



Education
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REAL SOLUTIONS FOR A BETTER LIFE

AFT Resolutions and Policy

JULY 2022–JULY 2024

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July 22–25, 2024

FINAL ACTION ON ALL RESOLUTIONS CONSIDERED BY DELEGATES TO THE 2022 AFT CONVENTION	1
AFT RESOLUTIONS APPROVED BY EXECUTIVE COUNCIL SINCE THE 2022 CONVENTION	6
SUMMARY OF ACTION TAKEN ON AFT POLICY RESOLUTIONS SINCE THE 2022 CONVENTION	19

AFT CONVENTION HOUSTON 2024 JULY 22–25

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Final Action on All Resolutions Considered by Delegates to the 2022 AFT Convention

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

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action, September 2022	Executive Council Action, October 2022	Final Action
Community Schools: Helping Students Thrive in Our Schools and Communities, No. 1	Educational Issues	1	Concurrence as amended	Adopted			Passed
Equity Through Culturally Responsive, Balanced Assessment Systems, No. 3	Educational Issues	2	Concurrence	Amended and adopted			Passed
Fulfilling the Promise of Educational Opportunity and Equity, No. 5	Educational Issues	3	Concurrence	Adopted			Passed
Special Education Caseloads Cap, No. 2	Educational Issues	4	Concurrence as amended	Referred to AFT executive council	Amended further and recommended concurrence	Amended and adopted	Passed
For a Green Schools Campaign, No. 4	Educational Issues	5	Concurrence	Referred to AFT executive council	Recommended concurrence	Adopted	Passed
Defend the Teaching Profession and LGBTQIA+ Educators and Students Against Proliferating Anti-LGBTQIA+ Measures, No. 8	Educational Issues	6	Concurrence	Referred to AFT executive council	Recommended concurrence	Adopted	Passed
Strengthen and Diversify the Educator Pipeline, No. 9	Educational Issues	7	Concurrence	Referred to AFT executive council	Amended and recommended concurrence	Amended and adopted	Passed
Support Community Schools, No. 6	Educational Issues	8	Precluded by recommendation of concurrence with Resolution 1	Referred to AFT executive council	Precluded by adoption of Resolution 1	Precluded	No action
Implement Developmentally Appropriate Grades 3-8 Assessments That Meet Students' Needs, No. 7	Educational Issues	9	Precluded by recommendation of concurrence with Resolution 3	Referred to AFT executive council	Precluded by adoption of Resolution 3	Precluded	No action
The Fight for Higher Education, No. 10	Higher Education	1	Concurrence as amended	Adopted			Passed

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action, September 2022	Executive Council Action, October 2022	Final Action
Calling for Department of Education Study of Adjunct/Contingent Pay and Benefit Inequity, No. 11	Higher Education	2	Concurrence	Adopted			Passed
Official Support of FAST Fund Programs, No. 12	Higher Education	3	Concurrence as amended	Adopted			Passed
New Deal on Part-Time Healthcare Equity Project, No. 14	Higher Education	4	Concurrence	Referred to AFT executive council	Amended and recommended concurrence	Amended and adopted	Passed
For Student Debt Cancellation, No. 13	Higher Education	5	Concurrence as amended	Referred to AFT executive council	Amended further and recommended concurrence	Amended and adopted	Passed
Solidarity with Ukraine, No. 32	Human Rights and International Relations	1	Concurrence	Adopted			Passed
Stop Asian Hate, No. 15	Human Rights and International Relations	2	Concurrence	Adopted			Passed
Addressing the Needs of AAPI Union Members and Community, No. 16	Human Rights and International Relations	3	Concurrence	Adopted			Passed
Defeat Anti-LGBTQIA+ “Don’t Say Gay” and Anti-Transgender Bills and Attacks with Mass Pride and Mass Action, No. 17	Human Rights and International Relations	4	Refer to AFT executive council	Referred to AFT executive council	Amended and recommended concurrence	Amended and adopted	Passed
Stop Violence Against Asian Americans, No. 18	Human Rights and International Relations	5	Concurrence	Referred to AFT executive council	Recommended concurrence	Adopted	Passed
Anti-Racism and Culturally Responsive Curriculum as a School Priority, No. 19	Human Rights and International Relations	6	Refer to AFT executive council	Referred to AFT executive council	Amended and recommended concurrence	Amended and adopted	Passed
Building a Better Bridge Between Learning and Work Through CTE, Internships and Apprenticeships, No. 21	Labor and the Economy	1	Concurrence	Adopted			Passed
End Surveillance Capitalism and Regulate Social Media to Protect Our Children, Protect Privacy, and Save Our Democracy, No. 24	Labor and the Economy	2	Concurrence	Adopted			Passed

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action, September 2022	Executive Council Action, October 2022	Final Action
Standing Against Taxpayer Funding of School Voucher Programs, No. 22	Labor and the Economy	3	Concurrence	Adopted			Passed
Changing Social Security to Provide Full Access and Equity for all Educational Employees, No. 25	Labor and the Economy	4	Concurrence as amended	Referred to AFT executive council	Recommended concurrence as amended	Adopted as amended	Passed
Teaching and Learning About Labor, No. 20	Labor and the Economy	5	Concurrence	Referred to AFT executive council	Recommended concurrence	Adopted	Passed
In Opposition to U.S. Sanctions on Cuba, No. 23	Labor and the Economy	6	Non-concurrence	Referred to AFT executive council	Recommended non-concurrence	Not adopted	Not passed
In Support of Manufacturing Renaissance Bill (H.R. 5124), No. 26	Labor and the Economy	7	Non-concurrence	Referred to AFT executive council	Recommended concurrence	Adopted	Passed
In Support of the PRO Act: Protecting the Right to Organize, No. 27	Organizing and Collective Bargaining	1	Concurrence	Adopted			Passed
School/Community Violence: A National Crisis, No. 28	Organizing and Collective Bargaining	2	Concurrence as amended	Further amended and adopted			Passed
Establish Health and Safety Committees, No. 29	Organizing and Collective Bargaining	3	Concurrence	Adopted			Passed
Support the Reinstatement of Nicole Conaway and Defend ADA Protections for Teachers and Staff During This Ongoing Pandemic, No. 30	Organizing and Collective Bargaining	4	Refer to AFT executive council	Referred to AFT executive council	Postponed indefinitely	Postponed indefinitely	No action
We Commit Ourselves to the Defense of Democracy in America, No. 31	Political Action/ Legislation	1	Concurrence	Adopted			Passed
Divest from Fossil Fuels and Reinvest in Workers and Communities, No. 34	Political Action/ Legislation	2	Concurrence as amended	Further amended and adopted			Passed
Condemn State Bills and Laws Banning Transgender Youth from Participating in Sports, and Declare: "Let Trans Kids Play!," No. 36	Political Action/ Legislation	3	Concurrence	Adopted			Passed

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action, September 2022	Executive Council Action, October 2022	Final Action
Calling for the President of the United States to Pardon Marcus Garvey, No. 33	Political Action/ Legislation	4	Concurrence	Referred to AFT executive council	Recommended concurrence	Adopted	Passed
Support the Implementation of Carbon Fee and Rebate System to Reduce Greenhouse Gas Emissions, No. 37	Political Action/ Legislation	5	Concurrence	Referred to AFT executive council	Referred to Climate Task Force; Task Force recommended tabling	Tabled	No action
Lowering the Voice of Money in Politics, No. 38	Political Action/ Legislation	6	Refer to AFT executive council	Referred to AFT executive council	Amended and recommended concurrence	Amended and adopted	Passed
In Opposition to the Privatization of Medicare, No. 39	Political Action/ Legislation	7	Non-concurrence	Referred to AFT executive council	Recommended non-concurrence	Not adopted	Not passed
Divest from Fossil Fuels and Reinvest in Workers and Communities, No. 35	Political Action/ Legislation	6	Precluded by recommendation of concurrence with Resolution 34	Referred to AFT executive council	Precluded by adoption of Resolution 34	Precluded	No action
The Future of Public Work: Artificial Intelligence, Algorithms and Data Protection in a Digital Age, No. 40	Public Services	1	Concurrence	Adopted			Passed
Address Homelessness, Foreclosures and Evictions, No. 41	Public Services	2	Concurrence as amended	Adopted			Passed
Support for the Truth and Healing Commission on Indian Boarding School Policies Act and Associated Efforts, No. 42	Public Services	3	Concurrence	Adopted			Passed
Repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), No. 45	Retirement	1	Concurrence	Adopted			Passed
DEI and Racial Justice in Investments, No. 43	Retirement	2	Concurrence	Adopted			Passed
Climate and Green Investments, No. 44	Retirement	3	Concurrence	Adopted			Passed
Addressing Staffing Shortages in the Healthcare Workforce, No. 46	RNs/ Healthcare Workers and Healthcare Access/Quality	1	Concurrence	Adopted			Passed

Title and Resolution Number	Committee	Rank	Convention Committee Action	Convention Delegate Action	Resolutions Committee Action, September 2022	Executive Council Action, October 2022	Final Action
AFT Healthcare Professionals Mental Health, No. 47	RNs/ Healthcare Workers and Healthcare Access/Quality	2	Concurrence	Adopted			Passed
In-Service Nursing Orientation, Mentoring and Ongoing Educational Support for Professional Nursing and Healthcare Practice, No. 48	RNs/ Healthcare Workers and Healthcare Access/Quality	3	Concurrence	Amended and adopted			Passed
Supporting Safe Workplaces and Safe Schools for All, No. 51	Schools and Colleges Support Staff Issues	1	Concurrence	Adopted			Passed
Living Wages for All AFT Members, No. 50	Schools and Colleges Support Staff Issues	2	Concurrence	Adopted			Passed
School Meals for All, No. 52	Schools and Colleges Support Staff Issues	3	Concurrence	Adopted			Passed
Designating and Celebrating National Paraprofessional and School-Related Personnel Week, No. 49	Schools and Colleges Support Staff Issues	4	Refer to AFT executive council	Referred to AFT executive council	Amended and recommended concurrence	Amended and adopted	Passed
Reproductive Rights and the Protection of Women, No. 53	Women's Rights	1	Concurrence as amended	Adopted			Passed
Save <i>Roe v. Wade</i> , the Right to Privacy, and American Democracy Itself, No. 54	Women's Rights	2	Precluded by recommendation of concurrence with Resolution 53	Referred to AFT executive council	Precluded by adoption of Resolution 53	Precluded	No action
Supporting Abortion Rights in the Face of Attacks on <i>Roe v. Wade</i> , No. 55	Women's Rights	3	Precluded by recommendation of concurrence with Resolution 53	Referred to AFT executive council	Precluded by adoption of Resolution 53	Precluded	No action
Adoption of AFT's Teacher and School Staff Shortage Task Force Report	Special Order of Business			Adopted			Passed
AFT Condemns Recent Supreme Court Decisions Attacking Our Freedoms and Rights	Special Order of Business			Adopted			Passed

AFT Resolutions Approved by Executive Council since the 2022 Convention

AFT's Endorsement of President Joe Biden and Vice President Kamala Harris in the 2024 Democratic Presidential Primary (2023)

WHEREAS, the 2024 presidential election will be consequential for the values and aspirations of the 1.7 million members of the American Federation of Teachers and the communities we serve; and

WHEREAS, extremist politicians are attacking our freedoms—by banning books, impairing the right to join a union and collectively bargain, failing to protect us from gun violence, restricting our right to make reproductive choices, and denying our right to live as we are—and are threatening the basic institutions that underpin our communities, including public education, public service, higher education, healthcare, and democracy itself; and

WHEREAS, because of these attacks, now, more than ever, we need elected leaders who share our values; and

WHEREAS, President Joe Biden and Vice President Kamala Harris have a profound understanding of the issues facing working families and have demonstrated an impassioned commitment to addressing those issues and using government to help make people's lives better; and

WHEREAS, Biden and Harris share our values, know that union membership can be transformative, and have been the most pro-labor and pro-working family administration in modern history; and

WHEREAS, Biden and Harris fought for and won passage of historic economic, health and social programs that have, and will continue to have, a lasting positive impact on the health and welfare of this country; and

WHEREAS, Biden and Harris have had only a very small congressional majority during their administration's first two years, yet have delivered a robust legislative agenda helping families, kids and communities, including: reopening school buildings safely during a once-in-a-generation pandemic, providing historic student debt relief, lowering prescription drug and insulin prices for seniors, expanding child tax credit reviving pensions, delivering the most aggressive climate and environmental justice agenda in history, and creating 12 million jobs, for the fastest job creation rate in 40 years; and

WHEREAS, Biden and Harris, facing the reality of divided government and a hostile Supreme Court, staved off a manufactured but potentially calamitous default in negotiations with House Speaker Kevin McCarthy over the debt ceiling and budget; and

WHEREAS, Biden and Harris have taken action to fight injustice and protect our rights and freedoms, including: fighting for reproductive rights; advancing equity and racial justice; protecting LGBTQIA+ marriages; signing bipartisan gun violence prevention legislation; and appointing a record number of federal judges with diverse backgrounds, including the first Black female justice to the U.S. Supreme Court, Ketanji Brown Jackson; and

WHEREAS, Biden and Harris understand that democracy is under threat both in the U.S. and abroad and have taken steps to protect the right to vote and fight political extremism by holding accountable those who engage in political violence and addressing the root causes of division and hate, including economic insecurity, disinformation and mental health issues; and

WHEREAS, Biden and Harris have demonstrated over and over that the labor movement and an economic policy that is rooted in work, not wealth, that welcomes unions, and that leaves no one behind, is the pathway to the middle class and shared prosperity; and

WHEREAS, the labor movement—as both an acknowledgment and a springboard—is considering joining together to make an unprecedented, united commitment to and endorsement of Biden and Harris, given their record and long affinity with labor; and

WHEREAS, since Biden’s announcement that he will seek re-election, the AFT has engaged members and leaders to seek their input on whether to endorse and be part of a unified labor strategy, reaching out to hundreds of thousands of AFT members for their input via several telephone town halls, multiple surveys, digital ads, and conversations at the state and local levels; and

WHEREAS, the overwhelming sentiment among members supports such an endorsement, including in a recent poll of AFT membership, where 92 percent of Democratic AFT members supported the AFT moving quickly to endorse Biden in the Democratic primary in a unified labor movement action:

RESOLVED, that the American Federation of Teachers endorses President Joe Biden and Vice President Kamala Harris for the Democratic primary nominations for president and vice president; and

RESOLVED, that the AFT endorsement of the Biden-Harris ticket is made in support of demonstrating a unified labor movement, and the AFT will announce the endorsement in concert with the AFL-CIO and other labor unions to underscore our commitment to labor solidarity and to the re-election of Biden and Harris; and

RESOLVED, that the AFT and our affiliates will run AFT members for delegates to the Democratic National Convention in support of Biden and Harris and work to ensure that the national

Democratic platform reflects the values of our members; and

RESOLVED, that the AFT and our state and local affiliates will provide the necessary resources to ensure our members and their families are registered to vote, are informed of the positions and record of the Biden-Harris ticket, and are mobilized to support the Biden-Harris ticket.

Social Media, Artificial Intelligence and Generative Artificial Intelligence (2023)

WHEREAS, the American Federation of Teachers is the home of the people who make a difference in other people’s lives—1.7 million educators and support personnel, healthcare workers and public employees who advocate for a better life for all, particularly for what our children and our communities need to thrive; and

WHEREAS, the advent of social media platforms, ChatGPT and similar technologies create both awe and apprehension due to their potential benefits and risks; and

WHEREAS, CEOs of the world’s leading artificial intelligence companies, along with hundreds of other AI scientists and experts released a statement saying, “Mitigating the risk of extinction from AI should be a global priority alongside other societal-scale risks such as pandemics and nuclear war;”¹ and

WHEREAS, the AFT acknowledges the growing impact of social media and artificial intelligence (AI) on workplaces, healthcare and education; and

WHEREAS, many social media and advanced technology developers have prioritized profit over societal interests, allowing misinformation, political instability and negative impacts particularly on young users; and

WHEREAS, generative AI models like ChatGPT often overlook fair use of intellectual property rights, affecting our members; and

¹ <https://www.safe.ai/statement-on-ai-risk>

WHEREAS, current regulations fail to protect privacy, prevent commercialization of private information, and ensure safety for social media and AI users; and

WHEREAS, regulatory bodies struggle to keep up with rapid growth of social media and AI integration in workplaces, making unions the de facto bodies to establish AI usage guidelines; and

WHEREAS, creators of AI models cannot fully explain why their technologies generate false data or lack transparency in decision-making processes; and

WHEREAS, racial and cultural biases in AI programming in healthcare could detrimentally impact equitable care; and

WHEREAS, hasty deployment of these technologies could threaten various groups and the public; and

WHEREAS, the AFT condemns AI's use to undermine workers' collective bargaining rights, such as replacing workers with chatbots; and

WHEREAS, the implementation of these technologies requires extreme caution to prevent exacerbating biases, inequities and the digital divide; and

WHEREAS, social media, AI, generative AI and advanced computing are increasingly influential, necessitating a strong response; and

WHEREAS, some states and jurisdictions have begun to regulate social media and AI in terms of privacy, security and exploitation; and

WHEREAS, the European Union has enacted stringent privacy and security laws, indicating continuous updates are needed; and

WHEREAS, hundreds of school districts have sued social media companies, citing negative effects on children's mental health as outlined in the surgeon general's advisory about effects of social media on youth mental health,² and educational achievement:

RESOLVED, that the American Federation of Teachers calls for social media, AI and machine learning models to be developed and employed ethically, with developers held accountable for real-world harm and impacts; and

RESOLVED, that the AFT urges governments to swiftly develop, pass and implement strict regulations protecting privacy, security and well-being, and preventing misinformation and destructive behaviors; and

RESOLVED, that the AFT calls for social media and AI technologies to adhere to principles of equity, access and social accountability; and

RESOLVED, that the AFT challenges excessive dependency on social media and AI technologies; and

RESOLVED, that the AFT presses for social media and AI to be accessible to all and not perpetuate disparities; and

RESOLVED, that the AFT endorses social media platforms and AI technologies that integrate significant input from stakeholders in their creation and implementation; and

RESOLVED, that the AFT advocates for continuous research on the use of social media and AI in education and healthcare, and in developing guidelines for the use of social media and AI in primary and secondary education and in healthcare settings; and

RESOLVED, that the AFT recognizes the profound influence of social media and AI in society and education, and emphasizes the need for ethical and accountable development, strong regulations, worker protections, privacy safeguards, equity, transparency and inclusivity in the use of these technologies. The AFT will continue to advocate for responsible implementation and use of social media, AI and generative AI to ensure the well-being of workers, students, patients and society.

² Surgeon General Issues New Advisory About Effects Social Media Use Has on Youth Mental Health, HHS.gov, May 23, 2023

Support Healthcare Workers and Patients Impacted by Abortion Bans (2023)

WHEREAS, a broad array of health professionals, including doctors, advanced practice nurses, registered nurses, techs and pharmacists are on the frontlines of providing reproductive healthcare, which centers them in our nation’s abortion debate; and

WHEREAS, a healthcare worker’s right to educate and counsel patients about their health, free of political influence, is essential for public health, high-quality reproductive healthcare, and for patients to make decisions about their own care; and

WHEREAS, as a leading and quickly growing healthcare union, the American Federation of Teachers is uniquely positioned to advocate for reproductive rights from the perspective of clinicians and providers delivering care; and

WHEREAS, anti-abortion legislation is a politically motivated intrusion on the relationship between a patient and their care team, and all people have a right to access the full spectrum of reproductive healthcare and make their own decisions about family planning; and

WHEREAS, following the U.S. Supreme Court decision in *Dobbs v. Jackson Women’s Health Organization*, lawmakers in 25 states around the country have proposed or passed legislation either restricting or banning abortion access,¹ or criminalizing the provision of some aspects of reproductive healthcare, thereby putting access to all reproductive and maternal care at risk, endangering pregnant patients, women and families as well as the healthcare professionals serving them; and

¹ Kaiser Family Foundation, “Status of Abortion Bans in the United States as of March 22, 2023.” <https://www.kff.org/womens-health-policy/dashboard/abortion-in-the-u-s-dashboard/>

WHEREAS, nearly one-third of American women live in a state with an abortion ban;² and

WHEREAS, medication abortion accounts for more than half of all abortions in the United States,³ and more than 100 scientific studies over 30 years have concluded that the two-drug protocol of misoprostol and mifepristone is a safe and effective way to terminate a pregnancy, leading experts to say these drugs are safer than Tylenol,⁴ yet the ongoing *Alliance for Hippocratic Medicine v. FDA* lawsuit threatens to overturn FDA approval of mifepristone, a drug commonly used alongside misoprostol for medication abortion up to 10 weeks of pregnancy⁵ and have potentially far-reaching effects on FDA’s authority to approve medications; and

WHEREAS, communities with less access to full-spectrum reproductive healthcare experience higher rates of maternal mortality,⁶ and maternal death rates increased nearly twice as fast in states with abortion restrictions between 2018 and 2020, and maternal death rates were 62 percent higher in abortion-restriction states than in abortion-access states in 2020;⁷ and

² Guttmacher Institute, “Six Months Post-Roe, 24 US States Have Banned Abortion or Are Likely to Do So: A Roundup.” Jan. 10, 2023. <https://www.guttmacher.org/2023/01/six-months-post-roe-24-us-states-have-banned-abortion-or-are-likely-to-do-so-roundup>

³ Guttmacher Institute, “Medication Abortion Now Accounts for More Than Half of All US Abortions.” February 2022. <https://www.guttmacher.org/article/2022/02/medication-abortion-now-accounts-more-half-all-us-abortions>

⁴ *New York Times*, “Are Abortion Pills Safe? Here’s the Evidence.” April 7, 2023. <https://www.nytimes.com/interactive/2023/04/01/health/abortion-pill-safety.html>

⁵ Kaiser Family Foundation, “Legal Challenges to the FDA Approval of Medication Abortion Pills.” March 13, 2023. <https://www.kff.org/womens-health-policy/issue-brief/legal-challenges-to-the-fda-approval-of-medication-abortion-pills/>

⁶ Health Affairs. “Penalizing Abortion Providers Will Have Ripple Effects Across Pregnancy Care.” May 3, 2022. <https://www.healthaffairs.org/doi/10.1377/forefront.20220503.129912/>

⁷ The Commonwealth Fund. “The U.S. Maternal Health Divide: The Limited Maternal Health Services and Worse Outcomes of States Proposing New Abortion Restrictions.”

WHEREAS, states with abortion bans have already seen more than a 10 percent decrease in applications for OB/GYN residency;⁸ and

WHEREAS, in 2020 the maternal mortality rate in the U.S. was the highest it has been since 1965, disproportionately impacting Black patients who were 2.6 times more likely to suffer maternal mortality than white patients;⁹ and

WHEREAS, about half of rural community hospitals do not provide obstetrics care,¹⁰ and, for example, in March 2023, a rural Idaho hospital closed its labor and delivery services specifically citing problems retaining OB/GYN and pediatric physicians due to the state’s new abortion restrictions. This service closure leaves the local community nearly 50 miles away from the nearest labor and delivery care;¹¹ and

WHEREAS, labor and delivery service closures and rural hospital closures caused by abortion restrictions may have the unintended consequence of decreasing and delaying access to prenatal care; and

WHEREAS, no healthcare professional should fear that providing necessary care could jeopardize their job or professional license, and healthcare

professionals leaving professional practice in states with abortion bans and restrictions may create or exacerbate health professional shortages; and

WHEREAS, it is crucial for community health that education programs for health professionals include training in the full spectrum of maternal and reproductive healthcare, including abortion; and

WHEREAS, due to existing conditions of understaffing and corporatization of healthcare, clinicians are experiencing significant rates of moral injury. Further restrictions standing between clinicians and providing the care their patients deserve will exacerbate this:

RESOLVED, that the American Federation of Teachers affirms the right of all healthcare professionals to provide ethical medical care based on a patient’s well-being and not motivated by politics, and the right of all patients to access the full scope of reproductive healthcare; and

RESOLVED, that the AFT reaffirms support for safe and legal abortion access and the right of all patients to access the full scope of reproductive healthcare and to make their own family-planning decisions; and

RESOLVED, that the AFT supports the professional judgment of healthcare professionals, not politicians or legislators, in delivering the high-quality care that patients deserve; and

RESOLVED, that the AFT works to ensure ongoing access to medication abortion throughout the nation by working with lawmakers, candidates, advocacy groups and activists to support legislative efforts and executive actions at the state and federal levels; and

RESOLVED, that the AFT supports medical education programs training providers in the full spectrum of reproductive healthcare, including abortion; and

RESOLVED, that the AFT affirms the essential and central role of healthcare professionals in healthcare advocacy and commits to amplifying the voices of healthcare professionals speaking

Dec. 14, 2022.

<https://www.commonwealthfund.org/publications/issue-briefs/2022/dec/us-maternal-health-divide-limited-services-worse-outcomes>

⁸ Association of American Medical Colleges. “Training Location Preferences of U.S. Medical School Graduates Post *DOBBS V. JACKSON WOMEN’S HEALTH ORGANIZATION* Decision.” April 13, 2023. <https://www.aamc.org/advocacy-policy/aamc-research-and-action-institute/training-location-preferences>

⁹ Becker’s Hospital Review. “US Maternal Mortality Hits 58 Year High.” March 16, 2023.

<https://www.beckershospitalreview.com/patient-safety-outcomes/us-maternal-mortality-hits-58-year-high>

¹⁰ *New York Times*. “Rural Hospitals Are Shuttering Their Maternity Units.” Feb. 26, 2023.

<https://www.nytimes.com/2023/02/26/health/rural-hospitals-pregnancy-childbirth.html>

¹¹ *The Guardian*. “Idaho Hospital to Stop Delivering Babies as Doctors Flee over Abortion Ban.” March 20, 2023.

<https://www.theguardian.com/us-news/2023/mar/20/idaho-bonner-hospital-baby-delivery-abortion-ban>

out about the real-world harm to patients and clinicians caused by politically motivated abortion bans.

AFT Condemns Record-Breaking Year of Anti-LGBTQ+ Policies (2023)

WHEREAS, the American Federation of Teachers stands for equality and human rights for all, embracing inclusiveness of all groups from the time of its founding more than 100 years ago; and

WHEREAS, AFT members are committed to ensuring the safety, well-being and success of those we represent and those we serve, particularly our students, regardless of their sex, sexual orientation, gender identity or expression, race, national origin, religion, disability status or economic class; and

WHEREAS, the AFT was the first international labor union to defend the rights of lesbian, gay, bisexual and transgender workers in the 1970s; and

WHEREAS, on June 30, 2023, in a supermajority 6-3 decision in *303 Creative LLC v. Elenis*, the U.S. Supreme Court turned back the clock of progress by allowing entities to discriminate against members of the lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ+) community, by weaponizing and contorting the freedom of speech and the free exercise of religion; and

WHEREAS, in 2023, a record 520 anti-transgender state laws and 23 national laws have been introduced, including more than 30 anti-transgender bathroom bills filed, more than 100 anti-LGBTQ+ curriculum censorship bills and 45 anti-LGBTQ+ drag performance ban bills; and

WHEREAS, this extremist movement continues to use these legislative attacks coupled with mass disinformation campaigns to continue a cycle of hate and bigotry that seeks to destroy the basic rights and freedoms of the LGBTQ+ community while dividing the country further; and

WHEREAS, all of this targeting of the LGBTQ+ community has increased the difficulty and fears among AFT members to effectively perform their

duty to foster a safe and affirming working and learning environment for all students, patients and community members with fidelity; and

WHEREAS, these restrictive and punitive measures make already vulnerable students even less secure, which has been shown to lead to students missing classes, underperforming academically and dropping out of school, as well as making them prone to homelessness; and

WHEREAS, a study by the Center for American Progress found that LGBTQ+ patients report experiencing discrimination in healthcare settings, ultimately discouraging them from seeking medical care, and, as a result, LGBTQ+ people may experience greater difficulty in finding alternative services if they are turned away; and

WHEREAS, the Trevor Project, a national organization founded to eradicate suicide and other mental health challenges facing the LGBTQ+ community, reports that affirming school environments were found to have the strongest association with reduced odds of a suicide attempt among LGBTQ+ youth; and

WHEREAS, suicide is the second-leading cause of death among adolescents and young adults ages 10 to 34 years old in the United States, and transgender and nonbinary adolescents report significantly higher rates of suicide attempts, up to five times greater, compared with their cisgender peers; and

WHEREAS, a 2021 Centers for Disease Control and Prevention survey indicated that 43 percent of transgender youth have been bullied on school property and 29 percent of transgender youth, 21 percent of gay and lesbian youth and 22 percent of bisexual youth have attempted suicide; and

WHEREAS, these laws and their proponents have legislated and misused the courts to enact policies that promote discrimination against lesbian, gay, bisexual, transgender, and queer or questioning individuals:

RESOLVED, that the American Federation of Teachers will continue to defend the rights of the LGBTQ+ community to learn, work and live freely

without fear of harassment and discrimination based on their sexual orientation and/or their gender identity or expression; and

RESOLVED, that the AFT will continue to vigorously defend school, healthcare and public employee workers who support LGBTQ+ youth, their families and the broader LGBTQ+ community, and those who teach about their existence and history and the fight for dignity, rights and pride for LGBTQ+ people; and

RESOLVED, that the AFT will advocate for and support LGBTQ+-inclusive schools; anti-bullying and harassment policies; professional development, continuing education and training for school staff; complaint procedures that are inclusive of LGBTQ+ pupils; and clear, age-appropriate and inclusive policies relating to the use of school facilities, including, but not limited to, bathrooms and locker rooms; and

RESOLVED, that the AFT will develop model resolutions for local affiliates and state federations to adopt in support of the LGBTQ+ community that uplift the needs of LGBTQ+ students, families, patients and the broader community and lobby for similar measures to be adopted at the local and state level; and

RESOLVED, that the AFT will engage local affiliates and state federations in critical community conversations that connect students, parents, patients and community with AFT members to stand in solidarity with the LGBTQ+ community and broader movement to ensure equal protection and the full participation in society for all students, families and members of the community, including the rights to use bathroom facilities, receive medical care, and live in communities and attend schools that are safe and welcoming; and

RESOLVED, that the AFT will support resources and advocacy organizations—including, but not limited to, Pride at Work, PFLAG, GLSEN, the Human Rights Campaign, Lambda Legal and the Trevor Project—while also identifying local, community-based organizations that provide

support and services to LGBTQ+ youth, workers and families; and

RESOLVED, that the AFT will continue to encourage, support and conduct LGBTQ+ trainings and workshops during the AFT convention and other AFT conferences and convenings; and

RESOLVED, that the AFT LGBTQ+ Task Force will help guide and support the work of the above actions.

War Crimes: Ukrainian Children 'Transferred' to Russia (2023)

WHEREAS, on March 17, 2023, the International Criminal Court issued an arrest warrant for Russian President Vladimir Putin, finding him culpable of illegally transferring and deporting children from Ukraine to the Russian Federation and Russian occupied territories, and President Biden joined with the other members of the G7 in strongly condemning this unlawful deportation and transfer of children, and called for their immediate return; and

WHEREAS, the transfer and deportation of children are violations of human rights and international law, including the Geneva Conventions, the Convention on the Rights of the Child and Article II of the Genocide Convention, and devastated mothers, fathers, grandparents and siblings continue searching for their family members in desperation; and

WHEREAS, details about these transfers came to light through the findings of Human Rights Watch, which has extensively documented how Russian officials and their proxies used coercive measures to forcibly transfer Ukrainian children, and it is clear that the transfer of thousands of Ukrainian children from their families, forcibly relocating them to reeducation camps and leaving them vulnerable to abuse and exploitation is unconscionable; and

WHEREAS, AFT President Randi Weingarten and Vice President Dan Montgomery, along with representatives of Education International,

traveled to Kyiv in May 2023 and met children who had been rescued and returned to Ukraine from Russian occupation under the auspices of Save Ukraine, a civil society organization dedicated to caring for and reuniting these separated children with their families; and

WHEREAS, rescuing traumatized children and reuniting them with their families is an uncertain and arduous process, with Russia erecting administrative, legal and financial obstacles at every step:

RESOLVED, that the American Federation of Teachers supports the efforts of Human Rights Watch to document for evidentiary purposes in the International Criminal Court the firsthand testimonies of Ukrainians who have knowledge of the abduction of children, and the AFT will work with HRW and our partner teachers union in Ukraine, TUESWU (the Trade Union of Education and Science Workers of Ukraine), to assist with this undertaking; and

RESOLVED, that the AFT will partner with Save Ukraine to increase attention to the impact of this war on children today and for years to come, and, in partnership with the Ukraine Children’s Action Project, will broadly disseminate in Ukraine a toolkit for teachers to guide them in addressing the social and emotional needs of children traumatized by this war; and

RESOLVED, that the AFT will call on the Biden administration and Congress to prioritize care and education for children in U.S. foreign assistance for the post-conflict recovery and transformation of Ukraine; and

RESOLVED, that the AFT will continue to encourage other U.S. labor unions and the AFL-CIO to support humanitarian efforts in Ukraine as appropriate, and will encourage and support AFT state federations and locals and affiliates to support humanitarian efforts in Ukraine in defense of children and families; and

RESOLVED, that the AFT will continue using social media and other available outlets to give voice to the stories of these children, and, working with

Education International, will present the stories of these children to Education International’s 2024 World Congress.

Declaring a Climate Emergency and Developing Climate Action and Healthy Building Plans (2023)

WHEREAS, climate change is a human-caused crisis brought about by the burning of fossil fuels, resulting in extreme heat waves, torrential rainfalls, savage hurricanes, colossal flooding, massive wildfires that spread smoke across vast areas, increased infectious disease outbreaks, rising sea levels and pollution—all of which are wreaking havoc on our planet and our daily lives; and

WHEREAS, this worsening worldwide climate catastrophe can only be dealt with if we act fast, making deep cuts in emissions of greenhouse gases by transitioning away from the use of fossil fuels to limit rising temperatures and avoid unmanageable and unpredictable economic and social consequences; and

WHEREAS, most facilities are wholly inadequate to protect our students and workers from blistering heat waves, wildfires, smoke, flooding and unhealthy indoor air, which threatens their physical and mental health and results in increased pupil absences, schoolwide closures, worsening illness, increased incidents of asthma and other respiratory illnesses, and decreasing academic performance; and

WHEREAS, multiple studies show that without infrastructure updates, especially in low-income school districts, the impact of climate change on learning outcomes will be disastrous; and

WHEREAS, children also suffer from fear and anxiety related to the effects of climate change they see and experience—wildfires, smoke, heat domes and hurricanes—which impairs their readiness to learn; and

WHEREAS, these impacts on children directly correlate with their ability to enroll in the college or university of their choice, and is determinative in

their success at these institutions, thereby worsening their long-term economic situation; and

WHEREAS, climate impacts on children and young adults worsen the pressures on all facets of the healthcare system in the United States, from primary care to behavioral health care; and

WHEREAS, buildings—residential, municipal and commercial—are responsible for 30 percent of U.S. greenhouse gas emissions; K-12 schools by themselves emit 42 million metric tons of greenhouse gases annually; and the U.S. healthcare system contributes 8.5 percent of emissions, with hospitals making up an estimated 36 percent of these emissions; and

WHEREAS, investments in climate-adaptive school infrastructure can safeguard students' health and be essential investments in student learning and achievement; school buildings can serve as adaptive resources for communities not only for social support but also as physical shelters and cooling centers within neighborhoods; and

WHEREAS, colleges and universities can undertake and expand research into mitigating the impacts of the climate crisis, while also serving as laboratories for new green technology advances and training centers for green job training; and

WHEREAS, hospitals in many rural areas face dire economic situations exacerbated by COVID-19, and investment in green technologies is crucial for their survival; and

WHEREAS, President Biden's clean energy programs, passed with the AFT's help, provide hundreds of billions of dollars over 10 years to transition the country to clean energy, including new funds for state and local governments, hospitals and nonprofits to renovate facilities, provide cooling, fund clean energy transitions, save money and create millions of new jobs; and

WHEREAS, the president's clean energy plan has unleashed a clean energy boom across the United States, in small towns and big cities, putting the country on a pathway to reduce greenhouse gas emissions by at least 40 percent by 2030; and

WHEREAS, even with the successful launch of Biden's clean energy program, the United States still needs to close the gap between projected emissions reductions coming from the Inflation Reduction Act and the 50 percent reduction the United States promised by 2030 to stay on track for a 1.5 degree Celsius target preventing global disaster in line with its UN Paris Agreement commitment; and

WHEREAS, the AFT is a union of educators, healthcare professionals and public employees structured to advance real solutions to strengthen education, healthcare and public services so that students, parents and communities can thrive and the patients we serve can heal; and

WHEREAS, the members of the AFT across the country are organizing themselves by volunteering to participate in actions to speed up a reasonable transition to clean energy; and

WHEREAS, climate change becomes more solvable if the AFT demands that more school districts, colleges, universities and hospital employers use Biden's clean energy credits, grants and rebates to improve old facilities, making them more energy efficient and carbon-free, raising student performance, improving the health of all citizens and lowering U.S. emissions:

RESOLVED, that the AFT urgently demands that President Biden take bold action by declaring a national climate emergency and working to build a robust, just and regenerative energy system; and

RESOLVED, that the AFT will bring together AFT leaders and district/city/employer teams, at the earliest time and place practicable, to discuss and develop model clean energy and healthy building climate action plans specific to employers—local government, school districts, colleges, universities and hospitals—to access the new federal resources; and

RESOLVED, that such plans will advocate that states and municipalities use President Biden's clean energy and infrastructure program funds to do their part to mitigate and prepare for the

unfolding climate crisis, with plans including such items as retrofitting and weatherizing, remediating facilities for toxic substances, installing energy efficient systems, integrating climate justice curriculum, implementing sustainable practices to reduce carbon footprint, and supporting green careers through training and education for students and communities; and

RESOLVED, that such plans will also be rooted in community needs and include input from students, parents, local administrative leaders, appropriate green and union allies, and diverse community representatives.

Condemning Hate and Affirming Freedom of Speech on Campus (2023)

WHEREAS, intellectual freedom is foundational to a representative democracy and enshrined in the First Amendment freedoms of speech and expression, conscience and assembly; and

WHEREAS, people cannot truly exercise their rights without the open and robust debate of ideas, free from intimidation, violence and threat of violence; and

WHEREAS, U.S. colleges and universities, both two-year and four-year, are central to the development and promotion of intellectual freedom and should be sites of free and open debate, where difficult—sometimes painful—topics and opposing ideas should be discussed, challenged and debated in ways that respect diversity of thought and the dignity and humanity of all; and

WHEREAS, to secure this freedom of thought and expression, institutions of higher education have an obligation to ensure environments where students, staff and faculty are free to engage in these exchanges without facing intimidation or racially, politically or religiously motivated attacks and threats of violence; and

WHEREAS, faculty, staff and students have both rights and obligations in the exercise of intellectual freedom, including the responsibility to exercise

their freedoms in ways that respect the rights of those with whom they disagree; and

WHEREAS, higher education as a site of free speech and protest is even more essential and necessary during times of unrest and uncertainty; and

WHEREAS, misinformation campaigns and legislative attacks are used to stoke the culture wars on campus and continue a cycle of hate and bigotry that has resulted in an increase in racism, antisemitism, Islamophobia and anti-LGBTQIA+ hate on campus; and

WHEREAS, the violence, threats of violence and intimidation we recently have seen on campuses create an environment that puts students, faculty, staff and other members of the campus community at risk, making it an environment where freedoms are undermined, our country further divided, and our democracy further eroded; and

WHEREAS, students, faculty, staff and other members of campus communities have been subject to social media attacks, doxing campaigns and death threats; and

WHEREAS, faculty and staff have faced discipline, pressure to resign, and termination as a result of exercising their academic freedom in the classroom and their right to engage in protest and speak out:

RESOLVED, that the American Federation of Teachers will continue to condemn hate in all its forms, affirm the dignity and humanity of all, and promote intellectual freedom and First Amendment freedoms as foundations of our democracy; and

RESOLVED, that the AFT will continue to fight hatred, racism, antisemitism, Islamophobia and anti-LGBTQIA+ hate and will vigorously defend the free speech rights of higher education students, faculty and the community, including the rights to peacefully assemble and protest, as well as defend our members who face discipline or termination of employment as a result of their protected speech or their participation in lawful protests on campus; and

RESOLVED, that the AFT will call on college and university administrations to respect academic freedom and debates on campus; to condemn hate and racially, politically and religiously motivated attacks; and to ensure the safety of all members—whether teaching, working or learning—of the campus community; and

RESOLVED, that the AFT will provide sample resolutions, workshops and guidance to our locals and state federations to support this work at the campus level.

Calling for a Bilateral Cease-Fire in Gaza and Promoting a Two-State Solution and an End to the Weaponization of Hate (2024)

The war in Gaza must end, and diplomacy that creates two states for two peoples must start. Far too many Palestinians and Israelis have perished, and far too many Palestinians and Israelis have had their lives shattered and destroyed. As educators, healthcare professionals and public service professionals, we are sick at heart over the toll this war has taken on thousands of innocent people, particularly innocent children.

We have long recognized the right of Israel to protect its citizens against crimes of war and aggression. The horrific slaughter of Israeli civilians perpetrated by Hamas, Islamic Jihad and others on Oct. 7 was the largest mass murder of Jews since the Holocaust. To this day, Israeli civilians taken as hostages on Oct. 7 are still in captivity in Gaza.

The ongoing war in Gaza—its terrible toll of tens of thousands of civilian Palestinian deaths and its widespread destruction—has created a humanitarian tragedy that must end.

Further shedding of blood in Gaza and the infliction of more pain and anguish will not bring peace and security to either Palestinians or Israelis. Cycles of violence and retribution in Israel and the Palestinian territories for the better part of a century cannot be broken with more of the same. Moreover, there is real danger of the expansion of

the current war in Gaza to other nations in the Middle East and beyond.

For all these reasons and more, the American Federation of Teachers supports a negotiated bilateral cease-fire, agreed to by both sides in this war and guaranteed by the international community. A cease-fire agreement must include humanitarian aid for the immediate provision of desperately needed food, water, medical care, clothing and emergency shelter to Palestinians and the release of all hostages taken on Oct. 7.

The AFT reaffirms its support for a two-state solution, with true self-determination for the people of Israel and the people of Palestine. Both peoples have deep roots in that land and the right to live there in peace and with freedom. A bilateral cease-fire is necessary to start the process of negotiating a lasting agreement that ends the decades of conflict and bloodshed by recognizing the rights of both peoples and providing each with its own government—two states for two peoples.

The Palestinian people of Gaza have suffered under the dictatorial rule of Hamas, which has brutally repressed and eliminated its Palestinian opponents. Hamas declares its intent to destroy the state of Israel and has a massive terrorist infrastructure. Hamas is not a partner for peace, security or a two-state solution; that is why the peace initiative organized by Qatar, Saudi Arabia and other Gulf states does not include Hamas in its proposals for the future governance of Gaza.

Israeli Prime Minister Benjamin Netanyahu and his government are a major obstacle to achieving lasting peace, freedom and security. He has opposed a two-state solution while enabling numerous illegal settlements on the occupied West Bank. Netanyahu's government has stood idle in the face of violence and land theft that extremist settlers have waged against Palestinians in these territories. Netanyahu has an interest in prolonging the war to escape the public scrutiny of his colossal failure to protect Israeli citizens, and to escape his ongoing trials. Despite the Israeli Supreme Court's ruling against his effort to override that very court, he continues to undermine Israel's democracy. It is

time for another election in Israel so that Israelis can elect leaders who truly believe in democracy, security and a peace process.

We support those forces in Israel and in Palestine that seek a different future for themselves—a democratic future where Israelis and Palestinians both can live in dignity and with self-determination and security for all.

Meanwhile, the war has also unleashed a wave of hate and incitement to violence in the United States, with appalling demonstrations of antisemitism and Islamophobia. The AFT reiterates our long-standing and uncompromising opposition to antisemitism, Islamophobia and all forms of hate and incitement to violence. We reaffirm our commitment to ensuring our work and teaching environments are safe and welcoming for the people we represent and those we serve, and to promoting a democratic education that builds understanding and mutual acceptance across different religions, races and ethnic groups. Whatever one's view of the war and the issues raised by it, there is no justification for using it to spread hate and intolerance.

The weaponization of incidents of antisemitism and Islamophobia in campaigns to censor dissenting views of the war and the underlying conflict between Israel and Palestine is also deeply disturbing. These campaigns are particularly troubling in education, where they strike at the heart of the freedom to have unfettered, intellectually honest and respectful discussion and to freely debate ideas, even controversial ideas. That is the hallmark of both American education and American democracy. We will defend the rights of educators and their students to participate in intellectually honest discussions, to articulate and rally around their views, including the underlying conflict between Israel and Palestine.

Moreover, we will not tolerate the weaponization of academic discourse to be used in political attacks on American colleges and universities, and as a pretext for attacks on efforts to increase diversity, promote equity and advance inclusion.

Our campuses must be places of dialogue for the furtherance of understanding in a pluralistic society. Teachers and students must be free to express different views on the burning issues of the day, without fear of loss of position and retaliation, and without intimidation and threats of violence.

As a union deeply committed to teaching, to healthcare and to defending democracy, we pledge to continue our advocacy for democracy at home and abroad, as we support the principles of dignity and freedom for all.

Organizing for the 2024 Elections (2024)

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

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

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

WHEREAS, elections, like collective bargaining, provide a means by which we secure a better life for the members we represent and the children, patients and communities we serve; and

WHEREAS, the stakes in this election are great, and the standard-bearers of the two parties, President Joe Biden and former President Donald Trump, couldn't be more different; and

WHEREAS, the Biden-Harris administration inherited a country in strife and has spent the last three years fighting for policies and laws that prioritize helping working people and their families, including by:

- Securing and stabilizing public education, higher education and public services while states were decimating budgets;

- Capping the price of insulin and ensuring Medicare could negotiate the cost of prescription drugs and bring down inflation and other costs;
- Delivering more than \$130 billion in student debt relief to nearly 4 million people;
- Spearheading historic investment to combat climate change;
- Securing at-risk pensions of more than 350,000 retired union workers;
- Signing the most significant gun safety legislation in decades, the Bipartisan Safer Communities Act;
- Appointing judges who protect our democracy and our freedoms, including reproductive rights, union rights, civil rights, LGBTQIA+ rights and the right to vote; and
- Investing in “making it in America again” with the Bipartisan Infrastructure Deal and the CHIPS and Science Act, and steering the economy to record growth; and

WHEREAS, this is the first president in our history to have walked a picket line while president, who speaks with such compassion about nurses and never misses the opportunity to remind the world that the first lady, Dr. Jill Biden, is a teacher at a community college; and

WHEREAS, in contrast, Trump seems to revel in division, having appointed judges who rolled back basic labor freedoms for workers and basic healthcare choices, including reproductive freedoms for women; prioritized tax cuts for the wealthy over fair wages and jobs for working families; threatened to terminate healthcare for millions of people; rolled back environmental protections; and turned his back on democracy, civil rights, gun safety and public education; and

WHEREAS, increasingly, people are exhausted by all the division, fear and disinformation; and

WHEREAS, there is immense power in the simple act of talking to our family, friends and co-workers about their vision for a better life and how we can build it together; and

WHEREAS, face-to-face organizing reconnects and educates, inspires and mobilizes, and the future of our nation is built through connection, community and conversation:

RESOLVED, that, in this moment of division and chaos versus hope and opportunity, given that the 2024 elections will determine the path charted for our future, the AFT and its affiliates must educate, organize and mobilize members and allies to get out the vote in a manner that meets this time of peril and elects leaders who will represent everyone and seek solutions to our shared challenges; and

RESOLVED, that, while Americans may be weary of our toxic political culture, we will not be worn down or intimidated into surrendering our vote; and

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

RESOLVED, that the AFT and its affiliates will provide the necessary resources and undertake the necessary programs, including voter registration, to comprehensively educate, organize and mobilize members, allies and the general public about the issues and the candidates in the 2024 election and beyond.

Summary of Action Taken on AFT Policy Resolutions since the 2022 Convention

Address Homelessness, Foreclosures and Evictions

- The AFT worked with and endorsed Sen. Bernie Sanders and Rep. Alexandria Ocasio-Cortez's Green New Deal for Public Housing Act, which addresses the affordable housing crisis and the existential threat of climate change. The legislation would help create up to 280,000 good-paying union jobs per year, while reducing annual carbon emissions by roughly 5.7 million metric tons.
- The AFT advocated for the passage and supported the implementation of the American Rescue Plan, which provided a historic \$800 million to support the identification, enrollment and school participation of children and youth experiencing homelessness, including through wraparound services.

Addressing Staffing Shortages in the Healthcare Workforce

- Following the release of a nationally revered report on staffing shortages, the AFT launched its national Code Red campaign in February 2023 to address unsafe staffing, violence and other workplace hazards, a broken pipeline into the health professions, and corporatization and profit motive in the industry.
- The AFT has crafted model legislation, a compendium of relevant contract language, and resources to provide evidence-based arguments supporting affiliate efforts in pursuit of the Code Red campaign objectives. The AFT has supported affiliates in their quest for legal staffing protections, as well as advocated in Congress and with agencies for federal staffing protections.
- The AFT has supported legislation and partnered with foundations, like Bloomberg, to support the creation and expansion of career and technical education programs that create an on-ramp from high schools into the health professions.

Addressing the Needs of AAPI Union Members and Community

- The AFT's Asian American and Pacific Islander Task Force meets quarterly to discuss what locals are doing to support AAPI members and address issues impacting AAPI communities.
- The AFT has expanded its AAPI Heritage Month celebration footprint, with a landing page dedicated to highlighting the work of the AFT and our members: aft.org/celebrateAANHPI.
- The AFT's AAPI Task Force held Reading Opens the World book distribution events and community roundtables.
- The AFT partnered with the Asian Pacific American Labor Alliance on a labor history toolkit profiling AAPI contributions to the labor movement.
- The AFT is partnering with the UCLA Asian American Studies Center on a two-year program to develop lesson plans that highlight AAPI contributions in the United States, tackling the need for culturally responsive curriculum.

Adoption of AFT's Teacher and School Staff Shortage Task Force Report

- The AFT has supported and advocated for the PSRP Bill of Rights on the federal, state and local levels. The PSRP Bill of Rights would help address the climate, culture, conditions and compensation for school and college support staff.
- The AFT has created advocacy workshops on the PSRP Bill of Rights and the AFT's Teacher and School Staff Shortage Task Force report.

AFT Condemns Recent Supreme Court Decisions Attacking Our Freedoms and Rights

- The Albert Shanker Institute held an event in April 2023, "The Supreme Court: From Guardian of Rights to

Extremist Majority,” with Sen. Sheldon Whitehouse and AFT President Randi Weingarten, criticizing 2022 Supreme Court decisions in which the extremist majority struck down long-standing precedents and long-enduring laws, with the elimination of guarantees for many of our rights and freedoms.

- The AFT Lawyers’ Conference held a session in 2024, “SCOTUS—Crisis at the Court and the Threat to Democracy,” to highlight current concerns about the conservative majority of the U.S. Supreme Court, including ethics issues, inventing new doctrine to strike down long-standing precedents, manipulating facts to create standing and ignoring the record on appeal.
- The AFT, working with our union allies and community partners, has pushed for and supported the Biden administration’s efforts to nominate diverse and progressive candidates to the federal judicial branch. In May 2024, the Biden administration announced the confirmation of the 200th federal judge of his term, forming the most diverse group of judicial appointees ever put forward by a president—64 percent are women and 62 percent are people of color—and they have worked in every field of law, from labor lawyers fighting for working people to civil rights lawyers fighting to protect the right to vote.

AFT Condemns Record-Breaking Year of Anti-LGBTQ+ Policies (2023)

- The AFT engaged affiliates through workshops, toolkits and training to effectively support and protect the LGBTQIA+ community, resulting in the development of state and local identity caucuses and task forces.
- The AFT created a landing page with resources for leaders and members to connect with key LGBTQIA+ issues, stories and advocacy efforts: aft.org/pride.
- Since 2022, the AFT has annually hosted a convening of the LGBTQIA+ Task Force with local and state affiliates to address the critical needs of the LGBTQIA+ community, AFT members and the communities our members serve—students, patients and public services.
- The AFT held “banned book” distributions with locals across the country experiencing LGBTQIA+ curriculum censorship through the AFT Reading Opens the World program.

AFT Healthcare Professionals Mental Health

- The AFT is a subgrantee on a grant funded by the Health Resources and Services Administration to address stress, burnout and moral injury in healthcare and public safety workforces, where the AFT has contributed to the development of both problem and solution frameworks for burnout and moral injury.
- The AFT has supported the passage and, now, the reauthorization of the Dr. Lorna Breen Health Care Provider Protection Act in Congress. The act appropriated over \$100 million to address behavioral health and well-being among healthcare professionals, which includes the HRSA grant program.
- The AFT has advocated for a workplace violence standard for healthcare and social service workers, including having health professionals testify to the Occupational Safety and Health Administration. The healthcare division has also provided training to affiliates and developed contract language and other resources for affiliates to use in addressing violence and overarching well-being in healthcare workplaces.

AFT’s Endorsement of President Joe Biden and Vice President Kamala Harris in the 2024 Democratic Presidential Primary (2023)

- Following an amazing joint labor endorsement event in Pennsylvania, the AFT worked with state and local affiliates to amplify the accomplishments of the Biden-Harris administration. Focusing on issues like Public Service Loan Forgiveness, capping the cost of insulin and historic investment in education and infrastructure, the AFT mobilized our members and communities to participate in their state Democratic primaries.

Anti-Racism and Culturally Responsive Curriculum as a School Priority

- Share My Lesson’s 2023 Virtual Conference included sessions on “Elevating Educator Voices on Teaching Truth About Racism” and “Preventing and Addressing Bullying, Racism and Intolerance,” in addition to other Share My Lesson resources available.

Building a Better Bridge Between Learning and Work Through CTE, Internships and Apprenticeships

- The AFT, Albert Shanker Institute and Center for American Progress held a convening to highlight and underscore the potential for engaging students and creating multiple pathways to fulfilling work lives through career and technical education.
- The AFT partnered with North America’s Building Trades Unions’ TradesFutures to educate students about apprentice opportunities in the construction industry.

Calling for a Bilateral Cease-Fire in Gaza and Promoting a Two-State Solution and an End to the Weaponization of Hate (2024)

- The AFT’s officers issued a statement in support of a Biden administration resolution, at the United Nations Security Council, calling for a bilateral cease-fire.
- The AFT organized a 10-day, cross-country set of forums for the group Standing Together, with AFT locals, human rights organizations and Middle East policy experts, to highlight Standing Together’s work for a shared society and tolerance.

Calling for Department of Education Study of Adjunct/Contingent Pay and Benefit Inequity

- The AFT sent a letter to the U.S. Department of Education and received a positive response from Under Secretary of Education James Kvaal, who looped in other members of his team at the National Center for Education Statistics.
- The AFT discussed the issues raised in this resolution with a team at the Pullias Center, which received National Science Foundation funding to study the makeup of the academic workforce.

Calling for the President of the United States to Pardon Marcus Garvey

- The AFT communicated our support for H.R. 133, legislation calling for the exoneration of Marcus Garvey and identifying him as a champion for the liberation of people of African descent, to Rep. Yvette

Clarke, first vice chair of the Congressional Black Caucus.

Changing Social Security to Provide Full Access and Equity for all Educational Employees

- Refer to the resolution “Repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).”

Climate and Green Investments

- In direct work with trustees, the AFT has encouraged them to propose that their fund study the financial cost of fossil fuel divestment and divestment from other companies that contribute to climate change.
- The AFT included climate-related issues in investment decisions in the curriculum for our first annual Center for Workers’ Capital trustee training.
- The AFT held a webinar for trustees on the climate investment scorecard produced by the Private Equity Stakeholder Project and Americans for Financial Reform, giving them a clear, effective tool to use to engage with private equity firms on their climate risks.
- The AFT has signed on to support various comment letters to the Securities and Exchange Commission to promote climate-related data and risk exposure and protect the rights of investors to consider ESG (environmental, social and governance) issues in investments.
- Throughout 2023 and 2024, as Republicans have attempted to pass anti-ESG policies in states, the AFT supported our states’ policy teams in opposing anti-ESG legislation. Much of this legislation would prevent pension funds from considering ESG risks in investment decisions and prevent them from allocating money to managers who consider ESG criteria.
- We held webinars for AFT Trustee Council members and AFT state legislative contacts on the anti-ESG wars and how to push back effectively.

Community Schools: Helping Students Thrive in Our Schools and Communities

- The AFT has supported our local affiliates in designing and implementing community schools through the creation of our Community Schools Intensive Cohorts,

where we work with national partners to provide ongoing coaching and bring teams from across the country together to learn from community school experts and each other.

- The AFT has worked with locals to expand community schools from 700 two years ago to 900 in 25 states.

Condemn State Bills and Laws Banning Transgender Youth from Participating in Sports, and Declare: “Let Trans Kids Play!”

- From New Hampshire to Texas, the AFT worked with state and local affiliates to protect transgender youth and beat back any bans on their participation in sports. Nationally, the AFT works with allies and partners to test messaging and help state legislators and school board members address this issue.
- The AFT supports the Biden administration’s Title IX guidance prohibiting schools from categorically banning transgender students from participating in sports.

Condemning Hate and Affirming Freedom of Speech on Campus (2023)

- The AFT created a page on AFT.org with resources for affiliates on defending academic freedom and campus free speech.

Declaring a Climate Emergency and Developing Climate Action and Healthy Building Plans (2023)

- The AFT has been working closely with other unions, environmental organizations and other allied organizations on policy solutions to the climate crisis through transitioning to clean energy in both buildings and the nation’s bus fleet, integrating climate education into school curriculum, supporting green careers, ensuring high labor standards in clean energy jobs and removing toxins.
- The AFT has been successfully advocating directly with the White House and Department of the Treasury on implementation of the Inflation Reduction Act and its direct pay options that reimburse local and state government for clean energy investments in public buildings such as schools and hospitals. This includes regulatory fixes that allow projects to be included that

were initially excluded due to a timing issue, such as investments that had been made by the State University of New York.

- The AFT has been providing ongoing technical assistance to a number of affiliates as they work on municipal and state level policy as well as on how to access federal funds and tax credits.

Defeat Anti-LGBTQIA+ “Don’t Say Gay” and Anti-Transgender Bills and Attacks with Mass Pride and Mass Action

- The AFT engaged affiliates through workshops, toolkits and training to effectively support and protect the LGBTQIA+ community, resulting in the development of state and local identity caucuses and task forces.
- The AFT created a landing page with resources for leaders and members to connect with key LGBTQIA+ issues, stories and advocacy efforts: aft.org/pride.
- Since 2022, the AFT has annually hosted a convening of the LGBTQIA+ Task Force with local and state affiliates to address the critical needs of the LGBTQIA+ community, AFT members and the communities our members serve—students, patients and public services.
- The AFT held “banned book” distributions with locals across the country experiencing LGBTQIA+ curriculum censorship through the AFT Reading Opens the World program.

Defend the Teaching Profession and LGBTQIA+ Educators and Students Against Proliferating Anti-LGBTQIA+ Measures

- The AFT collaborated with the Partnership for the Future of Learning and the Education Civil Rights Alliance, consortiums of advocacy, civil rights, philanthropy, education, grassroots and affinity groups, to develop resources, campaigns and other materials for implementation in defense of educators, public education and historically marginalized students.
- The AFT has partnered with organizations like GLSEN, GLAAD, the Human Rights Campaign and PEN America to push back against book bans, policies and practices targeting LGBTQIA+ students.

DEI and Racial Justice in Investments

- The AFT has been supporting trustees as they raise racial justice and DEI (diversity, equity and inclusion) issues in their pension funds' investments in public equities and in the private equity space.
- Throughout 2023 and 2024, as states have attempted to pass anti-DEI policies connected to the Republican anti-ESG (environmental, social and governance) movement, the AFT has supported our state policy operations in opposing policies that attack the legitimacy of public pension fund investors considering DEI and ESG as material risks.
- The AFT held webinars in 2023 and 2024 for both AFT Trustee Council members and AFT state legislative contacts on the anti-ESG wars, including DEI issues, and how to push back effectively.
- The AFT included DEI and racial justice issues in investment decisions in the curriculum for our first annual Center for Workers' Capital trustee training in November 2023.
- The AFT developed a comprehensive plan to expand our support for affiliates on trustee elections and our capacity to build relationships with state treasurers, including recruiting and training diverse candidates.
- The AFT's report on private equity and labor standards lifts up racial justice and DEI issues in employment as a core labor principle for trustees to consider as they develop labor standards policies at their funds.

Designating and Celebrating National Paraprofessional and School-Related Personnel Week

- The AFT included this designation in our printed calendars that are distributed to members.
- The AFT created a plan for uplifting and celebrating PSRPs during this week on social media, in the PSRP newsletter and in other AFT print and web formats.

Divest from Fossil Fuels and Reinvest in Workers and Communities

- The Chicago Public School Teachers' Pension & Retirement Fund plans to divest from fossil fuels by the end of 2027.
- AFT Massachusetts supported legislation to divest from fossil fuels.

End Surveillance Capitalism and Regulate Social Media to Protect Our Children, Protect Privacy, and Save Our Democracy

- The AFT released a report in July 2023, "Likes vs. Learning: The Real Cost of Social Media for Schools," calling out social media platforms for undermining schools, increasing costs and driving the youth mental health crisis. The report was a collaborative effort with the American Psychological Association, Fairplay, ParentsTogether and Design It for Us.

Equity Through Culturally Responsive, Balanced Assessment Systems

- The AFT appointed an assessment working group of leaders and members of local and state affiliates, to produce "Real Solutions for Improving Assessment," a report describing five successful strategies employed by affiliates to improve assessment at the local and state levels, including case examples and research and implementation resource links.
- Affiliates expanded their use of the AFT's Reclaiming Assessment professional development course, which helps educators to understand and use high-quality, appropriate assessment practices to support learning in their classrooms on a daily basis.

Establish Health and Safety Committees

- The AFT published and distributed a Code Red collective bargaining manual for healthcare affiliates that draws on the best contract language among AFT healthcare affiliates nationwide on health and safety, including health and safety committees.
- The AFT developed model contract language and operational toolkits for affiliates across all constituencies to advocate for and implement health and safety programs at local worksites.

For a Green Schools Campaign

- The AFT has established multiple partnerships with organizations addressing climate issues, collaborated in the development of the Aspen Institute's K-12 climate toolkit, and curated numerous resources featured on Share My Lesson.
- The AFT has provided information to leaders and members on provisions and funding opportunities in

the Inflation Reduction Act addressing the climate crisis by making schools and hospitals cleaner and greener for kids and families, workers and communities.

For Student Debt Cancellation

- The AFT has continued to work closely with our partners to expand options for student debt cancellation, including advocacy for executive orders expanding cancellation opportunities and identifying members to participate in Department of Education negotiated rulemaking committees that are developing new rules that will lead to debt cancellation.

Fulfilling the Promise of Educational Opportunity and Equity

- The AFT launched the Real Solutions for Kids and Communities campaign to address the curricular depth, student well-being and engagement, and student-focused supports called for in the resolution.
- The AFT co-sponsored the Passion Meets Purpose conference with the Albert Shanker Institute and with key policymakers and advocates for experiential learning to discuss the importance of experiential learning in fostering critical-thinking skills and deeper learning, and what can be done to ensure more students have access to such pedagogical practices.
- The AFT increased online access to professional learning through Share My Lesson and our eLearning platform.
- The AFT ensured local and state affiliate leaders were informed and able to contribute to and influence the direction of those real solutions through regular engagement with the AFT Teachers program and policy council, which resulted in a draft of an offensive playbook that includes examples of best practices regarding the solutions and related educational topics.

In Support of Manufacturing Renaissance Bill (H.R. 5124)

- There has been no action on H.R. 5124 since it was introduced.

In Support of the PRO Act: Protecting the Right to Organize

- The AFT worked directly with lawmakers and through the AFL-CIO to advance the PRO Act through the House and Senate.
- Short of passage of the PRO ACT, the AFT worked with the Biden administration to issue an executive order creating the White House Task Force on Worker Organizing and Empowerment to leverage the executive branch to support worker power, worker organizing and collective bargaining.

In-Service Nursing Orientation, Mentoring and Ongoing Educational Support for Professional Nursing and Healthcare Practice

- The AFT has supported multiple affiliates in campaigns to address precepting and onboarding of new staff in healthcare facilities, including the development of new contract language. The AFT has also developed educational programming with input and participation by affiliates on issues like how to participate on a staffing committee.
- See the resolution “AFT Healthcare Professionals’ Mental Health” for more actions.

Living Wages for All AFT Members

- The AFT has made its Living Wage Campaign Toolkit available to all members who wish to undertake a campaign to increase wages in their local.
- AFT staff have worked directly with affiliates to provide accurate and relevant living wage information and campaign support.
- AFT staff have supported local affiliates with their efforts to raise wages through legislative means as well as through collective bargaining.

Lowering the Voice of Money in Politics

- The AFT signed and supported several coalition-wide letters expressing support for S.J. Res. 25 and H.J. Res 1, the Democracy for All Amendment, and participated in numerous meetings with freshmen Democratic lawmakers to educate them on why we need the campaign finance reforms included in each bill.

- The AFT joined United for Democracy, a coalition of groups seeking Supreme Court reform, using *Citizens United v. FEC* as an example of Supreme Court overreach.
- The AFT represented labor in a United for Democracy coalition briefing for Hill staffers on democracy reform priorities, such as lowering the voice of money in politics.

New Deal on Part-Time Healthcare Equity Project

- The AFT hosted a “What It Takes to Win Part-Time Healthcare” webinar with California leaders and developed resources for our members.
- The issue of benefit parity is central to the AFT’s Real Solutions for Higher Education campaign, which will be rolled out at the 2024 convention.

Official Support of FAST Fund Programs

- An AFT Powerful Partnerships Institute grant was given to the Great Lakes consortium of FAST Funds, with positive media coverage in Milwaukee.
- We saw continued success among many AFT-seeded funds, especially SUNY Brockport (United University Professions).

Organizing for the 2024 Elections (2024)

- Building on our efforts in primary elections, the AFT launched a robust campaign to mobilize AFT members, households and communities across the country. We are working closely with the AFL-CIO to deploy staff to engage and turn out union members in battleground states. We are also working with national and state allies to ensure key base and swing communities understand the stakes and candidate contrast in this election.

Repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO)

- The AFT organized a lobby day to increase the number of federal lawmakers in the Senate and the House of Representatives who would co-sponsor the Social Security Fairness Act. AFT retirees from three WEP and GPO impacted states met with members of their

delegation and urged them to co-sponsor the legislation. AFT retirees also shared their experiences in blogs, on social media and in testimonials.

- The AFT participated in a June 2024 Senate field hearing in Columbus, Ohio, conducted by the Senate Finance Committee on the impact of WEP and GPO. The hearing featured an AFT retiree from Ohio who is impacted by both. The AFT also submitted comments for the record reflecting the negative impact of WEP and GPO on AFT members throughout the country.
- The AFT gathered over 15,000 signatures on our petition calling for the immediate repeal of WEP and GPO.
- The AFT amplified the existing grassroots activism of our members by facilitating over 5,000 member-to-member phone calls to AFT members in WEP and GPO impacted states, gathering 15,000 signatures on the petition calling for the immediate repeal of WEP and GPO, and hosting a series of informational webinars to help members better understand these esoteric and draconian penalties.

Reproductive Rights and the Protection of Women

- The AFT provided financial support in states passing measures against reproductive rights protections.
- The AFT was a part of over 30 organizations that signed on to a joint statement released by Planned Parenthood to congressional leadership in support of reproductive health, rights and justice in November 2023.

School Meals for All

- The AFT partnered with the Food Research and Action Center to support and advocate for healthy school meals for all students.
- The AFT endorsed an expansion of the Community Eligibility Provision and has sent letters of support to Congress for several bills aimed at increasing access to school meals for all students, such as the School Meals Expansion Act, No Hungry Kids in Schools Act and Expanding Access to School Meals Act.
- The AFT developed materials for members, such as “Spice It Up! Making Flavorful School Foods without Excess Sodium,” related to healthy school meals in coordination with nutrition advocacy organizations.

School/Community Violence: A National Crisis

- The AFT worked in partnership with affiliate unions to negotiate contract language to promote school safety, centered on expanding positions for school psychologists, social workers and mental health professionals with reasonable caseloads.
- The AFT leveraged federal funding after the passage of the American Rescue Plan to collectively bargain for positions to support the well-being and education of the whole child through expanding mental health supports, extracurricular programming and safety programs.

Social Media, Artificial Intelligence and Generative Artificial Intelligence (2023)

- The AFT partnered with NewsGuard and GPTZero to provide free access to GPTZero's leading AI identification tool platform and pedagogical writing tools.
- The AFT produced a report, "Commonsense Guardrails for Using Advanced Technology in Schools," on guardrails for artificial intelligence in our nation's classrooms.

Solidarity with Ukraine

- AFT leaders visited with members of the education union TUESWU and government leadership on four trips to Ukraine and the region.
- The AFT sent a letter to the Biden administration in support of Ukrainian assistance.
- The AFT raised money to support TUESWU and civil society organizations in Ukraine.

Special Education Caseloads Cap

- The AFT continues to offer professional learning focused on special education, including three webinars providing a foundation in special education law and educational benefit based on providing the appropriate supports and services in a classroom setting conducive to quality instruction, and a course on learner variability targeting individualized education programs.
- The AFT is partnering with the American Speech-Language-Hearing Association to bring attention to

the needs of specialized instructional support personnel (SISP), including caseloads and workloads.

- Several AFT affiliates have negotiated caseload caps, which can serve as examples for national advocacy.

Standing Against Taxpayer Funding of School Voucher Programs

- The AFT created a resource page for leaders and members, "Vouchers: Fighting Back on Behalf of Our Students and Communities," at aft.org/vouchers.
- The AFT hosted a "Union Talk" podcast with education policy professor Joshua Cowen on the topic "Are School Vouchers Good for Education?"

Stop Asian Hate

- The AFT created a landing page with resources for leaders and members to combat the rise of Asian hate at aft.org/StopAsianHate.
- The AFT hosted a town hall with the Asian Pacific American Labor Alliance and Asian Americans Advancing Justice on the rise of anti-Asian hate.
- Share My Lesson and Colorín Colorado produced reading lists and lesson plans addressing anti-Asian hate.
- The AFT's Asian American and Pacific Islander Task Force participated in the Unity March organized by AAPI organizations to tackle the rise of anti-Asian hate.
- The AFT hosted a webinar in partnership with the Albert Shanker Institute on the key role the AANHPI community will play in the 2024 elections.

Stop Violence Against Asian Americans

- See the resolution "Stop Asian Hate" above.

Strengthen and Diversify the Educator Pipeline

- AFT staff presented at multiple conferences to share the findings and implementation strategies from the Teacher and School Staff Shortage report, "Here Today, Gone Tomorrow?" including the American Association of School Personnel Administrators' National Educator Shortage Summit and the National Association of Federally Impacted Schools' Spring Conference. Audiences of educators, administrators

and policy leaders heard suggestions on how they can advocate at the local, state and national levels for funding and policy changes.

- The AFT Teacher Leaders Program ran a cohort of program alumni who focused their research on the educator shortage. Several participants focused on pipeline issues and presented their local data and implementation strategies to other educators, school board members and local/state policymakers.
- The AFT partnered with the Educational Testing Service to organize two Praxis bootcamps. These bootcamps were designed to aid current members who need to pass the Praxis exams for their professional licenses. To ensure sustained support, the AFT has identified a new group of members as Praxis facilitators. These facilitators will teach online guided support courses as a new benefit for AFT members.

Support for the Truth and Healing Commission on Indian Boarding School Policies Act and Associated Efforts

- The AFT endorsed the Indian Boarding School Policies Act in the U.S. House and Senate and coordinated with allies to help build support. The bill was marked up and passed through committee in the House in June 2024.

Support Healthcare Workers and Patients Impacted by Abortion Bans (2023)

- The AFT has amplified the voices of healthcare professionals impacted by the criminalization of abortion and reproductive healthcare, including through the “Union Talk” podcast episode “Women’s Rights in Focus: Celebrating Women’s History Month” and the AFT Voices article “I’m No Longer Ashamed to Tell My Story.”
- The AFT is ensuring that the perspective of healthcare professionals is included in all of our advocacy for reproductive rights, including on our policy position “Abortion and Reproductive Healthcare,” comments submitted to a recent Senate HELP Committee hearing on abortion bans, social media posts and public messaging.

Supporting Safe Workplaces and Safe Schools for All

- The AFT developed the **Work Shouldn’t Hurt campaign toolkit** at aft.org/psrp to assist locals in creating a campaign for safer schools and worksites.
- The AFT has created and shared data collection tools with affiliates to help track workplace safety and member injury data.
- The AFT is collecting member stories of workplace injury and violence and how locals are addressing those issues to raise awareness and encourage members and communities to fight for safer conditions.

Teaching and Learning About Labor

- The AFT has provided resources for educators through Share My Lesson.

The Fight for Higher Education

- The AFT is rolling out a national, multiyear campaign, Real Solutions for Higher Education, at the 2024 convention.

The Future of Public Work: Artificial Intelligence, Algorithms and Data Protection in a Digital Age

- In June 2023, Senate Majority Leader Chuck Schumer announced an “all-hands-on-deck effort” to contend with artificial intelligence, and as part of achieving that goal, he promised a series of AI “Insight Forums.” AFT President Randi Weingarten participated in the first forum with tech CEOs, labor and civil rights leaders, and more than two-thirds of the Senate in an effort to build consensus on AI legislation. Weingarten advocated for policies to ensure that artificial intelligence is developed and implemented in ways that support equity, enhance users’ lives and include commonsense safeguards that protect students, workers, consumers and our democracy.
- The AFT regularly participated in AFL-CIO Technology Institute meetings specifically about the future of work and government procurement.
- President Biden issued an executive order on artificial intelligence in October 2023, which took historic actions on AI to uphold the rights and dignity of Americans while setting standards on data privacy,

cybersecurity, discrimination and fairness. The executive order recognizes AI use must be driven by the input of frontline workers, including educators, healthcare professionals and public employees. Weingarten was one of the attendees invited to the White House for this announcement, and the AFT is working closely with the AFL-CIO on implementing the measures, including meeting with administrative officials.

- The AFT is actively working with local unions and state federations crafting legislation around AI, providing testimony where needed.
- The AFT hosted a plenary session and workshops on artificial intelligence at our Public Employees Professional Issues Conference to educate members about AI.
- The AFT participated on plenaries and bargaining language training forums during the Public Services International World Congress in 2023 and at the PSI Inter-America meeting in October 2022.

War Crimes: Ukrainian Children “Transferred” to Russia (2023)

- The AFT engaged with the Ukrainian teacher union TUESWU to work with Human Rights Watch to record testimonies of Ukrainians in the conflict.
- The AFT and Illinois Federation of Teachers created a fund, with support from the Chicago Federation of Labor, to fund the rebuilding of a community center house.
- The AFT partnered with the Ukraine embassy to sponsor six children who had been abducted and released by Russian forces.

We Commit Ourselves to the Defense of Democracy in America

- In 2022, the AFT engaged and mobilized in critical elections across the country, turning out 92 percent of registered AFT members. From governors’ races to ballot measures to state legislatures, AFT-endorsed candidates won 80 percent of their races and fought back against the divisive culture war tactics of groups like Moms for Liberty.