  
29 absolute number of healthcare providers who accept Medicaid is  
30 lowest in high-poverty communities and communities with high  
31 Hispanic populations; and

32 WHEREAS, SUNY Downstate College of Medicine has more than  
33 800 faculty members and more than 2,000 students studying to be  
34 doctors and nurses and other healthcare professionals—almost 60  
35 percent of them are students of color; and

36 WHEREAS, SUNY Downstate College of Medicine is dedicated to  
37 training a diversified healthcare workforce and is in the top 4 percent  
38 of schools graduating African American doctors and nurses in the

HEALTHCARE ACCESS/QUALITY COMMITTEE

39 nation; and 70 percent of the students in the SUNY Downstate College  
40 of Nursing are people of color; and

41 WHEREAS, understanding that SUNY Downstate faced financial  
42 hardship and in order to develop approaches to address those financial  
43 challenges, United University Professions and the New York State  
44 Public Employees Federation sought legislation in 2023 to mandate  
45 that the Commissioner of Health develop a sustainability plan for the  
46 hospital in consultation with stakeholders, which maintained Downstate  
47 as a public state-operated facility staffed with public employees and to  
48 study the hospitals finances, services and service population; and

49 WHEREAS, this legislation was opposed by the administration of  
50 the State University of New York; and

51 WHEREAS, in January 2024, SUNY Chancellor John King  
52 announced that he planned to close the hospital at SUNY Downstate  
53 and transfer the more than 300 state-operated inpatient beds and the  
54 majority of the hospital services to Kings County Medical Center and  
55 other regional healthcare facilities; and

56 WHEREAS, despite repeated attempts to review the written plan for  
57 this closure, as well as the financial data of the hospital, no written plan  
58 or financial data has ever been provided; and

59 WHEREAS, in an effort to educate policymakers and the  
60 community about the significant shortcomings of this closure; the cut in  
61 services that would affect the Central Brooklyn community; the  
62 negative impact that the closure of the hospital would have on the  
63 students at the SUNY Medical College; and

64 WHEREAS, the AFT is the second-largest union representing  
65 nurses and healthcare professionals in the national AFL-CIO; and

66 WHEREAS, under the leadership of AFT President Randi  
67 Weingarten and the entire AFT family, the New York State Public  
68 Employees Federation joined its union siblings at the United University  
69 Professions, the New York State United Teachers and other unions, as  
70 well as clergy, community groups and elected state representatives to  
71 fight back against this ill-conceived and poorly planned closure; and

72 WHEREAS, the Brooklyn Needs Downstate coalition sought  
73 additional state operating and capital monies to keep SUNY Downstate  
74 functioning as a longer-term plan and vision could be developed and  
75 achieved under a transparent, community-driven process that includes  
76 all affected stakeholders with the overarching goal to guarantee the  
77 continuation of SUNY Downstate Hospital's vital contributions to the  
78 health and well-being of the residents of Central Brooklyn; and

79 WHEREAS, as part of the 2024 Budget Agreement and thanks to  
80 the support of Gov. Kathy Hochul, Sen. Zellnor Myrie, Assembly  
81 member Brian Cunningham and the Democratic majorities in both  
82 houses of the state Legislature, the Brooklyn Needs Downstate  
83 coalition successfully achieved sufficient operating and capital support  
84 to maintain SUNY Downstate through the fiscal year ending March 31,



85 2025, and a representative task force to review the current operations  
86 and make recommendations on the future of SUNY Downstate; and

87 WHEREAS, the Brooklyn Needs Downstate coalition understands  
88 that these are only short-term achievements and that much more work  
89 is needed to protect the long-term status of SUNY Downstate as a  
90 public hospital; and

91 WHEREAS, the Brooklyn Needs Downstate coalition is dedicated  
92 to organizing and educating the residents of Brooklyn on the need to  
93 maintain and improve SUNY Downstate and will continue to educate  
94 policymakers at the state and federal levels that SUNY Downstate  
95 should be maintained and is worthy of additional investment and  
96 support:

97 **RESOLVED, that this body pause in its deliberations to thank**  
98 **AFT President Randi Weingarten for her unwavering support for**  
99 **the Brooklyn Needs Downstate coalition; and**

100 **RESOLVED, that the AFT, under the leadership of President**  
101 **Randi Weingarten, will continue to provide critical financial,**  
102 **technical and media support, and guidance to the Brooklyn Needs**  
103 **Downstate coalition so that it can achieve its ultimate goal of**  
104 **maintaining SUNY Downstate as a state-operated public**  
105 **institution that continues to provide inpatient services, medical**  
106 **education and other critical services to the Central Brooklyn**  
107 **community.**

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

**10. RECOMMITTING OURSELVES TO THE CODE RED  
CAMPAIGN: SAVING HEALTHCARE FROM  
CORPORATIZATION FOR OUR PATIENTS, OUR  
COMMUNITIES AND OURSELVES**

**Committee recommends concurrence.**

1 WHEREAS, the AFT and its affiliates began a three-year,  
2 multipronged campaign in 2023 to put people over profits when it  
3 comes to care, to improve conditions for healthcare workers, and to  
4 strengthen healthcare outcomes for the patients we serve. Over these  
5 two years, we have combatted the impacts of increasing  
6 corporatization and consolidation in healthcare, fought against unsafe  
7 staffing levels and unsafe working conditions, the rapid attrition of  
8 experienced staff, compromised patient care, and unprecedented  
9 burnout and moral injury among healthcare professionals; and

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10 WHEREAS, AFT affiliates embraced this campaign, developing  
11 and implementing strategic Code Red plans in their respective states  
12 to win real staffing and safety protections through state legislation and  
13 collective bargaining; improve retention and recruitment; reduce  
14 healthcare inequities; revitalize the healthcare education infrastructure;  
15 foster mentoring for new healthcare workers, and counter the impacts  
16 of corporatization and consolidation at the federal, state and local  
17 levels; and

18 WHEREAS, AFT affiliates made major strides in the first year of the  
19 campaign, including legislative victories in Oregon, Washington and  
20 Connecticut, and bargaining wins in many affiliates through smart  
21 campaigns and through investment in leadership development and  
22 membership engagement for the campaign and beyond; community  
23 outreach; education; smart communications strategies; partnership  
24 with other unions and organizations; and collaboration with one  
25 another; and

26 WHEREAS, in the second year of the campaign, we have achieved  
27 legislative gains in workplace violence prevention in one affiliate and  
28 are preparing legislative and bargaining campaigns in others; and

29 WHEREAS, this has also inspired new organizing, with AFT  
30 winning 75 healthcare elections since the 2022 convention. With these  
31 thousands of new members, we have increased density in our  
32 respective states and have become the fastest-growing union of  
33 healthcare professionals in the United States:

34 **RESOLVED, that the AFT will recommit to the Code Red**  
35 **Campaign for the next two years with our focus on:**

- 36 **1. Worker safety protections, especially workplace violence**  
37 **prevention—in bargaining, and in state and federal**  
38 **legislation and regulations;**
- 39 **2. Continuing to work for safe staffing, including enforceable**  
40 **staffing ratios—in legislation and bargaining, and in**  
41 **implementation of new laws;**
- 42 **3. Organizing among healthcare professionals to provide**  
43 **effective union representation;**
- 44 **4. Advocating for equity and investment in education, training**  
45 **and mentorship programs;**
- 46 **5. Prioritizing growing the healthcare workforce pipeline**  
47 **through career and technical education programs in K-12**  
48 **and higher education settings; and**
- 49 **6. Federal and state oversight of private equity investment and**  
50 **consolidation.**

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

## 12. WORKERS' RIGHTS AND ETHICAL USE OF ARTIFICIAL INTELLIGENCE IN HEALTHCARE

### **Committee recommends concurrence.**

1 WHEREAS, the integration of artificial intelligence in healthcare has  
2 the potential to revolutionize patient care, improve diagnostics and  
3 enhance treatment outcomes; and

4 WHEREAS, AI technologies, including machine learning  
5 algorithms, natural language processing and predictive analytics, are  
6 increasingly being used in medical imaging, drug discovery,  
7 personalized medicine and administrative tasks; and

8 WHEREAS, the responsible and ethical deployment of AI in  
9 healthcare requires careful consideration of patient and worker privacy,  
10 transparency, accountability and equity; and

11 WHEREAS, healthcare workers play a critical role in implementing  
12 and overseeing AI systems within their institutions; and

13 WHEREAS, the impact of AI on healthcare workers, patients and  
14 society at large must be thoroughly and continuously evaluated to  
15 ensure positive outcomes; and

16 WHEREAS, the union represents the interests of healthcare  
17 professionals and advocates for their well-being and their ability to  
18 provide quality patient care:

19 **RESOLVED, that the AFT advocates the use of AI to support,**  
20 **not replace, healthcare workers in advancing patient care; and**

21 **RESOLVED, that the AFT will fight to ensure AI systems used**  
22 **in healthcare settings be implemented in a manner that is**  
23 **transparent and explainable. Healthcare professionals must have**  
24 **access to clear education and training on how AI algorithms**  
25 **function, their limitations, and potential biases. Institutions must**  
26 **provide ongoing training to healthcare staff on AI technologies,**  
27 **including their benefits and risks; and**

28 **RESOLVED, that the AFT will advocate for policies that ensure**  
29 **that patient data used for AI training and validation must be de-**  
30 **identified and comply with privacy regulations (e.g., HIPAA).**  
31 **Informed consent should be obtained from patients when AI**  
32 **algorithms are directly involved in their healthcare decisions; and**

33 **RESOLVED, that the AFT will advocate for policies that require**  
34 **that AI algorithms be rigorously tested for bias and fairness, with**  
35 **any disparities across demographic groups addressed.**  
36 **Institutions must be held accountable for active monitoring and**  
37 **mitigation of any unintended consequences of AI implementation,**  
38 **especially related to gaps in the quality of health and healthcare**  
39 **across racial, ethnic and socioeconomic populations; and**

40 **RESOLVED, that the AFT will support affiliates through**  
41 **creation of policy guidance and representational resources that**  
42 **require institutions to conduct regular assessments and**  
43 **evaluations of the impact of AI on healthcare workers' roles,**  
44 **workload, job satisfaction and job security. This includes**  
45 **implementation of measures to prevent job displacement or**  
46 **burnout due to the use of AI; and**

47 **RESOLVED, that the AFT will advocate for policies that ensure**  
48 **healthcare workers' autonomy and professional judgment is not**  
49 **compromised by AI systems, and that any surveillance of**  
50 **healthcare workers using AI will not be conducted in violation of**  
51 **workers' rights; and**

52 **RESOLVED, that the AFT will demand that institutions**  
53 **deploying AI in healthcare must assume responsibility for any**  
54 **adverse outcomes resulting from AI decisions and will fight to**  
55 **ensure that health professionals are not liable for errors made by**  
56 **AI systems; and**

57 **RESOLVED, that it is the policy of the AFT that healthcare**  
58 **professionals, including nurses, physicians and allied**  
59 **professionals, through their unions, should actively participate in**  
60 **the development, implementation and evaluation of AI systems;**  
61 **and**

62 **RESOLVED, that the AFT will monitor and support research on**  
63 **AI applications in healthcare, including studies on patient**  
64 **outcomes, cost-effectiveness and the healthcare workforce,**  
65 **lifting up examples where innovations support the workforce and**  
66 **enhance patient care.**

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

### **13. FIGHTING CHILD POVERTY**

**Committee recommends concurrence.**

1 **WHEREAS, housing insecurity, unaddressed health concerns, lack**  
2 **of basic hygiene products, and other stigma and stressors surrounding**  
3 **a life of poverty affect the overall well-being and prospects of children**  
4 **across the United States; and**

5 **WHEREAS, 1 in 5 students are living in poverty in New York, West**  
6 **Virginia, Oklahoma, Ohio, Nevada, Michigan, North Carolina, Texas**  
7 **and Tennessee; 1 in 4 in Kentucky, Mississippi, Louisiana and New**  
8 **Mexico. In Cleveland, Syracuse, Detroit, Birmingham and Rochester,**  
9 **the figure is nearly 1 in 2; and**

10 WHEREAS, research indicates that child poverty has a detrimental  
11 impact on educational outcomes, health and social mobility;<sup>1</sup> and

12 WHEREAS, child poverty disproportionately affects communities of  
13 color, compounding existing social and economic disparities; and

14 WHEREAS, the COVID-19 pandemic has further exacerbated child  
15 poverty in our country, with many families experiencing financial  
16 hardships and increased food insecurity; and

17 WHEREAS, addressing child poverty is crucial for all students,  
18 since when children are worried about survival, they are unable to  
19 learn:

20 **RESOLVED, that the AFT will advocate for increased funding**  
21 **for programs that provide resources to low-income families, such**  
22 **as Temporary Assistance for Needy Families, the Supplemental**  
23 **Nutrition Assistance Program, and Medicaid, to ensure basic**  
24 **needs, healthcare and nutrition; and**

25 **RESOLVED, that the AFT will support comprehensive policies**  
26 **and initiatives to address child poverty in the United States,**  
27 **including:**

- 28 • **Appropriate tax credits;**
- 29 • **Subsidies for low-income families during pregnancy;**
- 30 • **Affordable housing access for every American in need;**
- 31 • **Universal school meals;**
- 32 • **Affordable or free high-quality healthcare options;**
- 33 • **Enhanced access to affordable and high-quality early**  
34 **childhood education programs, including prekindergarten**  
35 **and day care services, to promote early childhood**  
36 **development and reduce educational disparities;**
- 37 • **Bringing the community schools model to more schools**  
38 **throughout the country, including targeted interventions and**  
39 **support services such as mental health counseling, after-**  
40 **school programs, and tutoring;**
- 41 • **A living wage for all workers in the U.S., as low wages**  
42 **contribute to the cycle of poverty and hinder upward**  
43 **mobility;**
- 44 • **Making appropriate updates to the funding formulas for**  
45 **public schools to ensure that schools in high-poverty areas**  
46 **receive adequate resources that meet the needs of their**  
47 **students;**
- 48 • **Promoting economic opportunities for parents and**  
49 **caregivers, such as job training programs, access to**  
50 **affordable higher education, and paid family leave, to help**  
51 **families break the cycle of poverty; and**

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<sup>1</sup> <https://www.apa.org/topics/socioeconomic-status/poverty-hunger-homelessness-children>

52 • **Increasing awareness about the prevalence and impact of**  
53 **poverty, particularly in communities of color, through**  
54 **webinars and training; and**

55 **RESOLVED, that the AFT will support collaboration between**  
56 **schools, community organizations and government agencies to**  
57 **address the root causes of child poverty and provide holistic**  
58 **support to vulnerable families; and**

59 **RESOLVED, that the AFT will monitor and evaluate the**  
60 **implementation and impact of policies and initiatives aimed at**  
61 **addressing child poverty and will advocate for necessary**  
62 **adjustments and improvements based on the findings.**

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

## 14. SOCIAL MEDIA

### **Committee recommends concurrence.**

1        WHEREAS, the use of social media has become an integral part of  
2 the lives of students, offering both opportunities and challenges; and

3        WHEREAS, the excessive use of social media has potentially  
4 devastating effects on students' mental health and well-being,  
5 including increased anxiety, depression and social isolation; and

6        WHEREAS the United States Department of Health and Human  
7 Services has issued a United States Surgeon General's Advisory  
8 cautioning that "children and adolescents who spend more than three  
9 hours a day on social media face double the risk of mental health  
10 problems including symptoms of depression and anxiety"; and

11        WHEREAS, cyberbullying and online harassment have become  
12 prevalent issues in the digital age, causing significant harm to students  
13 and impacting their ability to learn and thrive in a safe and supportive  
14 environment; and

15        WHEREAS, the dissemination of false information and  
16 misinformation on social media platforms can mislead and misinform  
17 students, potentially undermining their critical-thinking skills and ability  
18 to engage in informed discussions; and

19        WHEREAS, it is essential for educators and parents to collaborate  
20 in addressing these concerns and equip students with the necessary  
21 skills to navigate social media responsibly and safely:

22        **RESOLVED, that the AFT will take proactive steps in**  
23 **addressing the impact of social media on our nation's students;**  
24 **and**

25        **RESOLVED, that the AFT will advocate for comprehensive**  
26 **digital literacy programs in schools that educate students about**

27 responsible social media use, online safety and the identification  
28 of misinformation; and

29 **RESOLVED**, that the AFT will develop and advocate for  
30 education regarding the risks that screen time and social media  
31 have on children and adolescents; and

32 **RESOLVED**, that the AFT will call for legislative policies and  
33 guidance to promote a safe and inclusive online environment,  
34 including protocols for addressing cyberbullying and online  
35 harassment; and

36 **RESOLVED**, that the AFT will provide professional  
37 development opportunities for local affiliates and state  
38 federations to enhance their understanding of the impact of social  
39 media on students' well-being and equip them with strategies that  
40 support students in navigating the digital world; and

41 **RESOLVED**, that the AFT will assist its local affiliates and state  
42 federations with engaging parents and guardians in educational  
43 initiatives that promote digital citizenship and provide resources  
44 to help them support their children in using social media  
45 responsibly; and

46 **RESOLVED**, that the AFT will encourage the establishment of  
47 student-led organizations or clubs focused on promoting positive  
48 online behavior and digital well-being and raising awareness  
49 about the potential risks associated with social media use; and

50 **RESOLVED**, that the AFT will support legislation that will  
51 require social media companies to restrict the addictive features  
52 on their platforms that most harm young users, and will prohibit  
53 online sites from collecting, using, sharing or selling personal  
54 data of anyone under the age of 18.

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

## **15. SOCIAL-EMOTIONAL SUPPORTS FOR MEMBERS AND STUDENTS DURING WORLD CONFLICTS**

**Committee recommends concurrence.**

1 **RESOLVED**, that the AFT will develop and deliver professional  
2 development to help members understand the historic complexity  
3 and profound human impacts of world conflicts; and

4 **RESOLVED**, that the AFT will organize and facilitate affinity  
5 spaces to create, protect and strengthen capacity for members to  
6 gather to share and process their experiences as members of  
7 impacted diasporas and communities; and

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8       **RESOLVED, that the AFT will gather and share teaching**  
9 **resources, including standalone lessons, full unit plans, guidance**  
10 **for supporting students, and suggested further reading for school**  
11 **communities; and**

12       **RESOLVED, that the AFT will gather, share and support**  
13 **options and resources for supporting children and families**  
14 **impacted by conflict; and**

15       **RESOLVED, that the AFT will work to fortify district guidelines**  
16 **for social-emotional learning and trauma support for impacted**  
17 **students and families; and**

18       **RESOLVED, that the AFT will seek and implement additional**  
19 **resources for conflict resolution, anti-bias and anti-bigotry**  
20 **training in our union and our buildings; and**

21       **RESOLVED, that the AFT will share and distribute resources to**  
22 **help students and school communities process the impact and**  
23 **trauma of violence at home and abroad.**

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



**LABOR AND THE ECONOMY COMMITTEE**

Committee Chair: Shari Obrenski, Cleveland Teachers Union, Local 279  
Committee Secretary: Michelle Bacon, Rochester Education Association,  
Local 7225

**39. FIGHTING THE HARMFUL IMPACTS OF PRIVATE  
EQUITY ON OUR ECONOMY, PUBLIC PENSION FUNDS  
AND HEALTHCARE SYSTEM**

**Committee recommends concurrence.**

1       WHEREAS, private equity controls roughly \$14.7 trillion assets,<sup>1</sup>  
2       employs more than 11.7 million workers<sup>2</sup> and manages more than \$4  
3       trillion of workers’ deferred wages in pension funds while charging high  
4       fees, making them an important determinant of AFT members’ pension  
5       fund risk and returns, as well as a major force shaping our national  
6       economy; and  
7       WHEREAS, private equity also owns a growing share of our  
8       healthcare system, with private equity firms having acquired \$750  
9       billion in healthcare assets over the past decade, contributing to an  
10      ever more broken healthcare system, as evidenced by AFT’s Code  
11      Red campaign; and  
12      WHEREAS, a recent study<sup>3</sup> in the *Journal of the American Medical*  
13      *Association* shows that hospitals being taken over by private equity  
14      firms is meaningfully associated with poorer quality outcomes for  
15      patients; and  
16      WHEREAS, the private equity business model—with its emphasis  
17      on debt financing and short-term ownership—leads to draining capital,  
18      loading companies with debt at the expense of their long-term financial  
19      health, and slashing staffing and supplies well below what is needed to  
20      provide effective patient care; and  
21      WHEREAS, the harmful impacts to healthcare delivery in our  
22      communities are especially dire for vulnerable populations like  
23      communities of color, patients in rural areas and Medicare recipients;  
24      WHEREAS, there are now a growing number of cases of the  
25      collapse of healthcare systems following their acquisition by private  
26      equity firms, including Steward in Massachusetts and Prospect in  
27      Connecticut, creating pressure for state intervention to maintain our  
28      communities’ continued access to vital healthcare services; and  
29      WHEREAS, private equity-owned hospitals have been implicated  
30      in serious violations of workers’ rights and patient care impacting

<sup>1</sup> <https://pitchbook.com/news/reports/q2-2024-pitchbook-analyst-note-private-capitals-path-to-20-trillion>

<sup>2</sup> <https://pestakeholder.org/issues/labor-and-employees/>

<sup>3</sup> <https://jamanetwork.com/journals/jama/article-abstract/2813379>

31 healthcare workers across the country, including AFT members at  
32 LifePoint/ScionHealth, owned by Apollo Global Management; and

33 WHEREAS, in many cases, when private equity-owned hospitals  
34 eliminate services or close hospitals, private equity funds and their  
35 managers enjoy increased profit while patients lose access to life-  
36 saving medical care, workers lose jobs, and our communities suffer  
37 both economically and medically, highlighting a profound misalignment  
38 of interests; and

39 WHEREAS, public pension funds, including those investing the  
40 retirement savings of AFT members, have invested in private equity  
41 funds that buy up healthcare companies; and

42 WHEREAS, AFT members are participants in, and their deferred  
43 wages are contributed to, these same pension funds, the combined  
44 assets of which account for more than \$3 trillion; and

45 WHEREAS, some public pension funds have begun to adopt  
46 policies to ensure that private equity firms and funds adhere to a set of  
47 labor standards to prevent some of their worst abuses; and

48 WHEREAS, in a recent *Fortune* article<sup>4</sup> on labor standards in  
49 private equity, AFT President Randi Weingarten and North America's  
50 Building Trades Unions President Sean McGarvey highlighted the  
51 "virtuous economic cycle" created when companies operate grounded  
52 in respect for workers' rights and the economic harm when they don't;  
53 and

54 WHEREAS, private equity firms have contributed to the  
55 privatization of public services, including notably private prisons, which  
56 undermines the funding base of public pension funds by removing  
57 contributors; privatization, combined with economic upheaval caused  
58 by the private equity business model and its tax-related impacts,  
59 creates an existential threat to our defined-benefit pensions; and

60 WHEREAS, private equity firms promise, but may not consistently  
61 deliver, higher uncorrelated risk-adjusted returns, for which they  
62 charge fees that are much higher than the fees charged by public asset  
63 managers; and

64 WHEREAS, the U.S. Securities and Exchange Commission has  
65 found that private equity funds frequently do not disclose all of the fees  
66 they charge their investors, including AFT members' pension funds, or  
67 offer sufficient information about their returns for investors to assess  
68 the accuracy of their claims; and

69 WHEREAS, the SEC's efforts to protect investors, including AFT  
70 members' pension funds, have been met with opposition from right-  
71 wing courts and members of Congress; and

72 WHEREAS, our public pension funds are exposed to considerable  
73 risk due to poor management of private equity-owned businesses,  
74 especially but not exclusively in healthcare, and the lack of public

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<sup>4</sup> <https://fortune.com/2024/05/31/pensions-american-workers-private-equity-firms-hard-questions-labor-finance-politics/>

75 transparency and disclosure required of private equity-owned  
76 companies entirely hides those risks; and

77 WHEREAS, some AFT members serve as trustees overseeing their  
78 pensions and have pushed for greater transparency and accountability  
79 from private equity firms regarding the risk created by their business  
80 model and activities;

81 WHEREAS, the Biden administration has taken decisive action to  
82 address these critical issues on behalf of working Americans and their  
83 retirement security, including but not limited to the SEC's promulgation  
84 of its Private Funds Rule to increase transparency on fees and returns;  
85 the Federal Trade Commission/Department of Justice/Department of  
86 Health and Human Services investigation into the many impacts of  
87 private equity ownership on our national healthcare infrastructure; and  
88 a recent White House convening of asset owners, consultants and  
89 private equity firms to promote fair labor standards:

90 **RESOLVED, that the AFT will develop and promote a set of**  
91 **accountability standards to help trustees establish minimum**  
92 **labor standards they expect private equity firms, funds and their**  
93 **portfolio companies to abide by; will support trustees in adopting**  
94 **those policies at their funds; and will support trustees in working**  
95 **with pension staff and consultants to ensure that those policies**  
96 **are meaningfully implemented; and**

97 **RESOLVED, that the AFT will work with public pensions across**  
98 **the United States to inform trustees of the risks associated with**  
99 **private equity investments, including in healthcare, and to engage**  
100 **with the companies and asset managers on investment risks**  
101 **stemming from the undermining of our social safety net and**  
102 **healthcare system; and**

103 **RESOLVED, that the AFT will educate the public on the effects**  
104 **that private equity healthcare ownership has on patients,**  
105 **communities and taxpayers; and**

106 **RESOLVED, that the AFT will support, defend and seek to**  
107 **strengthen the SEC's Private Funds Rule; and**

108 **RESOLVED, that the AFT, in concert with its affiliates, will**  
109 **support public pension fund trustees' efforts to push for**  
110 **maximum, regular, consistent and disaggregated disclosure of**  
111 **fees and returns data, as required by the implementation of the**  
112 **SEC Private Funds Rule, with public disclosure being a high**  
113 **standard, to assess whether public pension funds are in fact**  
114 **getting the risk-adjusted returns private equity promises; and**

115 **RESOLVED, that the AFT will develop a set of standards for**  
116 **trustees to address the aforementioned risks to our pensions, and**  
117 **urge fiduciaries of our funds to, consistent with their fiduciary**  
118 **duties, seek to limit investments in companies that aim to**

119 outsource public services impacting the fiscal health of our  
120 pension funds; and

121 **RESOLVED**, that the AFT will work at the state and federal  
122 levels to expand regulatory oversight of private equity, including  
123 calling on the FTC to rigorously investigate, bring enforcement  
124 actions, and issue rules related to healthcare acquisitions by  
125 private equity and their management practices, and to prevent  
126 healthcare acquisitions that pose risks to the stability and  
127 solvency of vital community health services; and

128 **RESOLVED**, that the AFT will support legislation, such as the  
129 federal Health Over Wealth Act and the Stop Wall Street Looting  
130 Act, that increases transparency for private equity firms and  
131 curbs their worst abuses, and will work with affiliates to promote  
132 state legislation that addresses the many risks to our  
133 communities, providers and healthcare infrastructure detailed in  
134 this resolution.

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

#### **41. DOUBLE DOWN ON THE FIGHT AGAINST SCHOOL VOUCHERS AND TAX CREDIT SCHEMES THAT DEFUND AMERICAN PUBLIC EDUCATION**

**Committee recommends concurrence.**

1 WHEREAS, a free public education for all is perhaps the singular  
2 defining virtue of our American society; and vouchers pose a real  
3 threat, not just to the soul of public education, but to the very existence  
4 of public education itself; and

5 WHEREAS, American public education is the foundation of our  
6 democracy where all children are accepted, regardless of their gender,  
7 race, sexual orientation, religion, disability or economic status; and

8 WHEREAS, in recent years, the push to divert public dollars to  
9 private schools has intensified across the country through vouchers, K-  
10 12 "savings accounts," and insidious schemes that provide lucrative  
11 tax credits for donations that fund scholarships to private schools; and

12 WHEREAS, voucher proponents pushed through new voucher  
13 programs in seven states in 2023 and expanded voucher programs in  
14 nine others;<sup>1</sup> and

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<sup>1</sup> <https://www.brookings.edu/articles/research-on-school-vouchers-suggests-concerns-ahead-for-education-savings-accounts/>

15 WHEREAS, in state<sup>2</sup> after<sup>3</sup> state<sup>4</sup>, voucher programs have been  
 16 shown to exceed cost projections and strip funding from our already  
 17 underfunded school systems, with one analysis finding that \$1.3 billion  
 18 in taxpayer funds were diverted to school vouchers in the 2022-23  
 19 school year, amounting to 10 percent<sup>5</sup> of the overall funding the state  
 20 earmarked for public school districts that year; and

21 WHEREAS, school privatization proponents, knowing that the term  
 22 “voucher” has become toxic for parents, have taken to creating new  
 23 terms for their school privatization schemes, calling them “tuition tax  
 24 credits,” “opportunity scholarships” and “education savings accounts”  
 25 in a desperate attempt to rebrand unpopular ideas, going so far as to  
 26 label state legislation with shamelessly disingenuous names like  
 27 “Family Empowerment Scholarship Program” (Florida) and “Invest in  
 28 Kids” (Illinois); and

29 WHEREAS, multiple studies<sup>6</sup> have shown<sup>7</sup> that voucher programs<sup>8</sup>  
 30 often subsidize students from wealthy families already attending  
 31 private schools. For example, recent data shows that poor and minority  
 32 children are not getting such scholarships in the amounts advocates  
 33 claim. In Iowa and Illinois, two-thirds of voucher recipients were already  
 34 enrolled in private schools; in Cleveland, minority students received  
 35 merely 7 percent of the scholarships; and

36 WHEREAS, voucher programs have been shown to increase<sup>9</sup>  
 37 school<sup>10</sup> segregation,<sup>11</sup> with the National Education Policy Center  
 38 reporting that “Vouchers Increase Segregation and Offer Benefits to  
 39 the Few;”<sup>12</sup> and

40 WHEREAS, private schools are not required to disclose how they  
 41 spend the funds they receive, measure their academic achievement,  
 42 make their academic standards public, hold public meetings, or  
 43 educate children with disabilities; and

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<sup>2</sup> <https://www.wlrn.org/education/2022-09-21/new-report-estimates-vouchers-will-divert-1-3-billion-in-public-money-to-private-schools-this-year>

<sup>3</sup> <https://www.tallahassee.com/story/news/2022/03/22/florida-school-choice-expansion-leaves-leon-county-11-5-m-deficit/7123368001/>

<sup>4</sup> [https://pfps.org/assets/uploads/SPLC\\_ELC\\_PFPS\\_2023Report\\_Final.pdf](https://pfps.org/assets/uploads/SPLC_ELC_PFPS_2023Report_Final.pdf)

<sup>5</sup> <https://www.fl DOE.org/newsroom/latest-news/freedom-first-budget-provides-record-investments-in-teachers-students-and-workforce-education.stml>

<sup>6</sup> <https://iowastartingline.com/2024/01/29/report-majority-of-iowas-voucher-recipients-already-went-to-private-school>

<sup>7</sup> <https://grandcanyoninstitute.org/news/nearly-half-of-universal-voucher-applicants-from-wealthier-communities-as-total-state-private-school-subsidies-reaches-600-million/>

<sup>8</sup> <https://www.ideastream.org/education/2023-06-05/school-vouchers-now-going-to-more-wealthy-private-school-students>

<sup>9</sup> <https://educationresearchalliancenola.org/files/publications/ERA-Policy-Brief-Public-Private-School-Choice-160218.pdf>

<sup>10</sup> <https://shepherdexpress.com/news/features/still-separate-still-unequal/>

<sup>11</sup> <https://nepc.colorado.edu/blog/new-research-vouchers>

<sup>12</sup> <https://ncnewslines.com/2016/07/27/more-taxpayer-funding-for-voucher-schools-that-openly-discriminate-against-lgbt-students-and-parents/>

44 WHEREAS, voucher-funded schools strip students of important  
 45 rights, including the First Amendment rights, services and protections  
 46 they receive in public schools, going so far as to refuse to offer services  
 47 to students with special needs and English language learners; and

48 WHEREAS, vouchers<sup>13</sup> are<sup>14</sup> going<sup>15</sup> to<sup>16</sup> private<sup>17</sup> schools<sup>18</sup> that<sup>19</sup>  
 49 do not accept LGBTQIA+ students or teachers and worse. According  
 50 to GLSEN's National School Climate Survey, "private religious schools  
 51 are often where LGBTQ+ students face the most significant  
 52 challenges. LGBTQ+ students attending private religious schools  
 53 experience more discrimination than LGBTQ+ students at any other  
 54 type of school and have the least access to the essential supports for  
 55 their well-being and academic achievement. Thus, the majority of the  
 56 private schools benefiting from private school programs are also the  
 57 school settings where LGBTQ+ students are the least likely to be able  
 58 to learn and thrive"; and

59 WHEREAS, according to the National Coalition for Public  
 60 Education, vouchers cause a decline in academic achievement that  
 61 rivals or even exceeds those caused by natural disasters and the  
 62 COVID-19 pandemic.<sup>20</sup> For example, the decline in test scores for  
 63 Louisiana students who accepted vouchers exceeded the declines  
 64 experienced by students displaced by Hurricane Katrina, and the  
 65 negative effect of Ohio's voucher program on math scores was almost  
 66 double that of the COVID-19 pandemic's effect on learning loss; and

67 WHEREAS, in 2022, the national AFL-CIO passed a resolution  
 68 vowing to protect and defend public schools from attacks like private  
 69 school vouchers and voucher-like schemes:

70 **RESOLVED, that the AFT will publicly and powerfully oppose**  
 71 **the diversion of public funds to any discriminatory voucher or tax**  
 72 **credit program, federal or state, that reduces public financial**  
 73 **support to our cherished public schools; and**

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<sup>13</sup> [https://edvoterspa.org/wp-content/uploads/2023/12/EDVO\\_VOUCHER\\_REPORT\\_Dec2023.pdf](https://edvoterspa.org/wp-content/uploads/2023/12/EDVO_VOUCHER_REPORT_Dec2023.pdf)

<sup>14</sup> <https://fordhamlawreview.org/issues/public-dollars-private-discrimination-protecting-lgbt-students-from-school-voucher-discrimination/>

<sup>15</sup> <https://ncnewslines.com/2016/07/27/more-taxpayer-funding-for-voucher-schools-that-openly-discriminate-against-lgbt-students-and-parents/>

<sup>16</sup> <https://wisconsinwatch.org/2023/05/wisconsin-weekly-how-taxpayer-dollars-are-used-to-discriminate-against-lgbtq-students/>

<sup>17</sup> <https://www.glsen.org/sites/default/files/2021-01/Private-School-Programs-Subsidized-Taxpayer-Funds-Sanction-Discrimination-Widen-Equity-Gap-K-12-Education.pdf>

<sup>18</sup> <https://publicschoolsfirstnc.org/wp-content/uploads/2023/07/NC-Voucher-Schools-Discrimination-Report-2023-Final.pdf>

<sup>19</sup> <https://www.glsen.org/sites/default/files/2021-01/Private-School-Programs-Subsidized-Taxpayer-Funds-Sanction-Discrimination-Widen-Equity-Gap-K-12-Education.pdf>

<sup>20</sup> <https://static1.squarespace.com/static/582f7c15f7e0ab3a3c7fb141/t/63d162c3ae7bc31595b41397/1674666706305/2023+-+NCPE+Voucher+Toolkit+FINAL.pdf>

74 **RESOLVED, that the AFT will educate our members about**  
75 **voucher schemes and assist our affiliates in lobbying state**  
76 **governments, and will support affiliated unions in opposing**  
77 **school vouchers and voucher-like programs; and**

78 **RESOLVED, that the AFT and our affiliates will partner with**  
79 **like-minded community organizations, parent organizations and**  
80 **labor organizations to support fully funded public schools.**

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

**43. SUPPORTING THE UAW'S CALL TO ALIGN  
CONTRACT EXPIRATIONS ~~FOR MAY 1 AND PREPARE  
FOR A GENERAL STRIKE~~**

**Committee recommends concurrence as amended below:**

1        WHEREAS, big business and their political allies have waged a war  
2 on workers; and

3        WHEREAS, the war on workers has led to deteriorating conditions  
4 and spiraling income inequality for working families; and

5        WHEREAS, union workers are fighting back, in order to secure fair  
6 contracts for themselves and for their communities; and

7        WHEREAS, union workers continue to work to repeal no-strike laws  
8 at the state level; and

9        WHEREAS, 88 percent of people under 30 view unions favorably—  
10 a record-breaking level of support from young workers; and

11        WHEREAS, 71 percent of Americans support unions—cutting  
12 across party lines; and

13        WHEREAS, organized labor must find creative ways to maximize  
14 our economic power and fight against corporate greed; and

15        WHEREAS, the Chicago Teachers Union had adopted May 1,  
16 2028, as the expiration for our next contract with the Chicago Public  
17 Schools, and

18        WHEREAS, our members and the broader society would benefit  
19 from national healthcare, expansion of the right to organize a union,  
20 debt forgiveness, free college and child care for all, strengthened  
21 retirement security and fortifying our democracy; and

22        WHEREAS, the United Auto Workers, led by President Shawn Fain,  
23 has called for unions to align contract expirations for May 1, or  
24 International Workers' Day, with the aim of a mass strike on May 1,  
25 2028; and

26        WHEREAS, the power that unions have derives from our unity:

27 **RESOLVED**, that the AFT will echo President Fain's call for  
28 aligning contract expirations for May 1, ~~and to prepare for~~  
29 ~~potential mass strike action on May 1, 2028~~; and

30 **RESOLVED**, that the AFT will encourage all our locals to  
31 consider this common expiration as a useful tactic in the fight to  
32 advance racial, economic and social justice~~unions to consider~~  
33 ~~aligning contract expirations, whether on May 1 or other dates~~;  
34 and

35 **RESOLVED**, that the AFT will work tirelessly to repeal no-strike  
36 laws; and

37 **RESOLVED**, that the AFT will commit to unwaveringly  
38 supporting affiliates and the broader labor movement in  
39 bargaining fair contracts, and in anticipated or active labor  
40 disputes.

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

#### 40. TAX DEDUCTIONS FOR EDUCATION SUPPLIES

**Committee recommends concurrence as amended below:**

1        WHEREAS, public education at all levels has been woefully  
2 underfunded for decades; and

3        WHEREAS, employees in education frequently purchase materials  
4 to use for the performance of their jobs, whether it be for classroom,  
5 office or other direct uses; and

6        WHEREAS, K-12 educators are only able to use \$250 of these  
7 expenses as tax deductions; and

8        WHEREAS, employees in higher education and employees in K-12  
9 education who are not teachers, instructors, counselors, principals or  
10 aides are not able to claim any expenses for tax deductions; and

11       WHEREAS, businesses are able to use expenses as large as  
12 private jets as tax deductions:

13       **RESOLVED**, that the AFT will work to change federal tax policy  
14 to allow higher education workers and non-classroom preK-12  
15 education workers to use as a tax deduction money spent on  
16 materials for the performance of their jobs; and

17       **RESOLVED**, that the AFT will work to increase the allowable  
18 deduction for all employees in education far above the current  
19 limit.

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



**42. RECOMMENDING GENERAL HENRY M. ROBERT  
FOR NAME OF MILITARY INSTALLATION**

**Committee recommends tabling.**

- 1 WHEREAS, public events have raised discussion on names of  
2 military installations, notably, military bases named after Confederate  
3 military leaders; and  
4 WHEREAS, changing those base names is an important element  
5 in removing remnants of treason and treasonous acts against the  
6 United States; and  
7 WHEREAS, bills in the U.S. Congress seek to rename military  
8 installations, including some in Defense Department appropriations  
9 bills; and  
10 WHEREAS, names of bases and installations should reflect  
11 honorable service to the United States; and  
12 WHEREAS, General Henry M. Robert was such an officer in the  
13 U.S. Army serving in the Union Forces during the Civil War and  
14 continuing in a fruitful military career following the war, retiring in 1901  
15 after 44 years of service in combat and engineering operations; and  
16 WHEREAS, notwithstanding that reputation, General Robert is best  
17 and nearly universally known for his Rules of Order, the most common  
18 parliamentary guide in use for organizations and membership societies  
19 in the country; and  
20 WHEREAS, graduating fourth in his West Point Class in 1857, and  
21 remaining with the Union Army when many of his fellow graduates  
22 resigned and took up arms for the Confederacy, his service included  
23 the 1859 “pig war” on San Juan Island; assignment as chief engineer  
24 for the military division of the Pacific, including supervision of the  
25 lighthouse and harbor; assignment in 1873 to Milwaukee, Wis., where  
26 he supervised the construction of lighthouses on Lake Michigan and  
27 the Milwaukee harbor; and appointment by President Cleveland to a  
28 board of engineers to develop a deep water port on the Gulf of Mexico,  
29 helping to select Galveston, Texas, then as the engineer on the project  
30 for the Corps of Engineers, completing it in 1895; appointment by  
31 President McKinley as brigadier general and commander of the Army  
32 Corps of Engineers; and, continuing his engineering profession after  
33 retirement, designed the seawall for Port of Galveston storm protection;  
34 and  
35 WHEREAS, following his retirement, General Robert continued  
36 actively writing and improving his parliamentary procedure  
37 prescriptions, producing his revised 1915 edition; and  
38 WHEREAS, his Rules of Order manual, now revised and  
39 modernized by the Robert's Rules Association, most recently as its  
40 2020 edition, has become an American standard for parliamentary  
41 procedure; and

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42 WHEREAS, the American Institute of Parliamentarians has  
43 adopted its own resolution recommending the name of General Henry  
44 M. Robert as a name for a base, noting him as: “. . . a person whose  
45 military career was distinguished and whose contribution to our civil  
46 society and civil discourse through his teaching, his civic activities, and  
47 his writings in parliamentary procedure cannot be paralleled by any  
48 other American civil or military commander;” and

49 WHEREAS, The Department of Defense Education Activity  
50 (DoDEA), a government agency responsible for operating the two  
51 Department of Defense schools through two school systems overseen  
52 by the Department of Defense Dependents Schools, covering all  
53 DoDEA schools on military bases outside of U.S. territory; and the  
54 Domestic Dependents Elementary and Secondary Schools, providing  
55 education services to military dependents on certain bases within the  
56 United States, as well as on U.S. territories, such as Guam and Puerto  
57 Rico; and

58 WHEREAS, the AFT has a significant contingent of members in a  
59 local, the Overseas Federation of Teachers, founded in 1963,  
60 representing teachers and others employed by the Defense  
61 Department, staffing schools for dependent children on military bases  
62 around the world, including members working in schools in Spain,  
63 Turkey, Bahrain and Italy; and

64 WHEREAS, the Federal Education Association, an affiliate of the  
65 National Education Association, also represents teachers and  
66 education employees in the DoDEA; and

67 WHEREAS, the American Federation of Government Employees  
68 represents a large array of Department of Defense support workers;  
69 and

70 WHEREAS, names listed should include not just those who  
71 contributed singularly militarily to the honor and defense of the United  
72 States, excluding those who took up arms against it; and

73 WHEREAS, the list has room for those with honorable military  
74 history whose works also contributed, as his works did and continue to  
75 contribute, to models for civil discourse and debate for resolving  
76 differences within and among deliberative bodies while allowing all  
77 points of view, including full expression of both majority and minority  
78 opinions, in resolving differences and achieving acceptable outcomes  
79 in their deliberations:

80 **RESOLVED, that the AFT will recommend listing the name of**  
81 **General Henry M. Robert for the name of a military base or other**  
82 **installation; and**

83 **RESOLVED, that the AFT will submit a request to appropriate**  
84 **representatives and bodies in the federal government responsible**  
85 **for naming military bases and other installations, including**

86 **appropriate congressional committees, that the name of General**  
87 **Henry M. Robert be listed and included among those names.**

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

**44. MAY 1**

**Precluded by recommendation of concurrence with Resolution 43.**

1            WHEREAS, the United Auto Workers established a May 1, 2028,  
2 expiration after its wildly successful stand-up strike and contract  
3 campaign for their Big Three contracts; and

4            WHEREAS, the UAW’s president, Shawn Fain, has encouraged the  
5 entire labor movement to adopt the same contract expiration to win  
6 more for working families and unify our forces ahead of the next  
7 presidential election; and

8            WHEREAS, the Chicago Teachers Union has adopted May 1,  
9 2028, as the expiration for our next contract with the Chicago Public  
10 Schools; and

11           WHEREAS, it is not clear if Donald Trump will win a second term  
12 and to what extent labor will be on the offensive or defensive over the  
13 next four years; and

14           WHEREAS, our members and the broader society would benefit  
15 from national healthcare, expansion of the right to organize a union,  
16 debt forgiveness, free college and child care for all, strengthened  
17 retirement security and fortifying our democracy:

18           **RESOLVED, that the AFT will encourage all our locals to**  
19 **consider this common expiration as a useful tactic in the fight to**  
20 **advance racial, economic and social justice.**

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

**ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE**

Committee Chair: J. Philippe Abraham, New York State United Teachers  
Committee Secretary: Maribeth Calabro, Providence Teachers Union, Local 958

**45. REAFFIRMING THE AFT'S COMMITMENT TO ORGANIZING**

**Committee recommends concurrence.**

- 1 WHEREAS, the AFT’s mission has been the advocacy and
- 2 attainment of workers' rights and human rights, particularly for the
- 3 educators, healthcare professionals and public employees we
- 4 represent as well as the communities we all serve, through organizing,
- 5 union representation, collective bargaining and legislation; and
- 6 WHEREAS, unions have become cool again with historic support for
- 7 unions across party lines, especially from young Americans and the
- 8 younger generation of workers being more pro-union at their age,
- 9 fueled by highly publicized national work stoppages and the
- 10 proliferation of organizing campaigns among younger workforces at
- 11 companies such as Starbucks and Amazon; and
- 12 WHEREAS, public support for unions remains high, and working
- 13 people understand that union membership is crucial to achieving better
- 14 wages, benefits and working conditions; and
- 15 WHEREAS, since the 2022 convention, the AFT has added more
- 16 than 166 units and 24,425 new members in all divisions through
- 17 internal and external organizing efforts, with healthcare and higher
- 18 education workers accounting for more than 80 percent of the growth,
- 19 reflecting the increasing recognition of the value of union membership
- 20 among those doing this crucial work and highlighting a continued focus
- 21 in organizing in those two areas; and
- 22 WHEREAS, workplace organizing provides a means by which we
- 23 secure a better life and economic security for the members we
- 24 represent and the children, patients, students and communities we
- 25 serve; and the AFT is committed to advocating for these values at the
- 26 bargaining table; the ballot box; and in our schools, colleges and
- 27 universities, healthcare facilities, public institutions and communities;
- 28 and
- 29 WHEREAS, the national AFT Organizing Committee plays a crucial
- 30 role in bringing together elected local and state leaders committed to
- 31 organizing and strengthening our union across every constituency,
- 32 affiliate and workplace, to provide guidance on opportunities and
- 33 challenges in new organizing and in AFT's ongoing efforts to foster a
- 34 culture of organizing and engagement among our leaders and
- 35 members; and

36 WHEREAS, despite ongoing hostility from employers and attacks on  
37 the right to associate, the right to organize and the right to collectively  
38 bargain from both extremist political forces and ever growing and  
39 consolidating mega-corporations, private equity and the economic elite  
40 who benefit from the efforts of our labor, AFT's organizing efforts have  
41 been met with increasing support from working people seeking a voice  
42 in the workplace:

43 **RESOLVED, that the AFT will continue to prioritize organizing**  
44 **and growing our membership on all levels—local, state and**  
45 **national—to empower more employees with the benefits of**  
46 **unionism and give them and their families and communities a**  
47 **stronger voice in their workplaces and society; and**

48 **RESOLVED, that the AFT, through our national Organizing**  
49 **Committee, will continue to bring together elected leaders from**  
50 **around the union to provide guidance on building a culture of**  
51 **organizing that encompasses every division and affiliate; and**

52 **RESOLVED, that the AFT will maintain our commitment to**  
53 **advocating for workers' rights and human rights, fighting for the**  
54 **real solutions that get us there—at the bargaining table or ballot**  
55 **box; in our schools, colleges and universities, public institutions**  
56 **and healthcare facilities; and on our streets, to ensure that all**  
57 **workers have the opportunity to thrive and that their collective**  
58 **voice shapes a better future for everyone.**

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

**48. DENOUNCING ATTACKS ON NLRB AND  
WORKERS' RIGHTS BY MULTIBILLION-DOLLAR  
COMPANIES**

**Committee recommends concurrence as amended:**

1 WHEREAS, multibillion-dollar companies—including Walmart,  
2 Amazon, SpaceX and Trader Joe's—are attempting to neutralize,  
3 weaken or destroy the National Labor Relations Board (NLRB); and

4 WHEREAS, these and other corporations routinely disregard and  
5 violate the rights of their employees, including AFT members in  
6 healthcare and other industries, and these efforts to weaponize  
7 conservative courts against the NLRB represent an alarming  
8 escalation in the war against workers; and

9 WHEREAS, the NLRB is the only federal agency exclusively  
10 focused on protecting union members and workers seeking to unionize  
11 in the private sector:

12 **RESOLVED, that the AFT will denounce the shameful actions**  
13 **of these and other avaricious elites that derive massive profits**  
14 **from the labor of workers, yet use their unprecedented**  
15 **accumulation of wealth to attack the rights of those same**  
16 **workers; and**

17 **RESOLVED, that the AFT will commit to support any and all**  
18 **strategies and tools to protect the NLRB from these illegitimate**  
19 **assaults on worker protections, such as amicus briefing and**  
20 **federal legislation; and**

21 **RESOLVED, that the AFT will pursue and advance state-level**  
22 **initiatives and/or legislation to enshrine the rights afforded to**  
23 **workers by the National Labor Relations Act, and state-level**  
24 **enforcement of the same; and**

25 **RESOLVED, that the AFT will prepare its members to engage**  
26 **in traditional, militant worker actions, in the event that bad-faith**  
27 **actors return us to the pre-National Labor Relations Board era of**  
28 **the early 1930s.**

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

**49. IN SUPPORT OF ORGANIZING LOCALS FOR  
STRIKE AND ACTION READINESS**

**Committee recommends concurrence as amended:**

1        WHEREAS, AFT members every day make a difference in the lives  
2 of others, be it our students, our patients or our communities, and we  
3 want a country of hope and opportunity, not fear and division, where  
4 we have our freedom and a voice at work and in our democracy; and

5        WHEREAS, the AFT fights for that better quality of life, and for the  
6 real solutions that get us there—at the bargaining table or ballot box,  
7 in our schools and healthcare facilities, and on our streets; and

8        WHEREAS, AFT members have long taken an active role in  
9 shaping their future—in their workplaces, their communities and the  
10 halls of power; and

11        WHEREAS, 37 states and Washington, D.C., place active  
12 restrictions on AFT members' First Amendment rights to protest and  
13 fight for what is best for our school communities, be it under a "right to  
14 work" law or a "public sector block" on labor actions; and

15        WHEREAS, the AFT recognizes that without the ability to take labor  
16 actions, many unions are left at a severe disadvantage when it comes  
17 to bargaining for our collective good, and this leads to worse outcomes  
18 for educators, public schools and students:

19 **RESOLVED, that the AFT will do what it does best by**  
20 **organizing our members, working with labor and community**  
21 **partners, and building union power to create a stronger labor**  
22 **movement, to maintain a democratic society and to build a better**  
23 **life for all; and**

24 **RESOLVED, that the AFT and our affiliates will provide the**  
25 **necessary resources and undertake the necessary programs to**  
26 **comprehensively educate, organize and mobilize members, allies**  
27 **and the general public about how to use labor actions to fight for**  
28 **our priorities; and**

29 **RESOLVED, that the AFT will continue to bring all necessary**  
30 **resources to bear, including providing information and tools,**  
31 **supporting affiliates in legal matters, and working with and**  
32 **educating other stakeholders in how to prepare for and organize**  
33 **a strike; and**

34 **RESOLVED, that the AFT will provide specific trainings and**  
35 **support to all interested locals upon request, including, but not**  
36 **limited, to:**

- 37 • **The legal requirements and best practices for how to**  
38 **establish a strike fund;**
- 39 • **The best practices and legal protections that unions should**  
40 **prepare for in states that don't allow public sector union**  
41 **strikes; and**
- 42 • **Best practices for how to work alongside parents and**  
43 **community members when organizing for a strike.**

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

## 46. RURAL CONNECTION AND ENGAGEMENT

**Committee recommends concurrence as amended below:**

1 WHEREAS, the AFT represents education, healthcare, and public  
2 service members in rural parts of the country; and

3 WHEREAS, in 2019, the AFT passed a resolution acknowledging  
4 the challenges of rural communities and affirming that “the rural way of  
5 life is worth fighting for”; and

6 WHEREAS, since that time, the AFT has been working to fulfill the  
7 goals of that resolution by:

- 8 • Continuing to support projects that were already started, such as  
9 in McDowell County, W.Va., and St. Lawrence County, N.Y.;
- 10 • Supporting new projects, such as in New Lexington, Ohio;

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- 11 • Granting AFT Innovation Fund grants and back-to-school grants
- 12 to rural locals;
- 13 • Lifting up the work of rural locals in print and on radio;
- 14 • Holding First Book events in rural areas to help families build
- 15 home libraries; and
- 16 • Working in coalition with other partners focused on rural work to
- 17 create a common rural agenda that addresses the economic,
- 18 health, education and social needs of rural communities in
- 19 alignment with our original aspiration that “Not one more school,
- 20 not one more ~~hospital~~healthcare facility, not one more post office,
- 21 not one more grocery store should close on our watch”; and

22 WHEREAS, in spite of our work, the COVID-19 pandemic, record  
23 inflation and a rise in authoritarianism have further isolated rural  
24 communities, adding additional economic and social stress to small  
25 towns and rural communities; and

26 WHEREAS, our rural areas have seen an acceleration of ~~hospital~~  
27 healthcare facility closures that leave our communities without  
28 healthcare options; and

29 WHEREAS, instead of addressing these real needs, right-wing  
30 extremists continue to use culture-war issues in an attempt to drive  
31 wedges between our members and the people they serve and to  
32 undermine our public schools, public libraries and public services; and

33 WHEREAS, on the other hand, the Biden administration’s historic  
34 rural investments—such as expanded broadband, funding for rural  
35 infrastructure, and development grants for the rural green economy—  
36 are not well-known and have gone underutilized, but also have the  
37 potential to change the trajectory of many rural communities; and

38 WHEREAS, our members in these rural areas, whether in schools,  
39 ~~hospitals~~healthcare facilities or other sectors, represent the heart and  
40 soul of their communities and small towns:

41 **RESOLVED, that the AFT will launch and support a rural**  
42 **caucus with the goal of fostering deeper connection and**  
43 **increased visibility among AFT members who live in, thrive in, and**  
44 **love small towns and rural communities; and**

45 **RESOLVED, that the AFT will make a special effort to highlight**  
46 **the ways the Real Solutions, Code Red, PSRP Bill of Rights and**  
47 **other AFT priority campaigns could change the trajectory of rural**  
48 **communities; and**

49 **RESOLVED, that the AFT will redouble its efforts to foster**  
50 **connections between AFT locals and rural grass-roots groups,**  
51 **parent organizations and other constituent groups to tap into the**  
52 **broad support for fully funding rural public schools, ~~hospitals~~**  
53 **healthcare facilities and public services.**

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



## 47. CLIMATE-SMART AND SUSTAINABLE SCHOOLS

**Committee recommends concurrence.**

1       WHEREAS, 2023 was the warmest year in North America on  
2 record, with record highs in 10 out of the 12 months; and  
3       WHEREAS, in 2023, there was significantly below-average annual  
4 precipitation across portions of the Northwest, Southwest, Ohio Valley,  
5 Gulf Coast and East Coast of the United States, and above-average  
6 precipitation across much of the Northeast United States and from  
7 California to the central Plains; and  
8       WHEREAS, the United Nations defines climate change as long-  
9 term shifts in temperatures and weather patterns, and since the 1800s,  
10 human activities have been the main driver of climate change, primarily  
11 due to the burning of fossil fuels like coal, oil and gas; and  
12       WHEREAS, the term “climate change” is no longer considered to  
13 accurately reflect the seriousness of the overall situation—climate  
14 emergency or climate crisis are terms that better describe the current  
15 state of our climate; and  
16       WHEREAS, at the Davos World Economic Forum in 2024, it was  
17 stated that “urgency is our only savior” when talking about the climate  
18 crisis; and  
19       WHEREAS, New York state’s Climate Leadership and Community  
20 Protection Act requires a 40 percent reduction in greenhouse gas  
21 emissions by 2030 and an 85 percent reduction by 2050; and  
22       WHEREAS, education gives people the knowledge and tools they  
23 need to adapt to the impacts of climate change and the risks it poses  
24 to lives, livelihoods and well-being, and education can also be a  
25 powerful driver for more sustainable development, including a  
26 transition to greener societies; and  
27       WHEREAS, schools and educators play an essential role by  
28 engaging students in credible, science-based, hands-on, relevant  
29 learning about climate change and preparing our students for robust  
30 job opportunities in green technologies, construction and restoration  
31 efforts; and  
32       WHEREAS, schools are living laboratories of learning and  
33 educators can play a leadership role in modeling climate and  
34 environmentally friendly practices such as building design, energy use,  
35 land use that is green and pollinator friendly, water conservation, waste  
36 disposal, and composting and recycling; and  
37       WHEREAS, our response to climate change may provide us with  
38 opportunities to save money, build energy-independent and fiscally  
39 stable school districts with resilient infrastructure, and ensure safe and  
40 healthy school environments:

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

41       **RESOLVED, that the AFT will examine Climate Smart**  
42 **Communities and other sustainable schools across the country**  
43 **that integrate the curriculum to facilitate comprehensive energy**  
44 **reduction, decarbonization, sustainability and indoor air quality**  
45 **projects; and**

46       **RESOLVED, that the AFT will call for programs that provide**  
47 **grants and funding, technical assistance, expert advisers and**  
48 **consultants; and**

49       **RESOLVED, that the AFT will work to educate its local affiliates**  
50 **and state federations and provide training on collective**  
51 **bargaining for sustainable schools.**

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

**POLITICAL ACTION/LEGISLATION COMMITTEE**

Committee Chair: Andrew Spar, Florida Education Association

Committee Secretary: Brant Duncan, Lynn Teachers Union, Local 1037

**51. WHAT IS AT STAKE IN THE 2024 ELECTIONS:  
A DEMOCRATIC REPUBLIC COMMITTED TO LIBERTY  
AND JUSTICE FOR ALL**

**Committee recommends concurrence.**

- 1       WHEREAS, America's governing documents—the Declaration of  
2 Independence, the Constitution, even the Pledge of Allegiance that is  
3 taught to school children—describe the United States in aspirational  
4 terms as a democratic republic committed to “liberty and justice for  
5 all”; and
- 6       WHEREAS, over the course of almost 250 years, the United  
7 States has fallen short of these aspirations: At various times in our  
8 history, Indigenous people; African Americans; Latinos; Asian  
9 Americans and Pacific Islanders; women; LGBTQIA+ Americans;  
10 members of minority religious faiths, such as Judaism and Islam;  
11 working people; and immigrants have been denied, overtly or by  
12 impact, the freedom and rights accorded other Americans; and
- 13       WHEREAS, in the continuing quest to fully realize liberty and  
14 justice, we have been part of movements that have bent the long arc  
15 of our nation’s history toward those values, increasingly sharing the  
16 fruits of democracy among all, even as there remains much work that  
17 needs to be done; and
- 18       WHEREAS, two great institutions in which the AFT participates—  
19 the labor movement and public education—have been central to the  
20 expansion of freedom, justice and democracy in the U.S.; and
- 21       WHEREAS, we are facing a reversal of this progress as the 2024  
22 elections draw near:
- 23       • Free and fair democratic elections have come under attack in  
24 two fundamental ways: first, by assaults on the universal  
25 franchise with voter suppression and extreme gerrymandering  
26 and by assaults on nonpartisan election officials and  
27 procedures, and second, by the refusal of Donald Trump and  
28 the ultra-right MAGA faction in American politics to accept the  
29 results of an election when it doesn't go their way. As we  
30 approach the four-year anniversary of the Jan. 6 insurrection,  
31 one of our two major political parties is dominated by those who  
32 still refuse to concede that their candidate lost the 2020 election  
33 and who refuse to promise that they will accept the results of the  
34 2024 election.
  - 35       • The basic institutions and principles of U.S. democracy—from  
36 the rule of law to ensuring that laws are enforced without fear or  
37 favor—are under attack. There are too many examples of such

38 lawlessness from the presumed Republican candidate for  
39 president, Donald Trump, to ignore or dismiss. Trump, who has  
40 been convicted of 34 felonies by a jury of his peers, has  
41 declared that if elected, he would act as “a dictator” on “Day  
42 One” of his term of office. At his direction, his lawyers have  
43 argued before the U.S. Supreme Court that as president, he  
44 should have immunity from criminal prosecution if he ordered  
45 the overturning of democratic elections, a coup d’etat, or even  
46 an assassination of a political rival. And Trump is not alone. In  
47 clear violation of the norms of democracy and the separation of  
48 powers, the speaker of the House has called upon the Supreme  
49 Court to overturn the former president’s criminal convictions.  
50 SCOTUS justices with clear biases and conflicts of interest have  
51 refused to recuse themselves from cases that involve the Jan. 6  
52 insurrection and the question of presidential immunity.

- 53 • Organized labor has come under attack, with the SCOTUS  
54 continuing the anti-union animus that characterized *Janus v.*  
55 *AFSCME* and undermining the right to strike in *Glacier*  
56 *Northwest, Inc. v. Universal Brotherhood of Teamsters*.
- 57 • Public education has come under attack, with various MAGA-  
58 dominated states adopting universal voucher schemes designed  
59 to undermine public schools.
- 60 • Academic freedom and free speech in education have come  
61 under attack, with various MAGA-dominated states adopting  
62 legislation and executive orders that outlaw the teaching of  
63 history and concepts opposed by those in power, that enable  
64 the widespread banning of books in schools and libraries in their  
65 disfavor, and that inhibit peaceful protests on campus. Congressional  
66 hearings are being used for McCarthyite-style  
67 inquisitions of education leaders.
- 68 • Reproductive freedom has come under attack, with the  
69 SCOTUS overturning a half century of precedent and ending the  
70 federal guarantee of the right to choose whether to bear a child  
71 (*Dobbs v. Jackson*). Several states have passed draconian anti-  
72 abortion laws, calling into question women’s right to control their  
73 own bodies and compromising accessibility to birth control and  
74 in vitro fertilization.
- 75 • The civil rights of people of color have come under attack with  
76 the SCOTUS decision striking down affirmative action programs  
77 in colleges and universities (*Students for Fair Admissions v.*  
78 *Harvard*) and by MAGA state governors and legislatures taking  
79 actions against diversity, equity and inclusion programs.
- 80 • LGBTQIA+ people have come under attack by a Supreme Court  
81 that has struck down anti-discrimination statutes (*Masterpiece*  
82 *Cakeshop v. Colorado Civil Rights Commission*) and by MAGA  
83 state governors and legislatures denying gender-affirming  
84 healthcare and targeting LGBTQIA+ youth and students for  
85 discriminatory treatment.

- 86 • Religious freedom has come under attack with SCOTUS  
87 decisions that have dismantled the wall of separation between  
88 church and state (*Carson v. Makin*, *Kennedy v. Bremerton*  
89 *School District*).
- 90 • Efforts to address the effects of climate change have come  
91 under attack, as the issue has become politicized by MAGA  
92 politicians who deny its reality.
- 93 • The very humanity of marginalized and stigmatized communities  
94 has come under attack with campaigns of hate and  
95 dehumanization. Presumed Republican presidential candidate  
96 Donald Trump has used the tropes of Nazis to assail immigrants  
97 as “poisoning the blood” of the nation and has described his  
98 political opponents as “vermin.” In the wake of Oct. 7 and the  
99 Israel-Hamas war, there has been a deluge of antisemitism and  
100 anti-Arab and anti-Muslim hate in the U.S.:

101 **RESOLVED**, that the AFT recognizes that the stakes in the  
102 **2024 elections—the presidential, congressional, and state and**  
103 **local elections—are as fundamental as the core political identity**  
104 **of the United States, and whether we remain a democratic**  
105 **republic committed to realizing our aspirational goal of “liberty**  
106 **and justice for all”; and**

107 **RESOLVED**, that the AFT condemns the attacks on free and  
108 **fair elections and the peaceful transfer of power to the choice of**  
109 **the voters, as well as the attacks on democratic government, as**  
110 **violative of the principles on which the U.S. was founded as a**  
111 **free society in which government is based on the “consent of the**  
112 **governed”; and**

113 **RESOLVED**, that the AFT condemns the attacks on the great  
114 **democratic institutions of public education and the labor**  
115 **movement, and recommits itself to vigorously defending and**  
116 **promoting these institutions. They are the primary vehicles in**  
117 **American society for education into democratic citizenship, and**  
118 **the means for providing economic opportunity and advancement**  
119 **to all Americans; and**

120 **RESOLVED**, that the AFT condemns the attacks on  
121 **fundamental rights such as the freedom of expression and**  
122 **thought in education, on fundamental rights such as women’s**  
123 **health care decisions including reproductive freedom, on the**  
124 **rights and freedom of marginalized and stigmatized**  
125 **communities, and the campaigns of dehumanization and hate**  
126 **that have been directed at these communities; and**

127       **RESOLVED, that given what is at stake in the 2024 elections,**  
128 **the AFT commits itself to an all-in campaign in the defense of a**  
129 **free nation, governed in a democratic republic and committed to**  
130 **achieving liberty and justice for all.**

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

**52. SUPPORT DECARBONIZATION OF OUR PUBLIC  
SCHOOLS, COLLEGES, UNIVERSITIES, HOSPITALS  
AND CITY BUILDINGS THROUGH INFLATION  
REDUCTION ACT FUNDS**

**Committee recommends concurrence.**

- 1       WHEREAS, the AFT has declared that we are in the middle of a  
2 climate emergency; and  
3       WHEREAS, unless we dramatically move away from using fossil  
4 fuels and toward renewable energy, we will succumb to the worst-  
5 case scenario of climate crisis, harming the future of our families, our  
6 students and our planet; and  
7       WHEREAS, public school, college, university and hospital and city  
8 buildings are enormous energy consumers and contribute  
9 significantly to greenhouse gas emissions; and  
10       WHEREAS, burning fossil fuels to heat and cool buildings is the  
11 source of 31 percent of all U.S. carbon emissions; and is the school  
12 and hospital administrator's highest cost after staffing; and  
13       WHEREAS, burning fossil fuels causes multiple long-term health  
14 issues, including asthma, cancer and contributes to heart disease;  
15 and  
16       WHEREAS, the federal Inflation Reduction Act will reimburse  
17 public schools, colleges, universities, hospitals and cities up to 60  
18 percent for the cost of clean energy projects, and can now receive

19 "direct pay" payments once projects are completed instead of tax  
20 credits; and

21 WHEREAS, these savings will free up resources for the primary  
22 missions of schools, colleges, universities, hospitals and cities; and

23 WHEREAS, because the AFT is profoundly concerned with long-  
24 term equity, it is imperative that disadvantaged communities benefit  
25 from the transition to clean energy and not be left behind as the  
26 climate crisis intensifies; and

27 WHEREAS, the benefits of transitioning to limitless clean energy  
28 (whether solar, wind, geothermal) are manifold:

- 29 • Clean and healthy environments improve student learning,  
30 educational outcomes and staff retention.
- 31 • Cleaner air reduces asthma and sick days.
- 32 • Schools and universities powered by clean energy can double  
33 as climate-resilient emergency shelters as we face more  
34 extreme weather due to climate change.
- 35 • Transitioning public schools, colleges, universities, hospitals and  
36 city buildings will create jobs and job training opportunities for  
37 residents.
- 38 • Reducing carbon emissions saves enormous amounts of energy  
39 and money, ultimately projects to pay for themselves:

40 **RESOLVED, that the AFT will encourage all locals to**  
41 **participate in local coalitions and efforts to advance**  
42 **implementation of the Inflation Reduction Act to transition their**  
43 **schools, colleges, universities, hospitals and city buildings to**  
44 **clean energy alternatives; and**

45 **RESOLVED, that the AFT and its locals will pressure the**  
46 **states to do more to enable every community to make the energy**  
47 **transition, especially by making no-interest loans available for**  
48 **up-front costs for decarbonization for public schools, colleges,**  
49 **universities, hospitals and city buildings; and**

50 **RESOLVED, that the AFT and its locals will prioritize low-**  
51 **income communities that are, in general, more vulnerable to the**  
52 **predicted ravages of climate change and more likely to**  
53 **experience the high asthma rates associated with burning fossil**  
54 **fuels; and**

55 **RESOLVED, that the AFT and its locals will urge and support**  
56 **efforts to ensure our young people engage in robust,**  
57 **meaningful, interdisciplinary climate-change and climate-justice**  
58 **curricula with the goal of preparing students to participate**  
59 **productively and responsibly in a rapidly changing world, and in**  
60 **emerging green, sustainable professions; and**

61 **RESOLVED, that the AFT will advance this work through**  
62 **articles in *American Educator* and statewide communications,**  
63 **paving the way for AFT locals to join coalitions and organize for**

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64 **cities, towns, counties and states to support and facilitate the**  
65 **efforts to implement the IRA in our public schools, universities**  
66 **and hospitals.<sup>1</sup>**

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

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<sup>1</sup> Note: How it works is straightforward. Projects receive up to 30 percent of a clean energy project's cost as a base credit. After that, projects can qualify for an additional 10 percent domestic content bonus credit if they procure more than 40 percent of their materials from U.S. manufacturers. Low-income communities (in census tracts with a poverty rate of at least 20 percent) receive an additional 10 percent credit. Last, communities in census tracts near recently closed coal-fired power plants or brownfield sites qualify for another 10 percent credit. The Center for Public Enterprise (<https://www.publicenterprise.org/reports/direct-pay-uncapped-ira>) notes the many tax credits schools can access.

Adding the IRA's tax credits accelerates the transition to clean energy and makes more projects cost-effective within a given time horizon. A local government can "stack" IRA credits with other sources of support. States should be looking to help local governments maximize their ability to take advantage of these credits by providing support. Swiftly transitioning to clean energy will save money and free up resources for schools' primary mission while reducing fossil fuel reliance.

Additional Information:

- BlueGreen Alliance's Public Buildings Roadmap for additional federal funding available for schools. ([https://www.bluegreenalliance.org/wp-content/uploads/2023/07/BGA-MUSH-Report\\_FINAL.pdf](https://www.bluegreenalliance.org/wp-content/uploads/2023/07/BGA-MUSH-Report_FINAL.pdf))
- BlueGreen Alliance's Direct Pay User Guide for Schools and Nonprofits for more details on qualifying for clean energy project reimbursements. (<https://www.bluegreenalliance.org/resources/making-clean-energy-tax-credits-deliver-for-the-public-a-user-guide-for-governments-schools-and-nonprofits/>)
- BlueGreen Alliance's Domestic Content User Guide on how to meet the requirements to qualify for direct pay. (<https://www.bluegreenalliance.org/resources/bluegreen-alliance-domestic-content-user-guide/>)



**53. OPPOSING THE OVERREACH OF THE U.S. SUPREME COURT**

**Committee recommends concurrence.**

1 WHEREAS, since Brett Kavanaugh and Amy Coney Barrett were  
2 appointed to the U.S. Supreme Court during the Trump  
3 administration, the conservatives on the court have consolidated their  
4 majority; and

5 WHEREAS, since Justice Kavanaugh was seated in October  
6 2018, seven long-standing Supreme Court precedents have been  
7 overturned, including *Roe v. Wade*; and

8 WHEREAS, at the close of the 2022 Supreme Court term, the  
9 conservative majority on the court issued decisions banning the use  
10 of affirmative action and ruled that the constitutional right of free  
11 speech applied to certain businesses refusing services for same-sex  
12 couples; and

13 WHEREAS, these decisions are evidence that these conservative  
14 justices are using their power to push a conservative political agenda  
15 not supported by the majority of Americans:

16 **RESOLVED, that the AFT affirms our conviction that the**  
17 **essential purpose of the Supreme Court in our system of**  
18 **constitutional government is to guarantee the rights and**  
19 **freedoms of the American people and to check abuses of**  
20 **government power; and**

21 **RESOLVED, that the AFT strongly condemns these decisions**  
22 **of the current majority of the Supreme Court that depart from its**  
23 **constitutional role as the guardian of rights by undermining and**  
24 **eliminating guarantees of the fundamental rights and freedoms**  
25 **of the American people; and**

26 **RESOLVED, that the AFT will continue its efforts to reverse**  
27 **these decisions of the court and their impact abridging**  
28 **Americans' basic freedoms.**

*Submitted by: New York State United Teachers*

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

**54. IN SUPPORT OF STATEHOOD FOR WASHINGTON,  
D.C.**

**Committee recommends concurrence.**

1 WHEREAS, the AFT stands for equality and human rights for all,  
2 embracing inclusiveness of all groups from the time of its founding  
3 more than 100 years ago; and

4 WHEREAS, AFT members are committed to ensuring the right to  
5 vote for all U.S. citizens in the U.S. Congress; and

6 WHEREAS, the AFT recognizes that Washington, D.C., a location  
7 that has over 600,000 residents, has not had a vote in the U.S. House  
8 of Representatives or the Senate for over 200 years; and

9 WHEREAS, in 1995 and against the wishes of our duly elected  
10 U.S. Delegate Eleanor Holmes Norton and the local government at  
11 the time, the U.S. Congress passed the District of Columbia School  
12 Reform Act of 1995 that established a DC Public Charter School  
13 system that has refused to comply with District laws and considers  
14 itself completely autonomous; and

15 WHEREAS, DC Public Charter Schools have refused to acquiesce  
16 to transparency laws and have taken a position of unrestricted  
17 growth, creating an untenable and unaffordable amount of charter  
18 schools that have posed a direct threat to the District of Columbia  
19 Public Schools and unionized educators; and

20 WHEREAS, Congress has stepped up attacks on D.C.'s  
21 autonomy, which could include further encroachment on our public  
22 schools, including what history we can teach and the banning of  
23 books:

24 **RESOLVED, that the AFT will continue to defend democracy**  
25 **and the right to vote for all U.S. citizens by supporting the**  
26 **movement for D.C. statehood; and**

27 **RESOLVED, that the AFT will advocate and stand against any**  
28 **and all encroachments on D.C.'s autonomy; and**

29 **RESOLVED, that the AFT will develop model resolutions for**  
30 **local affiliates and state federations to adopt in support of D.C.**  
31 **statehood to be presented to their local U.S. congressmen and**  
32 **congresswomen; and**

33 **RESOLVED, that the AFT will engage local affiliates and state**  
34 **federations in critical community conversations that inform**  
35 **educators and the community about the importance of D.C.**  
36 **statehood and why they should support it by advocating to their**  
37 **local members of Congress; and**

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38       **RESOLVED, that the AFT will support resources and**  
39 **advocacy organizations, including but not limited to, DC**  
40 **Statehood Coalition members;<sup>1</sup> and**

41       **RESOLVED, that the AFT will create, encourage, support and**  
42 **conduct D.C. statehood trainings and workshops during the AFT**  
43 **convention and other AFT conferences and convenings; and**

44       **RESOLVED, that a D.C. Statehood Task Force, led by**  
45 **members of the Washington Teachers' Union, AFT Local 6, will**  
46 **help guide and support the work of the above actions.**

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

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

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<sup>1</sup> <http://www.dcstatehoodcoalition.org/supporters/>

## 55. IN SUPPORT OF SENSIBLE FEDERAL GOVERNMENT PRIORITIES

### **Committee recommends referral to Executive Council.**

- 1        WHEREAS, the biggest threats to the people of the United States  
2 are not military but are:
- 3        1. the failure to provide living-wage jobs; affordable healthcare,  
4        education and housing and necessary social services as human  
5        rights;
  - 6        2. the climate crisis, which is causing massive floods, severe  
7        droughts, heat domes, increasingly destructive storms, and  
8        health-threatening air quality, with disproportionate impact on  
9        frontline communities and people of color;
  - 10       3. the threat of nuclear war; and
  - 11       4. Systemic racism and gender discrimination; and
- 12        WHEREAS, the U.S. Pentagon budget increased by an average  
13 of 5.7 percent per year from 2001 to 2022; and
- 14        WHEREAS, the federal minimum wage of \$7.25 per hour would  
15 be \$24.84 if it had increased at the same rate as the Pentagon  
16 budget, but it has increased by an average of only 1 percent per year  
17 since 2001; and
- 18        WHEREAS, the Pentagon consumes more than half of the federal  
19 discretionary budget, and currently costs taxpayers \$877 billion per  
20 year; and
- 21        WHEREAS, the U.S. military expenses are higher than those of  
22 the next nine nations combined, and six of those are U.S. allies; and
- 23        WHEREAS, the Pentagon has failed all five attempted audits and  
24 is unable to account for 61 percent of its \$3.5 trillion in assets; and
- 25        WHEREAS, military corporations routinely gouge the public,  
26 overcharge the government and inflate their profits at taxpayer  
27 expense; and
- 28        WHEREAS, the 750 or more overseas U.S. bases do not make us  
29 more secure, but rather become flashpoints for conflict and possible  
30 war; and
- 31        WHEREAS, the Pentagon is the planet's largest institutional fossil  
32 fuel user and emitter of greenhouse gases; and
- 33        WHEREAS, we could make substantial reductions to military  
34 spending without compromising national security; and
- 35        WHEREAS, the funds saved should be redirected to combating  
36 the climate crisis, meeting urgent social priorities and addressing  
37 other needs of working people, the poor and the disadvantaged; and
- 38        WHEREAS, the 2017 national AFL-CIO Convention resolved that  
39 "The AFL-CIO calls upon the president and Congress to bring the war  
40 dollars home and make our priority as a nation rebuilding the nation's  
41 crumbling infrastructure, creating millions of living wage jobs and

42 addressing human needs such as education, health care, housing,  
43 retirement security, and jobs”; and

44 WHEREAS, Veterans for Peace urges the labor movement to join  
45 in its work of reducing bloated Pentagon spending:

46 **RESOLVED, that the AFT will support legislation that**  
47 **significantly reduces the excessive Pentagon budget without**  
48 **cutting pay or benefits of those serving in the U.S. military; one**  
49 **such bill is H.R. 1134, the People Over Pentagon Act, introduced**  
50 **by Rep. Barbara Lee (D-Calif.) and Rep. Mark Pocan (D-Wis.),**  
51 **which would reduce the Pentagon budget by \$100 billion; and**

52 **RESOLVED, that a copy of this resolution will be delivered to**  
53 **the representatives and senators within the jurisdiction covered**  
54 **by the AFT with a request that they co-sponsor H.R. 1134 and**  
55 **companion legislation in the Senate; and**

56 **RESOLVED, that the AFT will inform our members of this**  
57 **resolution so that they may understand the importance of having**  
58 **our tax dollars reflect our true priorities and communicate to**  
59 **their congressional representative and senators their support for**  
60 **H.R. 1134; and**

61 **RESOLVED, that the AFT will urge the labor bodies with**  
62 **which it is affiliated to pass similar resolutions in support of**  
63 **sensible priorities; and**

64 **RESOLVED, that the AFT will inform the People Over**  
65 **Pentagon campaign so that its support for cutting the military**  
66 **budget, as proposed in H.R. 1134, can be publicly listed as an**  
67 **organizational endorser.**

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

## **50. AFT ENDORSEMENT OF PRESIDENT JOE BIDEN AND VICE PRESIDENT KAMALA HARRIS IN THE 2024 GENERAL ELECTION**

<b>Precluded by recommendation of concurrence with Special Order of Business entitled: ENDORSEMENT OF KAMALA HARRIS FOR PRESIDENT</b>
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Adopted                       Adopted as Amended                       Defeated                       Tabled  
 Precluded by \_\_\_\_\_                       Referred to \_\_\_\_\_

**RNs/HEALTHCARE WORKERS COMMITTEE**

Committee Chair: Anne Goldman, United Federation of Teachers, Local 2  
Committee Secretary: Alexis Rean-Walker, Health Professionals and Allied Employees, Local 5094

**66. RESPONDING TO HEALTHCARE WORKERS  
MORAL INJURY, MENTAL HEALTH AND WELL-BEING  
NEEDS**

**Committee recommends concurrence as amended below:**

1 WHEREAS, corporatization of the healthcare industry prioritizes  
2 profits over patient care, causing crushing patient loads and an inability  
3 to provide quality patient care for healthcare workers—nurses and  
4 advanced practice nurses, physicians and physician assistants,  
5 therapists, technicians and other personnel. Lean staffing and a  
6 transactional culture in healthcare are driving a crisis in healthcare  
7 workers’ mental health, causing burnout and moral injury; and

8 WHEREAS, the surgeon general has issued a call to action, noting  
9 that these problems are long-standing, not just a symptom of the  
10 pandemic. Post-traumatic stress disorder, anxiety disorder, major  
11 depressive disorder, and acute stress disorder are the most common  
12 mental health conditions among healthcare workers. Research from  
13 before the pandemic shows that nurses, healthcare technicians and  
14 other healthcare workers are at significantly higher risk of death by  
15 suicide compared with other workers. Female nurses are two times  
16 more likely to die by suicide compared with other women, and female  
17 physicians are also at higher risk; and

18 WHEREAS, burnout, poor mental health days, harassment at work,  
19 and intent to quit rose from 2018 to 2022 among healthcare workers  
20 and was worse than for other essential workers and all other workers.  
21 Burnout impacted 46 percent of healthcare workers and 56 percent of  
22 registered nurses in 2022; and

23 WHEREAS, beyond burnout, many healthcare workers report  
24 symptoms of moral distress and moral injury. They feel profoundly  
25 betrayed by a healthcare system that violates their moral code and the  
26 standards of care they were educated to provide to patients. The  
27 healthcare system exploits healthcare workers’ dedication to their  
28 patients; and

29 WHEREAS, the toll of moral injury was tragically demonstrated by  
30 Tristin Kate Smith, a young registered nurse who wrote “A Letter to My  
31 Abuser” a few months before her death by suicide. Smith aptly  
32 compared the healthcare system to a domestic abuser, naming the  
33 exploitation and manipulation she experienced:

34 **RESOLVED, that the AFT will continue to address the root**  
35 **causes of this crisis—healthcare corporatization and**

36 consolidation, the influence of private equity, and the downstream  
37 impacts on staffing and healthcare provision through organizing  
38 and the Code Red Campaign. We will continue to work with our  
39 healthcare affiliates to address staffing, mandatory overtime,  
40 workplace violence and other problematic working conditions  
41 through bargaining, legislation, and policymaking on the local,  
42 state and federal levels; and

43 RESOLVED, that the AFT will support our members, locals and  
44 affiliates through training and resources intended to increase  
45 awareness, build locals' capacity and assist in bargaining; and

46 RESOLVED, that the AFT will continue efforts to inject workers'  
47 voices and an accurate understanding of possible solutions that  
48 are needed to solve the problems into meaningful policymaking.  
49 The AFT will continue to engage with government and stakeholder  
50 organizations to address moral injury, mental health, and well-  
51 being-; and

52 RESOLVED, that the AFT will develop a task force with  
53 interdisciplinary perspectives to create a report on healthcare  
54 worker moral injury, mental health and well-being needs,  
55 including but not limited to contributions and causes, possible  
56 ways to address them, and work with the AFT to develop  
57 recommendations for bargaining and legislation.

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

## 67. NURSES, PHYSICIANS AND OTHER HEALTHCARE PROFESSIONALS DEMAND SAFER AND HEALTHIER WORKPLACES

**Committee recommends concurrence.**

1 WHEREAS, the healthcare industry is one of the most hazardous  
2 industries in the United States, with nonfatal injury rates surpassing  
3 those for construction and manufacturing. Healthcare workers face  
4 multiple physical hazards regularly, including workplace violence,  
5 ergonomic injuries, infectious disease, and exposure to hazardous  
6 chemicals, stress and fatigue; and

7 WHEREAS, threats and assaults against healthcare workers have  
8 been rising steadily for many years in parallel with the rise in  
9 inadequate staffing. Between 2007 and 2022, the rate of injuries from  
10 workplace violence rose 181 percent in private hospitals, 143 percent  
11 in psychiatric and substance use facilities, and 50 percent in home  
12 health agencies. One study found that nurses and patient care aides

13 experience physical or verbal aggression at least once every 40 hours  
14 worked. Behind these statistics are many healthcare workers who have  
15 suffered career-ending injuries and post-traumatic stress disorder.  
16 Dozens of healthcare workers are murdered at work each year,  
17 including the murder of AFT and Washington State Nurses Association  
18 member Douglas Brant, R.N., in 2022; and

19 WHEREAS, nurses, physicians, advanced practice nurses,  
20 physician assistants, respiratory therapists, technicians, environmental  
21 service staff and other healthcare workers bore the brunt of their  
22 employers' lack of preparation for the COVID-19 pandemic. They were  
23 denied appropriate respiratory protection and forced to return to work  
24 while sick. Many now face debilitating health problems due to long  
25 COVID; and

26 WHEREAS, many healthcare workers fear assault from a patient or  
27 visitor every time they go to work. Their lawful right to a workplace free  
28 from hazards likely to cause death or serious harm has been violated  
29 again and again. They have been told that workplace violence is part  
30 of the job and discouraged from pressing charges against patients who  
31 assault them. Their dedication, professionalism and hard work have  
32 been exploited. They have been treated as though they are expendable  
33 by the healthcare system; and

34 WHEREAS, although the Occupational Safety and Health  
35 Administration has encouraged employers to develop comprehensive  
36 workplace violence prevention programs since 1996, many employers  
37 have failed to address safety concerns and skimp on employee  
38 training:

39 **RESOLVED, that the AFT will advance changes in the culture**  
40 **of the healthcare industry, supporting members and leaders who**  
41 **demand:**

- 42 • **Safer, healthier workplaces for the safety and well-being of**  
43 **healthcare workers and their patients;**
- 44 • **Management accountability for ensuring that workplace**  
45 **violence is not treated as a part of the job and that healthcare**  
46 **workers are not treated as expendable; and**
- 47 • **A genuine voice for healthcare workers in the policies that**  
48 **impact them; and**

49 **RESOLVED, that the AFT will work for meaningful and**  
50 **enforceable workplace violence protections in laws, standards**  
51 **and collective bargaining agreements for healthcare workers**  
52 **through the Code Red campaign at the local, state and federal**  
53 **levels; and**

54 **RESOLVED, that the AFT will continue to lead federal efforts to**  
55 **pass the Workplace Violence Prevention for Health Care and**  
56 **Social Service Workers Act, which would compel the**  
57 **Occupational Safety and Health Administration to issue a federal**



58 workplace violence prevention standard within one year, as well  
59 as working directly with OSHA to bring members' voices to  
60 rulemaking; and

61 **RESOLVED**, that the AFT will mobilize the Code Red campaign  
62 to provide support to affiliates' state legislative efforts through  
63 research, legislative language, analysis and opportunities for  
64 affiliates to support one another; and

65 **RESOLVED**, that the AFT will assist locals to bargain for  
66 stronger contract requirements and effective labor-management  
67 safety committees, providing resources for collective bargaining  
68 and capacity-building training.

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

**68. DEFENDING THE RIGHTS OF INTERNATIONALLY  
EDUCATED HEALTH PROFESSIONALS**

**Committee recommends concurrence.**

1        WHEREAS, the AFT represents nurses and other healthcare  
2 professionals from a wide variety of countries working in the U.S.; and

3        WHEREAS, the U.S. healthcare system has frequently turned to  
4 recruitment of health professionals from other countries to fill vacant  
5 positions; and

6        WHEREAS, during the current staffing crisis, many hospitals and  
7 other employers have resumed and increased such efforts; and

8        WHEREAS, internationally educated health professionals work  
9 alongside their U.S.-educated colleagues in delivering patient care  
10 services; and

11        WHEREAS, in some instances, these health professionals are  
12 employed by recruitment agencies for multiyear contracts, rather than  
13 being hired directly by the hospitals in which they are working, which  
14 leaves them outside of union bargaining units and thus without the  
15 benefits, pay and protections of collective bargaining agreements; and

16        WHEREAS, some employers have not equitably accounted for  
17 internationally educated health professionals' prior experience in  
18 determining step placement; and

19        WHEREAS, internationally educated health professionals have at  
20 times faced abusive and exploitative conditions, including high  
21 damages for terminating contracts, payment of substandard wages,  
22 and intimidation for speaking out against such practices, and some

23 have successfully challenged such practices in federal court<sup>1</sup> and  
24 through state attorney general offices;<sup>2</sup> and

25 WHEREAS, many employers fail to provide needed orientation to  
26 assist in adapting to their new environments and healthcare practices;  
27 and

28 WHEREAS, the Alliance for Ethical International Recruitment  
29 Practices has issued a *Health Care Code for Ethical International*  
30 *Recruitment and Employment Practices*<sup>3</sup> based on principles that  
31 include:

- 32 • Recruiter and employer accountability;
- 33 • Freedom from discrimination and retaliation;
- 34 • The right to receive a contract with fair terms and to give informed  
35 consent;
- 36 • The right to move freely without economic coercion;
- 37 • The right to access justice;
- 38 • The right to freedom of association and collective bargaining;
- 39 • The right to receive support for clinical and cultural integration;
- 40 and
- 41 • Respect for sending [source] countries:

42 **RESOLVED, that the AFT supports ethical and equitable**  
43 **recruitment of internationally educated health professionals; and**

44 **RESOLVED, that the AFT welcomes internationally educated**  
45 **health professionals as colleagues in providing the best care**  
46 **possible for patients; and**

47 **RESOLVED, that while recognizing the rights of all health**  
48 **professionals to migrate, the AFT also finds that foreign**  
49 **recruitment is not a substitute for addressing the poor working**  
50 **conditions that have exacerbated the staffing crisis; and**

51 **RESOLVED, that the AFT supports efforts to ensure that**  
52 **recruitment efforts take into account the healthcare workforce**  
53 **needs of source countries; and**

54 **RESOLVED, that the AFT opposes all abusive and exploitive**  
55 **practices, including the use of long-term contracts with high**  
56 **damages for termination, payment of substandard wages,**  
57 **inadequate living conditions, and threats of deportation or other**  
58 **penalties related to advocating for better conditions; and**

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<sup>1</sup> *Paguirigan v. Prompt Nursing Employment Agency LLC*, E.D.N.Y., No. 17-cv-1302, 6/1/21.

<sup>2</sup> *In the Matter of the Investigation of Letitia James, Attorney General of the State of New York, of Albany Med Health System*, [https://ag.ny.gov/sites/default/files/albany\\_med\\_aod\\_21-040\\_fully\\_executed\\_6.11.21.pdf](https://ag.ny.gov/sites/default/files/albany_med_aod_21-040_fully_executed_6.11.21.pdf).

<sup>3</sup> Alliance for Ethical International Recruitment Practices, *Health Care Code for Ethical International Recruitment and Employment Practice* (2023), <https://www.cqfnsalliance.org/wp-content/uploads/2023/05/Alliance-Health-Care-Code-May-2023.pdf>.

59       **RESOLVED, that the AFT supports including internationally**  
60 **recruited health professionals as members of the bargaining unit**  
61 **where one exists; and**

62       **RESOLVED, that the AFT supports equitable credit for**  
63 **experience acquired in other countries; and**

64       **RESOLVED, that the AFT will actively seek opportunities to**  
65 **collaborate with organizations representing health professionals**  
66 **of various nationalities in order to advocate for the rights of all**  
67 **health professionals, regardless of country of origin or education.**

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

## **69. URGING ANCC TO REVISE MAGNET CERTIFICATION TO INCLUDE SAFE STAFFING STANDARDS**

**Committee recommends referral to Executive Council.**

1       WHEREAS, the American Nurses Credentialing Center's (ANCC)  
2 Magnet Recognition Program is highly regarded within the nursing  
3 community and is seen as a standard of excellence in nursing and  
4 patient care; and

5       WHEREAS, the history of the magnet program dates back to 1983  
6 when the American Academy of Nursing (AAN) identified "magnet"  
7 hospitals that attracted and retained well-qualified nurses, leading to  
8 the establishment of the Magnet Recognition Program by the ANCC in  
9 1990; and

10       WHEREAS, the Magnet Recognition Program was originally  
11 created to encourage the recruitment and retention of well-qualified  
12 nurses who promote quality patient care, but has since deviated from  
13 this purpose, and is now contributing to increased workload and  
14 burnout among nurses due to the lack of safe nurse staffing standards;  
15 and

16       WHEREAS, without mandated safe staffing standards, the nursing  
17 quality standards required for Magnet Certification can lead to  
18 increased workload and burnout among nurses due to inadequate  
19 resources to achieve these standards; and

20       WHEREAS, peer-reviewed studies have consistently shown that  
21 safe staffing levels are crucial for maintaining patient safety and

22 improving nurse retention and job satisfaction (e.g., Aiken et al., 2010;  
23 Needleman et al., 2011);<sup>1,2</sup> and

24 WHEREAS, many frontline nurses and nurse union leaders feel that  
25 the current Magnet Certification process does not adequately address  
26 the realities of nursing workloads and often overlooks the input of  
27 frontline nurses during site visits; and

28 WHEREAS, there is a growing sentiment among nurses that the  
29 Magnet designation is losing its credibility due to its disconnection from  
30 the real-life conditions of nursing practice; and

31 WHEREAS, the American Nurses Association (ANA), as the  
32 overarching enterprise, has the responsibility to ensure that its affiliated  
33 organizations, including the ANCC, are aligned with the realities and  
34 needs of frontline nurses; and

35 WHEREAS, there is growing evidence that without mandated safe  
36 staffing standards, the nursing quality standards required for Magnet  
37 Certification can lead to increased workload and burnout among nurses  
38 due to inadequate resources to achieve these standards; and

39 WHEREAS, the AFT is the second-largest nurses union and the  
40 fastest-growing healthcare union in the nation. The AFT has been  
41 sounding the alarm on understaffing and the associated patient care  
42 crisis. As a result of this work, there have been collective bargaining  
43 and legislative wins across the country to advance safe nurse staffing  
44 standards. The AFT promotes safe nurse staffing standards in policy  
45 at all levels:

46 **RESOLVED, that the AFT will strongly urge the ANCC to revise**  
47 **the Magnet Certification criteria to include enforceable safe**  
48 **staffing standards that ensure adequate nurse-to-patient ratios**  
49 **and consider the complexity of patient care needs; and**

50 **RESOLVED, that the AFT will call upon the ANA to exercise its**  
51 **influence as the enterprise to ensure that the ANCC's certification**  
52 **standards reflect the critical importance of safe staffing in**  
53 **promoting nursing excellence; and**

54 **RESOLVED, that the AFT will call for a transparent and**  
55 **inclusive process for revising these standards, which actively**  
56 **involves frontline nurses, union representatives, and other**  
57 **stakeholders in meaningful dialogue and decision-making; and**

58 **RESOLVED, that the AFT will commit to advocating for these**  
59 **changes at the national level, supporting state healthcare**  
60 **affiliates and other nursing and healthcare unions/organizations**

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<sup>1</sup> Aiken, L.H., Clarke, S.P., Sloane, D.M., Sochalski, J., & Silber, J. H. (2002). Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction. *JAMA*, 288(16), 1987-1993.

<sup>2</sup> Needleman, J., Buerhaus, P., Mattke, S., Stewart, M., & Zelevinsky, K. (2011). Nurse-staffing levels and the quality of care in hospitals. *New England Journal of Medicine*, 346(22), 1715-1722.

61 **to ensure that the voices of frontline nurses are heard and**  
62 **respected in the Magnet Certification process.**

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

**SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE**

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

Committee Secretary: Sandra Thompson, TOTEM Association of Educational Support Personnel, Inc., Local 6265

**70. PSRP BILL OF RIGHTS**

**Committee recommends concurrence.**

- 1       WHEREAS, there are more than 3 million paraprofessionals and
- 2 school-related personnel who work every day to support more than 49
- 3 million students in K-12 and 18 million students in higher education;
- 4 and
- 5       WHEREAS, the AFT represents more than 370,000
- 6 paraprofessionals, classroom assistants, school bus drivers,
- 7 custodians, maintenance employees, food service workers, library and
- 8 health assistants, clerical employees, registrars, secretarial staff, and
- 9 other school and college support staff in schools and colleges
- 10 nationwide; and
- 11       WHEREAS, since the onset of the COVID-19 pandemic, there are
- 12 hundreds of thousands fewer school and college staff than before the
- 13 pandemic, leaving schools and colleges without the necessary staff in
- 14 almost every job classification, including school bus drivers and special
- 15 education paraprofessionals; and
- 16       WHEREAS, the remaining PSRP staff in K-12 and higher education
- 17 face increased workloads; and
- 18       WHEREAS, many PSRPs are undercompensated for their work,
- 19 and do not receive a living wage, much less a competitive, family-
- 20 sustaining wage; and
- 21       WHEREAS, many PSRPs lack job security because they are, as a
- 22 matter of practice, laid off at the end of each school year and rehired
- 23 annually; and
- 24       WHEREAS, many struggle to receive full-time hours because their
- 25 services, including those of bus drivers and food service workers, are
- 26 time delimited with many of their contracts extending only through the
- 27 10-month school year; and
- 28       WHEREAS, many PSRPs lack access to high-quality, affordable
- 29 healthcare because they are hired for insufficient hours to receive
- 30 health benefits, or otherwise are charged exorbitant premiums for
- 31 health insurance; and
- 32       WHEREAS, PSRPs are often the most diverse set of school
- 33 employees, are more likely to have grown up in the communities they
- 34 serve, and are the most trusted community members for students and
- 35 parents, yet their voices are not always valued in forming school
- 36 policies; and

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37 WHEREAS, PSRPs often serve students facing systemic barriers  
38 to success, but are often excluded from professional growth and  
39 development opportunities; and

40 WHEREAS, like many other school and college employees, PSRPs  
41 too often are subject to workplace violence and other safety hazards,  
42 including contaminants and extreme temperatures; and

43 WHEREAS, PSRPs deserve real solutions that would empower  
44 them to work in a stable, safe environment; to have multiyear job  
45 security; to receive livable and competitive wages; and to have  
46 sufficient hours, affordable healthcare, a voice on the job, and  
47 meaningful input in school policy; and

48 WHEREAS, in light of all this, and as a result of our advocacy, Sens.  
49 Markey, Sanders and Warren submitted Senate Resolution 450 of the  
50 118th Congress on Nov. 6, 2023, “expressing the sense of the Senate  
51 that paraprofessionals and education support staff should have fair  
52 compensation, benefits, and working conditions”; and an identical  
53 House Resolution 990 of the 118th Congress was submitted on Jan.  
54 31, 2024, by Reps. Hayes, Kuster, Norton, Bowman, Grijalva, Schiff,  
55 Watson, Coleman and Craig:

56 **RESOLVED, that the AFT will support the passage of the PSRP**  
57 **Bill of Rights, which aligns with Senate Resolution 450 and House**  
58 **Resolution 990 of the 118th Congress; and**

59 **RESOLVED, that the AFT will advocate, agitate and activate for**  
60 **paraprofessionals and school-related personnel across the**  
61 **country to receive a living wage, access to high-quality affordable**  
62 **healthcare, 16 weeks of paid family and medical leave, access to**  
63 **training and professional development, job security, the freedom**  
64 **to join a union, adequate resources and staffing to do their jobs**  
65 **safely and effectively, and a say in the policies and practices that**  
66 **affect their working conditions; and**

67 **RESOLVED, that the AFT will assist state and local union**  
68 **affiliates as they negotiate collective bargaining agreements,**  
69 **develop school board policies, and lobby for state and federal**  
70 **laws ensuring school and college support staff secure the**  
71 **provisions laid out in the resolution.**

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

## 71. CHAMPIONING HEALTHY SCHOOL MEALS FOR ALL: A REAL SOLUTION FOR HUNGRY STUDENTS

### **Committee recommends concurrence.**

1        WHEREAS, 1 in 6 households in the United States with children is  
2 impacted by food insecurity;<sup>1</sup> and  
3        WHEREAS, the AFT has long championed free healthy school  
4 meals for all as an important way to decrease food insecurity, reduce  
5 stigma and foster well-being for students; and  
6        WHEREAS, numerous studies have shown that students who  
7 participate in universal school feeding programs achieve stronger  
8 health outcomes and greater academic success than students who  
9 lack food security;<sup>2</sup> and  
10        WHEREAS, AFT members across the country report significant  
11 food waste at locations that do not permit the distribution of surplus  
12 food to hungry students and community members through sharing  
13 tables or food donation to nonprofit partners as is recommended by the  
14 United States Department of Agriculture (USDA); and  
15        WHEREAS, utilizing surplus food to feed hungry students and the  
16 community at large through community partner food donations and  
17 site-based sharing tables is a win-win by both reducing food waste and  
18 feeding those in need; and  
19        WHEREAS, food unnecessarily discarded rather than redistributed  
20 to those in need in appropriate, safe and legal ways is an affront to both  
21 the school staff charged with feeding the community and the people  
22 within the community who would most benefit from a healthy meal; and  
23        WHEREAS, more states are adopting legislation that guarantees a  
24 healthy school meal for every student, every day, no questions asked;  
25 and  
26        WHEREAS, during the height of the COVID-19 pandemic, the  
27 USDA temporarily removed the economic barriers districts had faced  
28 when providing meals to students; and  
29        WHEREAS, thanks to the USDA's rule changes during the  
30 pandemic, schools were able to offer free healthy meals to all students,  
31 every day, no questions asked, allowing students to thrive even during  
32 this difficult time in our country; and  
33        WHEREAS, upon the waiver's expiry in the 2022-23 school year,  
34 districts reported paperwork delays, a massive increase in student

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<sup>1</sup> <https://frac.org/hunger-poverty-america>; <https://www.ers.usda.gov/topics/food-nutrition-assistance/food-security-in-the-u-s/key-statistics-graphics/>

<sup>2</sup> [https://www.maxwell.syr.edu/docs/default-source/research/cpr/working-papers/wp-203-let-them-eat-lunch.pdf?sfvrsn=efae783d\\_8](https://www.maxwell.syr.edu/docs/default-source/research/cpr/working-papers/wp-203-let-them-eat-lunch.pdf?sfvrsn=efae783d_8),  
<https://www.brookings.edu/articles/schoolwide-free-meal-programs-fuel-better-classroom-outcomes-for-students/>



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35 lunch debt, and an overwhelming surge in demand at local food  
36 pantries; and

37 WHEREAS, the USDA will reimburse a school for a student's meal  
38 when they are individually certified based on household income, or  
39 alternatively the school may certify en masse based on the Community  
40 Eligibility Provision provided that a high enough percentage of enrolled  
41 students demonstrate a need; and

42 WHEREAS, the AFT advocated for and applauds the Biden  
43 administration's lowered threshold for the Community Eligibility  
44 Provision (CEP) from 40 percent identified community need to 25  
45 percent, which allows significantly more students to receive free  
46 breakfast and lunch; and

47 WHEREAS, community eligibility ensures that more of our nation's  
48 students receive free school meals, regardless of family income; and

49 WHEREAS, using the new CEP formula is an improvement, it  
50 remains complicated, underfunded and does not provide a specific  
51 mechanism that adequately accounts for food cost growth or inflation  
52 over time:

53 **RESOLVED, that the AFT will encourage and support locals**  
54 **that partner with their school district to find innovative ways such**  
55 **as sharing tables, community partnerships or other innovations**  
56 **that will decrease food waste within the framework laid out by the**  
57 **USDA; and**

58 **RESOLVED, that the AFT will continue to lobby congressional**  
59 **representatives to expand healthy free school meals for all by**  
60 **simplifying the process, improving the reimbursement rate, and**  
61 **building in mechanisms for inflation protection so that more**  
62 **schools and districts can offer free meals to all students in need;**  
63 **and**

64 **RESOLVED, that the AFT will collect stories about the positive**  
65 **impact of free school meals and the challenges faced in school**  
66 **communities without them, and use those stories to increase**  
67 **community awareness and raise the visibility of those affected;**  
68 **and**

69 **RESOLVED, that the AFT will support and collaborate with**  
70 **locals and partner organizations to expand school meals for all at**  
71 **the local, state and national levels.**

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

## 72. ENSURING OPTIMAL ROOM TEMPERATURES FOR ALL STUDENTS AND EDUCATORS IN PUBLIC SCHOOLS

**Committee recommends concurrence as amended below:**

- 1       WHEREAS, nationally, the schools and students we serve faced an  
2       unprecedented heat wave to begin the 2023-2024 school year; and  
3       WHEREAS, extended heat waves and rising temperatures are  
4       expected to increase; and  
5       WHEREAS, it is understood that the best teaching and learning  
6       must take place in suitable, welcoming and comfortable environments;  
7       and  
8       WHEREAS, neither students nor AFT members should be expected  
9       to work, educate or learn in buildings that are over 76 degrees  
10      Fahrenheit (conditions that can be particularly dangerous for pregnant  
11      and more senior members as well as for students and educators with  
12      certain medical conditions); and  
13      WHEREAS, some schools across the country with significantly  
14      older buildings are entirely exposed without any shade, which, in  
15      addition to increased air conditioning, requires the installation of  
16      window shades and other measures to ensure acceptable  
17      temperatures and environments; and  
18      WHEREAS, some AFT locals have passed resolutions and fought  
19      for established safe maximum temperature mandates for all  
20      classrooms and offices; and  
21      WHEREAS, some have lobbied and advocated for legislation that  
22      provides funding and the commitment to ensure working spaces of  
23      United Federation of Teachers members are continually regulated  
24      between 68 and 76 degrees F; and  
25      WHEREAS, some have worked with their states to ensure minimum  
26      and maximum temperatures in school buildings and indoor  
27      workspaces:
- 28      **RESOLVED, that the AFT will assist locals in surveying school**  
29      **communities during the first month of school in ~~September~~ 2024**  
30      **and will work with these locals in using the data to draw focus to**  
31      **the learning conditions of our students and working conditions of**  
32      **our members, highlighting a need for air conditioners in**  
33      **classrooms across the country; and**  
34      **RESOLVED, that the AFT will share legislative and/or**  
35      **contractual language used by locals that have been successful in**  
36      **lobbying their state policymakers to work toward guaranteeing**  
37      **adequate working temperatures in all rooms; and**  
38      **RESOLVED, that the AFT will advocate for federal funds to**  
39      **increase and improve efforts in repairing, upgrading and**

40 retrofitting HVAC systems and individual air conditioning units;  
41 and

42 **RESOLVED**, that the AFT will assist locals in working to  
43 identify means by which individual communities can purchase,  
44 install and/or repair air conditioning units from their central  
45 funding dedicated for the sole purpose of installing and repairing  
46 air conditioning; and

47 **RESOLVED**, that the AFT will work with coalition partners on  
48 new legislation to monitor, standardize and ensure safe and  
49 acceptable air quality, including acceptable temperatures in all  
50 AFT members' working spaces.

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

## 74. SUPPORTING A HEALTHIER SCHOOL TRANSPORTATION SYSTEM

### **Committee recommends concurrence.**

1 WHEREAS, over 21.3 million students ride more than 484,000  
2 yellow school buses each day and travel over 3.1 billion miles each  
3 year to and from school;<sup>1</sup> and

4 WHEREAS, burning one gallon of diesel fuel produces  
5 approximately 22.4 pounds of carbon dioxide;<sup>2</sup> and

6 WHEREAS, a single diesel bus driven 15,000 miles a year for 15  
7 years will produce 886,000 pounds of greenhouse gases;<sup>3</sup> and

8 WHEREAS, tailpipe emissions from diesel buses include not only  
9 carbon dioxide but also other dangerous compounds including carbon  
10 monoxide, sulfur oxides, nitrogen oxides, hydrocarbons and polycyclic  
11 aromatic hydrocarbons;<sup>4</sup> and

12 WHEREAS, with their small size and high surface area, particles  
13 generated by diesel vehicles can penetrate deep into the respiratory  
14 tract and deposit adsorbed chemical compounds in the lungs of  
15 students and staff; and

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<sup>1</sup> "School Transportation 2022-2023," School Bus Fleet 2024 Fact Book, vol. 69, no. 10, pp. 10-11.

<sup>2</sup> Environmental Protection Agency, "Greenhouse Gas Emissions from a Typical Passenger Vehicle," <https://www.epa.gov/greenvehicles/greenhouse-gas-emissions-typical-passenger-vehicle#burning>.

<sup>3</sup> U.S. Department of Energy, Alternative Fuel Life-Cycle Environmental and Economic Transportation Tool, <https://afleet.es.anl.gov/afleet/>.

<sup>4</sup> "Partial List of Chemicals Associated with Diesel Exhaust," OSHA website: <https://www.osha.gov/diesel-exhaust/chemical>.

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16 WHEREAS, diesel school buses are a significant source of  
17 children's daily particulate exposures with onboard particulate levels as  
18 much as 2-10 times larger than ambient concentrations;<sup>5</sup> and

19 WHEREAS, electric school buses produce zero tailpipe emissions;  
20 and

21 WHEREAS, students and our members would see material health  
22 benefits from an all-electric bus fleet; and

23 WHEREAS, even though the upfront cost of ownership is cited as  
24 a barrier to electrifying school bus fleets by public school districts, the  
25 lifetime ownership cost of an electric school bus is lower than the  
26 lifetime ownership cost of comparable diesel buses;<sup>6</sup> and

27 WHEREAS, the privatization of school transportation systems  
28 negatively impacts not only AFT members who operate buses but also  
29 members who service and maintain them; and

30 WHEREAS, drivers who are employed by third-party operators are  
31 typically not permitted to communicate directly with principals or other  
32 school leaders regarding behavioral issues on the bus, safety and  
33 equipment issues, or maintenance concerns, and are generally not  
34 provided a school email address with which to receive general  
35 announcements from the district; and

36 WHEREAS, student and community interests are served best when  
37 transportation and maintenance systems remain accountable to the  
38 public, focused on people over profits and managed by the district  
39 directly; and

40 WHEREAS, the Biden administration has prioritized American  
41 manufacturing and union labor in the administration's effort to convert  
42 diesel buses to cleaner alternatives; and

43 WHEREAS, the Environmental Protection Agency's Clean School  
44 Bus Program has provided \$5 billion in grants over five years to assist  
45 school districts in the transition from fossil fuel buses to clean  
46 alternatives:

47 **RESOLVED, that the AFT will support the transition from fossil**  
48 **fuel bus fleets to electric or alternative cleaner fuels; and**

49 **RESOLVED, that the AFT will fight to oppose any**  
50 **subcontracting, third-party, privatization or for-profit schemes**  
51 **that harm students or AFT members, or that weaken the public's**  
52 **control of the school transportation system, as districts transition**  
53 **their fleets from fossil fuels to cleaner alternatives; and**

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<sup>5</sup> Sara D. Adar et al., "Predicting Airborne Particle Levels Aboard Washington State School Buses," *Atmospheric Environment*, vol. 42, issue 33, October (2008).

<sup>6</sup> "All About Total Cost of Ownership (TCO) for Electric School Buses," Electric School Bus Initiative, May 17, 2023, <https://electricschoolbusinitiative.org/all-about-total-cost-ownership-tco-electric-school-buses>.

54       **RESOLVED, that the AFT will provide locals and state**  
55 **federations with guidance and assistance as they navigate school**  
56 **bus electrification in their districts.**

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

### **73. CONTINUUM OF SPECIAL EDUCATION SERVICES THROUGH IDENTIFICATION OF ACADEMICALLY APPROPRIATE PLACEMENT AND SUPPORT**

**Committee recommends referral to Executive Council.**

1       WHEREAS, the AFT believes all students deserve a free, public  
2 education where they are placed in an academically appropriate setting  
3 and provided with a high-quality continuum of services so they can  
4 thrive; and

5       WHEREAS, about one in five California school districts has  
6 especially poor outcomes for their students with disabilities. and people  
7 with disabilities are overrepresented at all stages of the criminal justice  
8 system—from jail and prison to probation and parole; and

9       WHEREAS, special education is not a place where students with  
10 disabilities are educated separately from their general education peers  
11 but, rather, a service or services provided in a variety of ways and  
12 settings, based on a student’s individual needs; and

13       WHEREAS, the least restrictive environment (LRE) fluctuates for  
14 each student in light of changing educational needs, and the continuum  
15 of the LRE expresses how much access a student has to general  
16 education courses and peers while still making meaningful progress in  
17 their individualized education program (IEP) goals; and

18       WHEREAS, a majority of students with disabilities are served in  
19 mainstream classrooms where co-teaching has become a common  
20 approach for inclusion; however, TK-12 educators who co-teach have  
21 a lack of support from administrators and little time to plan; and

22       WHEREAS, improving the educational experiences and outcomes  
23 of students with disabilities in California and elsewhere hinges on the  
24 capacity of both general education and special education teachers to  
25 meet students’ learning needs, but research shows that teachers in  
26 both categories are underprepared; and

27       WHEREAS, inclusion practices and settings are sometimes used  
28 as a catchall for students who need special education services; such  
29 practices seem to be motivated by the ability to cut costs because  
30 districts save money when they no longer run separate programs for  
31 students with disabilities; and

32 WHEREAS, while the need for special education services often  
33 surpasses the allocated funding, lack of funding is never an appropriate  
34 motivation for student placement, and each public agency must ensure  
35 that a continuum of alternative placements is available to meet the  
36 needs of children with disabilities for special education and related  
37 services; and

38 WHEREAS, school districts should never decide placement; rather,  
39 it is the responsibility of the IEP team (parents, teachers, counselors  
40 and other specialists) to determine what needs a student has, what  
41 services will be put in place to meet those needs, and where those  
42 services will be provided; and

43 WHEREAS, currently, districts are not held accountable in any  
44 meaningful way for the ongoing implementation and maintenance of  
45 the efficacy of programs for students with disabilities:

46 **RESOLVED, that the AFT will advocate at the national level for**  
47 **meaningful systems of support and accountability for districts in**  
48 **their implementation and maintenance of the continuum of**  
49 **services to ensure programmatic efficacy and appropriateness of**  
50 **student placements; those systems should include:**

- 51 1. **Systematic and consistent use of feedback from non-**  
52 **administrative certificated and classified educators, who are**  
53 **involved in providing and supporting special education**  
54 **services, to inform best practices and foster the**  
55 **improvement of programs and services;**  
56 2. **Providing sufficient training and support to any certificated**  
57 **and classified educator prior to implementation of a new**  
58 **program, practice and/or process that educators are**  
59 **expected to participate in; and**  
60 3. **Providing at least yearly training and ongoing administrative**  
61 **support for certificated and classified educators who**  
62 **provide and support special education services; and**

63 **RESOLVED, that the AFT will create a Special Education**  
64 **Services Taskforce to address needs in special education**  
65 **services at the national level.**

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

## **75. PREVENTING MASS VIOLENCE BY INCREASING STUDENT SERVICES IN SCHOOLS**

**Committee recommends referral to Executive Council.**

1 WHEREAS, the evil of mass violence in America is frequently  
2 committed by young adults with untreated mental disorders; and

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3 WHEREAS, perpetrators of mass violence often show symptoms of  
4 mental and emotional disorders when they are of school age; and  
5 WHEREAS, one way to prevent some incidents of mass violence is  
6 to ensure that students showing signs of mental disorders or a  
7 fascination with violence can be helped by licensed professionals in  
8 schools; and  
9 WHEREAS, school-based interventions could provide counseling  
10 and therapy to troubled youths to redirect them before an obsession  
11 with violence becomes entrenched; and  
12 WHEREAS, schools can only provide effective services for students  
13 at risk for mental disorders or violent outbursts if there are qualified  
14 counselors, psychologists and social workers on site; and  
15 WHEREAS, some schools lack the funding to increase staffing in  
16 the areas of counseling, psychology and social work; and  
17 WHEREAS, some schools have the financial resources to increase  
18 staffing in the areas of counseling, psychology and social work, but lack  
19 the sense of urgency to prioritize the well-being and safety of the  
20 students, staff and communities they serve; and  
21 WHEREAS, as a public safety imperative for every school district in  
22 the state of Illinois, the state government is best positioned to provide  
23 the funding necessary to provide support services in all public schools:

24 **RESOLVED, that the AFT should urge the proposal and**  
25 **passage of legislation that would provide funding for every public**  
26 **school to recruit and retain counselors, psychologists, social**  
27 **workers and other licensed professionals to assist students with**  
28 **mental health concerns; and**

29 **RESOLVED, that the AFT should urge the proposal and**  
30 **passage of legislation that would amend the school code to**  
31 **reduce student-to-staff ratios for counselors, psychologists, and**  
32 **social workers and to amend the school code to make those ratios**  
33 **mandatory, rather than simply recommended; and**

34 **RESOLVED, that the AFT should urge the proposal and**  
35 **passage of legislation that would offer incentives for the**  
36 **attainment of licensure in counseling, psychology and social**  
37 **work at public institutions of higher learning with a minimum of**  
38 **cost to the prospective clinicians, contingent upon employment**  
39 **in public schools; and**

40 **RESOLVED, that the AFT will assist our locals in advocating**  
41 **for increased staffing and wraparound services for students**  
42 **through collective bargaining and involvement in school board**  
43 **elections.**

- 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: Nikki Cowart, Cy-Fair AFT, Local 6448

**76. PAID FAMILY LEAVE**

**Committee recommends concurrence.**

1 WHEREAS, according to the Organization for Economic  
2 Cooperation and Development, among 41 higher-income countries,  
3 the United States is the only one that does not mandate any paid leave  
4 for new parents. A country that believes in family should do all it can to  
5 support families, and one of the most important, equitable ways is  
6 through paid family leave; and

7 WHEREAS, paid family leave can and should cover a range of  
8 situations families encounter and it encompasses multiple types of  
9 leave including:

- 10 • Medical leave to provide protected paid time to cover a worker's  
11 own serious health condition;
- 12 • Equitable parental leave, which includes paid coverage for birth  
13 and recovery, paid coverage inclusive of birthing and non-birthing  
14 parents, bonding with a new child, adoption or foster child leave,  
15 pregnancy loss, and may be previously referred to as maternity  
16 leave, paternity leave or bonding leave;
- 17 • Caregiving leave for workers who are taking care of a loved one  
18 with a serious health condition;
- 19 • Deployment-related leave when workers or their loved ones are  
20 called to active-duty military service;
- 21 • Leave when a worker or their loved one is a victim of sexual or  
22 domestic violence; and

23 WHEREAS, the lack of national paid family leave protections can  
24 take a joyous event such as the birth or adoption of a child and make  
25 it an economic hardship and can also make a serious illness more  
26 stressful because of financial harm; and

27 WHEREAS, the U.S. maternal mortality rate is far worse than other  
28 high-income countries, and this injustice disproportionately affects  
29 Black Americans; and

30 WHEREAS, without paid family leave, most Americans are  
31 financially unable to take time off from work for caregiving. One in four  
32 U.S. mothers returns to work within just two weeks of giving birth, and  
33 the average non-birthing parent takes one week off after the birth of a  
34 child; and an estimated one in five retirees has left or been forced to  
35 leave work earlier than planned to care for a family member; and

36 WHEREAS, paid family leave increases positive health outcomes  
37 for children and families, including lowering maternal mortality and  
38 increasing rates of breastfeeding, vaccination and participation in early



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39 doctors' appointments. Research also shows paid family leave helps  
40 recovery times for those suffering from serious illness; and

41 WHEREAS, the AFT has long endorsed the FAMILY Act 2024,  
42 which, if passed, would establish a national paid family leave system  
43 inclusive of nearly all workers; and

44 WHEREAS, as of the enactment of this resolution, just 14 states  
45 and the District of Columbia have enacted state paid family leave  
46 programs, some of which include employees working in public schools,  
47 colleges, universities, state and local governments; and

48 WHEREAS, paid family leave enjoys overwhelming bipartisan  
49 public support. However, only 27 percent of workers in the United  
50 States have access to paid family leave through their employers; this  
51 is particularly significant given the fact that 47 percent of American  
52 workers are women; and

53 WHEREAS, many AFT affiliates have fought tirelessly to win paid  
54 parental and family leave benefits at the bargaining table. Achieving  
55 national or state paid family leave systems would help all working  
56 families, both union and unorganized, and would alleviate the need for  
57 unions to bargain for a benefit that should be guaranteed to all workers  
58 by the federal government:

59 **RESOLVED, that the AFT will continue advocating for federal**  
60 **legislation that establishes a national paid family leave system,**  
61 **including the FAMILY Act. Concurrently, the AFT will support**  
62 **affiliates engaging in state and local efforts to enact state paid**  
63 **family leave programs; and**

64 **RESOLVED, that the AFT will support affiliates as they fight for**  
65 **paid family leave benefits at the bargaining table by providing**  
66 **technical support and facilitating the exchange of lessons learned**  
67 **between affiliates.**

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

**77. REDUCE UNITED STATES MATERNAL MORTALITY RATES**

**Committee recommends concurrence.**

1 WHEREAS, over 76 percent of the membership of AFT are women;  
2 and

3 WHEREAS, reproductive and maternal health is a primary concern  
4 for many of our members and the families and communities we serve;  
5 and

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6 WHEREAS, according to the American College of Obstetricians  
7 and Gynecologists, maternal mortality is defined as the death of a  
8 childbearing person, while pregnant or up to one year following the  
9 pregnancy, from a cause related to, aggravated by, or irrespective of  
10 the pregnancy; and

11 WHEREAS, the maternal mortality rate in the United States is  
12 higher than most other high-income countries; and

13 WHEREAS, according to the Centers for Disease Control and  
14 Prevention's National Center for Health Statistics, this rate currently  
15 stands at 32.9 deaths per 100,000 live births, which represents a  
16 significant increase from 20.1 in 2019 and 23.8 in 2020; and

17 WHEREAS, a recent National Public Radio article on the CDC  
18 study cited the U.S. rate, "which is more than ten times the estimated  
19 rates of some other high-income countries, including Australia, Austria,  
20 Japan, and Spain, which all hovered between two and three deaths per  
21 100,000 in 2020"; and

22 WHEREAS, the 2021 maternal mortality rate for Black women at  
23 69.9 deaths for 100,000 live births is more than double the average  
24 rate of other American women; and

25 WHEREAS, research has shown that in the United States, Black  
26 women are also twice as likely to have a preterm birth, give birth to a  
27 low birth weight infant, or experience the death of a child before age 1,  
28 when compared with white women; and

29 WHEREAS, the maternal mortality rate for Native American/Alaska  
30 Natives has also drastically increased since 2019, resulting in a rate  
31 that is more than twice the already high rate experienced by white  
32 women; and

33 WHEREAS, the maternal mortality rates for people who are low-  
34 income, over 40-years-old, and disabled are also abnormally high in  
35 comparison with the national average; and

36 WHEREAS, according to the American Medical Association, the  
37 Centers for Disease Control and Prevention, the Commonwealth Fund,  
38 and other national scientific and medical organizations, many  
39 instances of maternal mortality are preventable; and

40 WHEREAS, lack of access to comprehensive, coordinated, and  
41 respectful healthcare, the prevalence of chronic conditions, and  
42 inadequate postpartum support are among the reasons attributed to  
43 our nation's high maternal mortality rates; and

44 WHEREAS, research indicates that these disparities are symptoms  
45 of broader underlying social and economic inequities that are rooted in  
46 racism and discrimination; and

47 WHEREAS, the trauma that results from these incidents, while  
48 rarely discussed, has long-lasting and profound impacts on our  
49 schools, offices, families, colleagues and communities; and

50 WHEREAS, in the latest data released by the National Center for  
51 Education Statistics, 28 percent of public school students are Latino,

52 15 percent are Black and about 52 percent are economically  
53 disadvantaged, and their mothers of childbearing age are at risk:

54 **RESOLVED, that the AFT will call upon healthcare**  
55 **organizations to offer ongoing resources, education and**  
56 **professional development for those providing reproductive care**  
57 **in an effort to decrease maternal mortality rates, especially among**  
58 **women who are most affected; and**

59 **RESOLVED, that the AFT will work with educational, public**  
60 **health, and other organizations to offer resources and direct**  
61 **assistance to support educators, school counselors, social**  
62 **workers, and psychologists as well as whole schools and**  
63 **communities serving people affected by maternal mortality; and**

64 **RESOLVED, that the AFT will support legislation promoting the**  
65 **expansion of birthing centers, particularly in communities where**  
66 **maternal mortality rates are highest, so that more women may**  
67 **receive quality reproductive care that is caring and respectful to**  
68 **all families of newborns; and**

69 **RESOLVED, for instructional staff to properly teach students**  
70 **headed into professions where unconscious beliefs about diverse**  
71 **groups can create harmful racial disparities, that the AFT will**  
72 **encourage professional learning that addresses implicit bias**  
73 **among staff and students, so that all people are treated fairly and**  
74 **equally; and**

75 **RESOLVED, that the AFT will call for increased research on**  
76 **the causes of these disparities and will support working with**  
77 **coalition partners to increase investment in efforts to decrease**  
78 **maternal mortality rates in the United States.**

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

## **80. IT'S BEYOND TIME TO PUBLISH THE 28TH AMENDMENT**

**Committee recommends concurrence.**

1        WHEREAS, the Equal Rights Amendment was first introduced in  
2 Congress over 100 years ago to commemorate the struggle for  
3 constitutional gender equality and enshrine the principle of gender  
4 equality under the law; and

5        WHEREAS, the ERA, once published, will have a profound impact  
6 on shaping policies and fostering an environment that is conducive to

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7 fairness, equity and inclusivity in all areas of public life, including  
8 education; and

9 WHEREAS, the U.S. Constitution does not explicitly codify the  
10 rights of individuals regardless of sex; and

11 WHEREAS, on March 22, 1972, the ERA passed Congress with the  
12 needed 213 votes, and Congress set a seven-year deadline for the  
13 necessary 38 states to ratify; and

14 WHEREAS, although 30 states ratified within a year, it was not until  
15 2020 that the 38th state ratified; and

16 WHEREAS, Congress had extended its deadline previously, and  
17 could potentially extend it again; and, under a 1984 law, the Archivist  
18 of the United States is charged with issuing a formal certification after  
19 three-quarters of the states have ratified an amendment:

20 **RESOLVED, that the AFT will call upon the Archivist of the**  
21 **United States to print the amendment and see that the Equal**  
22 **Rights Amendment is published; and**

23 **RESOLVED, that the AFT will educate our members about the**  
24 **history, evolution, importance and current status of the ERA and**  
25 **constitutional protections against sex-based discrimination; and**

26 **RESOLVED, that the AFT will affirm our commitment to**  
27 **championing the rights of all individuals within the education**  
28 **system and beyond, and believes that the publication of the**  
29 **federal Equal Rights Amendment will contribute to the realization**  
30 **of a more just and equitable society.**

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

## 78. URGING REPEAL OF THE COMSTOCK ACT

### **Committee recommends concurrence.**

1 WHEREAS, the Comstock Act, a 150-year-old sexist and invasive  
2 law, remains on the books despite being dormant, presenting a  
3 potential threat to reproductive freedom and access to abortion  
4 medication and contraceptives; and

5 WHEREAS, being able to control one's fertility was a critical  
6 advance in both women's health and economic mobility, allowing  
7 women to make informed decisions about their bodies and futures, and  
8 contributing significantly to their social and economic empowerment;  
9 and

10 WHEREAS, recent oral arguments before the Supreme Court,  
11 featuring references to the Comstock Act by conservative justices,  
12 signal a concerning willingness to turn back the clock on reproductive

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13 rights and potentially use the act as a tool to restrict access to abortion  
14 medication and contraceptives; and

15 WHEREAS, the potential enforcement of the Comstock Act under  
16 a right-wing administration poses a serious threat to reproductive  
17 healthcare, including abortion medication, and could serve as a  
18 backdoor to banning abortion and limiting access to vital  
19 contraceptives:

20 **RESOLVED, that the AFT will urge for the immediate repeal of**  
21 **the Comstock Act to safeguard reproductive freedom and ensure**  
22 **access to safe and effective abortion medication and**  
23 **contraceptives for all individuals; and**

24 **RESOLVED, that the AFT will demand action to prevent the**  
25 **enforcement of the Comstock Act and any attempts to use it as a**  
26 **tool to restrict reproductive healthcare options; and**

27 **RESOLVED, that the AFT will call upon lawmakers and**  
28 **advocacy groups to take proactive measures to protect**  
29 **reproductive rights, including advocating for comprehensive**  
30 **reproductive health legislation and opposing any efforts to**  
31 **undermine access to essential reproductive healthcare services.**

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

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

**79. ADDRESSING DOMESTIC VIOLENCE AND  
INTIMATE PARTNER VIOLENCE**

**Committee recommends concurrence.**

1 WHEREAS, according to the National Coalition Against Domestic  
2 Violence, more than 27,000 (often unreported) incidents of domestic  
3 violence and intimate partner violence occur every day across the  
4 United States; and

5 WHEREAS, according to the U.S. Department of Justice, over 60  
6 percent of children in America were exposed to violence, crime or  
7 abuse in their homes, schools and communities, with 40 percent of  
8 those children being direct victims of two or more violent acts; and

9 WHEREAS, domestic violence and intimate partner violence result  
10 in countless occurrences of physical, emotional and psychological  
11 harm, and even death, nationwide; and

12 WHEREAS, 12.1 percent of high school students in the United  
13 States reported having been physically hurt (excluding sexual violence)  
14 by a significant other in just the past year, and 11.8 percent reported  
15 experiencing sexual dating violence; and

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16 WHEREAS, 1 in 3 women and 1 in 4 men in the United States have  
17 experienced some form of physical violence by a significant other; and

18 WHEREAS, countless numbers of students and educators fall  
19 victim to domestic violence and intimate partner violence; and

20 WHEREAS, domestic violence and intimate partner violence have  
21 myriad negative effects on individual victims, family units, communities  
22 and young people; and

23 WHEREAS, various states have designated October as Domestic  
24 Violence Awareness Month and have increased funding and support  
25 for state-licensed service providers to assist survivors of domestic  
26 violence and their families; and

27 WHEREAS, states such as Georgia, Ohio, Tennessee, Texas and  
28 Virginia already offer training to educators on domestic violence  
29 indicators and interventions, and such training nationwide would  
30 ensure adherence to best educational practices for ending domestic  
31 violence and intimate partner violence:

32 **RESOLVED, that the AFT will work with local, state and**  
33 **national coalition partners to educate young people, AFT**  
34 **members, and the American public about the dangers of domestic**  
35 **violence and intimate partner violence and to offer resources to**  
36 **combat, prevent and eliminate these violent incidents in the**  
37 **future; and**

38 **RESOLVED, that the AFT will disseminate to its members and**  
39 **other educators information and resources to fight and end**  
40 **domestic violence and intimate partner violence; and**

41 **RESOLVED, that the AFT will provide members, caregivers,**  
42 **students and others with opportunities designed to help**  
43 **recognize and eradicate domestic violence (including, but not**  
44 **limited to, learning warning signs, forms of domestic violence,**  
45 **patterns, and interventions to eliminate domestic abuse, teen**  
46 **dating violence and intimate partner violence); and**

47 **RESOLVED, that the AFT will work with educational**  
48 **institutions to identify and assist students who are victims of**  
49 **domestic violence or live in households where incidents of**  
50 **domestic violence and intimate partner violence occur; and**

51 **RESOLVED, that the AFT, along with dedicated personnel, will**  
52 **seek to offer counseling and other resources to assist victims of**  
53 **domestic violence and intimate partner violence and to work to**  
54 **eradicate domestic violence and intimate partner violence in the**  
55 **future.**

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

## 81. IN SUPPORT OF NATIONAL PAID FAMILY LEAVE

**Precluded by recommendation of concurrence with Resolution #76.**

1 WHEREAS, the United States is one of the only wealthy nations in  
2 the world that does not have a nationally mandated paid parental leave  
3 policy for all citizens; and

4 WHEREAS, many school districts have family leave policies with  
5 insufficient recovery times; and

6 WHEREAS, findings from the American Academy of Pediatrics<sup>1</sup>  
7 have shown that longer parental leaves show decreased odds of  
8 malnutrition and respiratory conditions in babies; and

9 WHEREAS, less than eight weeks of paid leave is linked to a  
10 reduction in overall health status and increased depression. Every  
11 additional week of paid leave a mother takes reduces the likelihood of  
12 reporting poor mental well-being by 2 percent. Longer paid leave  
13 significantly increases breastfeeding initiation and duration, which has  
14 innumerable benefits for nursing parents and babies, including  
15 improving the function of the digestive and immune system of the child,  
16 and reduces risk of breast and ovarian cancer, diabetes and obesity for  
17 the nursing parent. Paid leave greater than 12 weeks increases infant  
18 immunization uptake;<sup>2</sup> and

19 WHEREAS, parents who take paid family leave are less likely to  
20 experience symptoms of postpartum depression and less likely to  
21 report parenting stress;<sup>3</sup> and

22 WHEREAS, research shows that paid parental leave policies  
23 significantly improve the birthing parent's physical and mental health  
24 by allowing birthing parents time to recover from childbirth and adjust  
25 to new caregiving responsibilities; and

26 WHEREAS, providing new parents with paid time off to care for  
27 newborn or recently adopted children contributes to healthy  
28 development, improves parental health and enhances families'  
29 economic security; and

30 WHEREAS, unpaid leave is not affordable for many workers,  
31 especially those living paycheck to paycheck without adequate

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<sup>1</sup><https://publications.aap.org/pediatrics/article/149/1%20Meeting%20Abstracts%20February%202022/973/186644/Length-of-Maternity-Leave-Impact-on-Child-Health?autologincheck=redirected?nfToken=00000000-0000-0000-0000-000000000000>

<sup>2</sup> <https://www.nationalpartnership.org/our-work/resources/health-care/paid-leave-is-essential-for-healthy-moms-and-babies.pdf>

<sup>3</sup> [https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families#\\_ftn26](https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families#_ftn26)

WOMEN'S RIGHTS COMMITTEE

32 savings.<sup>4</sup> In a recent evaluation of the Family and Medical Leave Act,  
33 two-thirds of workers who did not take needed family and medical leave  
34 reported that they could not afford to take leave unpaid.<sup>5</sup> Black,  
35 Hispanic and Native American workers are less likely to be able to  
36 afford unpaid leave from work than white workers, reflecting racial  
37 disparities in access to wealth-building opportunities and higher-paying  
38 jobs; and

39 WHEREAS, paid parental leave also improves household  
40 economic security for families in the year following the birth of a child.  
41 These effects are particularly strong for low-income parents, who have  
42 access to fewer resources that help parents juggle caregiving  
43 responsibilities and employment; and

44 WHEREAS, job-protected paid leave keeps parents connected to  
45 their employers when some otherwise would have exited the labor  
46 force to care for their newborns, and increases the likelihood that they  
47 return to work within a year of giving birth:<sup>6</sup>

48 **RESOLVED, that the AFT will support a national paid parental**  
49 **leave policy of a minimum of 12 weeks for birthing and non-**  
50 **birthing parents; and**

51 **RESOLVED, that the AFT will advocate for such a policy in**  
52 **Congress; and**

53 **RESOLVED, that the AFT and our affiliate locals will organize**  
54 **other unions and their affiliates to increase the amount of paid**  
55 **parental leave throughout the U.S.**

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

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<sup>4</sup> [https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families#\\_ftnref26](https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families#_ftnref26)

<sup>5</sup> [https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHD\\_FMLA2018SurveyResults\\_FinalReport\\_Aug2020.pdf](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHD_FMLA2018SurveyResults_FinalReport_Aug2020.pdf)

<sup>6</sup> [https://www.urban.org/sites/default/files/publication/90201/paid\\_family\\_leave\\_0.pdf](https://www.urban.org/sites/default/files/publication/90201/paid_family_leave_0.pdf)



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