



Education | Healthcare | Public Services

**REAL SOLUTIONS  
FOR A BETTER LIFE**

# Proposed **AFT** **Constitutional** **Amendments** and **Resolutions**

Presented to the 88th National Convention  
of the American Federation of Teachers, AFL-CIO

July 22–25, 2024

**AFT CONVENTION**  
HOUSTON 2024  
**#RealSolutions**



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### **Our Mission**

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

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**Provisions for submitting constitutional amendments to the 2024 AFT Convention are contained in Article X, Sections 1 and 3 of the AFT Constitution:**

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

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

**Provisions for submitting resolutions to the 2024 AFT Convention are contained in Article IV, Section 4 of the bylaws to the AFT Constitution:**

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

**According to the above provisions, the following constitutional amendments were received by the national office by March 15, 2024, and resolutions were postmarked or received no later than June 10, 2024.**

**CONVENTION RULES**

Article IV, Section 9 of the bylaws states:

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

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

## PROPOSED CONSTITUTIONAL AMENDMENTS

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

### ARTICLE I—NAME (page 1)

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

*Submitted by: AFT Executive Council*

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

### ARTICLE II—Objects (page 2)

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

*Submitted by: AFT-Oregon Retirees*

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

### ARTICLE III—Membership (page 4)

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

*Submitted by: AFT-Oregon Retirees*

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

### ARTICLE IV—Charters (page 5)

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

*Submitted by: AFT-Oregon Retirees*

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

# BYLAWS

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

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

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

*Submitted by: AFT Executive Council*

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

## 1. ARTIFICIAL INTELLIGENCE

1 WHEREAS, the AFT represents the collective voice and aspirations  
2 of a diverse body of professionals, including teachers, school and  
3 college support staff, public employees, higher education faculty and  
4 healthcare workers, advocating for equitable access to high-quality  
5 healthcare, public services, education, and the advancement of social  
6 justice; and

7 WHEREAS, the emergence and integration of generative artificial  
8 intelligence (AI) technologies, exemplified by innovations such as  
9 ChatGPT, machine learning algorithms and other AI-driven tools, have  
10 ushered in a new era of technology with the potential to foster  
11 transformative change across all sectors around the globe, particularly  
12 in education, healthcare and public services creating both remarkable  
13 opportunities and significant challenges that necessitate careful  
14 consideration and a strategic and immediate response; and

15 WHEREAS, the AFT advocates that any and all implementation of  
16 advanced technology must be guided by core commitments to ensure  
17 safety and privacy, promote human-centered implementation and  
18 individuality, advance equitable access, guarantee equity and fairness,  
19 advance democracy, and teach digital citizenship and balance; and

20 WHEREAS, the AFT has created the report “Commonsense  
21 Guardrails for Using Advanced Technology in Schools,”<sup>1</sup> which shares  
22 the expertise and collective voices of our members in the field as they  
23 navigate the integration of advanced technology and AI in the  
24 classroom and beyond; and

25 WHEREAS, the AFT champions the principle of participatory  
26 innovation, advocating for the meaningful involvement of workers and  
27 other relevant stakeholders in the design, development, procurement,  
28 application and ownership of AI technologies to ensure that AI-based  
29 tools enhance rather than replace human expertise, judgment and  
30 interpersonal interactions, and that they are tailored to meet the  
31 specific needs and challenges of the sectors in which they are  
32 employed; and

33 WHEREAS, critical decision-making must remain with teachers,  
34 paraprofessionals, higher education faculty, healthcare professionals,  
35 and public service workers, regardless of the AI tool being used, and  
36 must never allow the institutions where we work to become dependent  
37 on AI or the corporations that develop it; and

38 WHEREAS, the opportunities of AI in education hold the promise of  
39 personalized learning experiences, adaptive instructional design,  
40 increased access, and enhanced teacher and staff support. AI-driven  
41 innovations in healthcare have the capacity to optimize diagnoses,  
42 streamline treatment plans and improve patient outcomes. In addition,

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<sup>1</sup>[https://www.aft.org/sites/default/files/media/documents/2024/Commonsense\\_Guardrails\\_AI\\_0604.pdf](https://www.aft.org/sites/default/files/media/documents/2024/Commonsense_Guardrails_AI_0604.pdf)

EDUCATIONAL ISSUES COMMITTEE

43 AI technologies offer opportunities for more responsive government,  
44 data-driven decision-making, and enhanced service delivery, enabling  
45 governments to improve public infrastructure, and promote inclusivity  
46 and equity; and

47 WHEREAS, the challenges of technological development have, in  
48 some instances, been marked by a prioritization of technological  
49 advancement and profit over ethical considerations and societal  
50 welfare, leading to adverse outcomes, including the negative impacts  
51 of social media on young users; the proliferation of misinformation and  
52 disinformation, including deepfakes; creation of unreliable responses  
53 such as hallucinations and other nonsensical results; undermining of  
54 intellectual property rights; erosion of public trust; the loss of students'  
55 and workers' personal information and privacy; the widening of  
56 socioeconomic gaps; and the narrowing of workers' rights; and

57 WHEREAS, the indiscriminate or ill-considered implementation of  
58 AI-based technologies, particularly in sensitive sectors such as  
59 education, healthcare and public services risks compromising the  
60 quality and integrity if these essential services, exacerbating existing  
61 disparities and diminishing the role and efficacy of the professionals in  
62 these fields; and

63 WHEREAS, the international community, including the International  
64 Labor Organization, UNESCO and the U.N. High Commission on  
65 Technology continues to examine a global response to an emerging  
66 technology; and

67 WHEREAS, the current regulatory and policy landscape in the  
68 United States has proven inadequate in addressing the complex and  
69 evolving challenges posed by many technologies, including AI,  
70 evidenced by the failure to hold technology companies accountable,  
71 ensuring robust protections for personal privacy, enforcing ethical  
72 standards in AI development and use, and preventing potential harms  
73 associated with these technologies, leaving individuals, public workers  
74 and communities vulnerable;

75 WHEREAS, the AFT recognizes the profound implications of AI and  
76 social media on the professional practices and personal lives of our  
77 members, underscoring the need for a nuanced, informed approach  
78 that maximizes the benefits of these technologies while proactively  
79 addressing their potential risks and ensuring they serve to support,  
80 rather than undermine, the critical work of educators and school staff  
81 at all levels, healthcare workers and public employees; and

82 WHEREAS, the AFT stands firmly against any application of AI and  
83 social media technologies that may lead to displacement; that infringes  
84 upon the fundamental rights of workers, including the right to collective  
85 bargaining; that perpetuates or amplifies systemic biases; that  
86 contributes to the widening of the digital divide, or that in any way  
87 detracts from the core mission and values of the AFT and our  
88 members, advocating instead for the development and implementation

89 of these technologies in a manner that is ethical, equitable, transparent,  
90 inclusive and aligned with the public interest:

91 **RESOLVED, that the AFT will endorse the responsible and**  
92 **principled development and use of AI and social media**  
93 **technologies, emphasizing the importance of transparency,**  
94 **accountability, corporate responsibility, respect for intellectual**  
95 **property and other creative outputs, the protection of workers'**  
96 **rights and privacy, and the maintenance of professional integrity,**  
97 **and calls for the establishment of ethical guidelines and**  
98 **standards that govern the use of these technologies across all**  
99 **sectors; and**

100 **RESOLVED, that the AFT will emphasize the critical need for**  
101 **equitable access to AI and advanced technologies across all**  
102 **sectors, advocating for the democratization of technological**  
103 **benefits to ensure that no group is left behind in the digital age.**  
104 **Recognizing that AI has the potential to significantly enhance**  
105 **education outcomes, healthcare delivery and public services, the**  
106 **AFT will call for intentional efforts to bridge the digital divide and**  
107 **provide equal opportunities for all individuals to benefit from**  
108 **these advancements, regardless of socioeconomic status,**  
109 **geographic location or other barriers; and**

110 **RESOLVED, that the AFT strongly will advocate for a union**  
111 **seat at the table during the development, procurement and**  
112 **implementation of comprehensive, forward-looking regulations**  
113 **and policies that directly address the multifaceted challenges and**  
114 **opportunities presented by AI and social media, ensuring that**  
115 **these technologies are harnessed to serve the public good in a**  
116 **manner that upholds the principles of quality, equity and**  
117 **accessibility in education, healthcare and public services, and**  
118 **that safeguards are in place to prevent potential harms; and**

119 **RESOLVED, that the AFT will assert that the impact of AI in the**  
120 **workplace is a mandatory subject of bargaining and will develop**  
121 **contract language, policies, procedures and practices to support**  
122 **our affiliates at the bargaining table and beyond, including**  
123 **specific measures to mitigate the displacement of workers due to**  
124 **the integration of AI or other advanced technologies; and**

125 **RESOLVED, that the AFT will call for robust regulatory and**  
126 **policy measures to address the ethical, legal and social**  
127 **implications of AI. These measures should prioritize the**  
128 **protection of personal privacy, enforce ethical standards in AI**  
129 **development and deployment, and prevent potential harms such**  
130 **as bias, misinformation, disinformation, deepfakes and the**  
131 **erosion of public trust. The AFT will urge policymakers to**  
132 **implement forward-thinking regulations that safeguard individual**



133 rights and promote the responsible use of AI in ways that align  
134 with societal values and the public interest; and

135 **RESOLVED**, that the AFT will proactively engage with  
136 policymakers, technology developers, educational institutions,  
137 healthcare organizations, civil rights organizations and other key  
138 stakeholders in a concerted effort to establish clear, ethical  
139 guidelines and standards for the use of AI and social media within  
140 educational, governmental and healthcare settings, prioritizing  
141 the well-being, development and success of students, patients  
142 and the broader communities served by AFT members, and  
143 ensuring that these technologies are deployed in a manner that is  
144 respectful of the professional expertise and autonomy of  
145 educators, healthcare workers and public employees; and

146 **RESOLVED**, that the AFT will commit to facilitating ongoing  
147 research both in the United States and abroad, dialogue,  
148 professional development and training initiatives designed to  
149 empower our members with the knowledge, skills and  
150 competencies necessary to effectively navigate and leverage AI  
151 and social media in their professional practices, thereby  
152 enhancing the quality of education, healthcare and public service  
153 delivery, and ensuring that members are well-prepared to engage  
154 with these technologies in an informed, critical and constructive  
155 manner; and

156 **RESOLVED**, that the AFT will reaffirm our unwavering  
157 commitment to advocating for a future in which technological  
158 advancements, including AI, serve to enrich and enhance the  
159 professional endeavors of educators and staff, healthcare  
160 workers and public employees, fostering environments that are  
161 inclusive, equitable and conducive to high-quality, personalized  
162 learning and public service, and ensuring that technology acts as  
163 a catalyst for positive change, empowerment and innovation  
164 within society, thereby contributing to the fulfillment of the  
165 federation's mission to improve the lives of our members and the  
166 communities they serve; and

167 **RESOLVED**, that all AFT members will be provided with the  
168 tools, time and trust necessary to learn and use AI technologies  
169 in an ethical, responsible and effective manner, ensuring that they  
170 are equipped to integrate these new tools into their professional  
171 practices in ways that enhance their work and uphold the highest  
172 standards of integrity and efficacy; and

173 **RESOLVED**, that the AFT will advocate for comprehensive  
174 training and professional development programs to equip our  
175 members with the necessary skills and knowledge to effectively  
176 utilize AI and advanced technologies. Such initiatives should  
177 focus on enhancing digital literacy, fostering critical thinking and  
178 promoting ethical considerations in the use of AI. By empowering

179 educators, healthcare workers and public employees with the  
180 tools to navigate and leverage these technologies, the AFT aims  
181 to improve service delivery and outcomes while maintaining the  
182 highest standards of professional integrity; and

183 **RESOLVED**, that the AFT will continue to ensure that the  
184 expertise of our members is front and center in any development  
185 and/or integration of advanced technology and AI in their  
186 workplaces by expanding the work of the Ad Hoc Committee on  
187 AI and widely sharing its work such as the report “Commonsense  
188 Guardrails for Using Advanced Technology in Schools,”<sup>2</sup>  
189 conducting a back-to-school conference on AI highlighting the  
190 leadership of AFT school-based members, creating similar ad hoc  
191 committees, as necessary, in all AFT constituencies, and  
192 continuing to grow and disseminate user-ready resources and  
193 additional examples of productive use of advanced technology on  
194 dedicated sections of AFT’s Share My Lesson and e-learning  
195 platforms; and

196 **RESOLVED**, that the AFT executive council will periodically  
197 review and update this resolution to reflect the rapid evolution of  
198 AI technologies in the workplace. This ongoing review will ensure  
199 AFT policies remain current and effectively address the dynamic  
200 nature of today’s workplaces, thereby safeguarding the interests  
201 and enhancing the capabilities of our members in an increasingly  
202 digital world.

*Submitted by: AFT Executive Council*

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

## **2. IN SUPPORT OF OUR PROFESSION, OUR PUBLIC SCHOOLS, OUR STUDENTS**

1 WHEREAS, public education is vital to safeguarding our  
2 democracy, is the manifestation of our civic values and ideals, and can  
3 help bridge differences between people with divergent backgrounds  
4 and beliefs; and

5 WHEREAS, we are at a critical moment requiring us to renew our  
6 commitment to public education and its central importance in the lives  
7 of students, their families and communities, and in maintaining a  
8 thriving democracy and healthy economy; and

9 WHEREAS, as educators, our job is to prepare our students for life,  
10 for careers, for college, for civic opportunities and engagement, and to

<sup>2</sup>[https://www.aft.org/sites/default/files/media/documents/2024/Commonsense\\_Guardrails\\_AI\\_0604.pdf](https://www.aft.org/sites/default/files/media/documents/2024/Commonsense_Guardrails_AI_0604.pdf)

EDUCATIONAL ISSUES COMMITTEE

11 advocate for our expertise in our knowledge of content, context and the  
12 students we serve; and

13 WHEREAS, educators are leading schools' recovery in the midst of  
14 their own pandemic challenges, including mental health and well-being  
15 issues, while extremely focused on helping students overcome literacy  
16 challenges, learning loss, behavioral health challenges, and social  
17 media-induced isolation and loneliness; and

18 WHEREAS, families want their children to have access to a well-  
19 rounded education; develop strong fundamental academic and life  
20 skills; and have pathways to career, college and beyond; and

21 WHEREAS, challenging, well-rounded curriculum supported by  
22 deeper learning that allows students to engage in robust, hands-on  
23 learning experiences will enable students to leave school with the  
24 ability to analyze, apply, synthesize, problem-solve, evaluate,  
25 collaborate and create; and

26 WHEREAS, experiential learning—a process for students to learn  
27 through hands-on experiences, also referred to as “learning by  
28 doing”—is a powerful way to address students' learning needs in an  
29 engaging, relevant and fun manner; and

30 WHEREAS, experiential learning is crucial in helping students to  
31 think and write, solve problems, apply knowledge, and discern fact from  
32 fiction because it provides real-world life skills and builds background  
33 knowledge, also referred to as content or prior knowledge, which allows  
34 students to make meaning of what they are reading, and can boost  
35 academic achievement; and

36 WHEREAS, teaching for deeper learning is essential for an  
37 education system grounded in educational equity for all students;  
38 research shows that schools focused on deeper learning demonstrate  
39 stronger student achievement, with pronounced gains for students  
40 from low-income families, new immigrants and students of color; and

41 WHEREAS, authentic systems of assessment that are culturally  
42 and linguistically responsive; provide students with opportunities to  
43 demonstrate their learning and development in a variety of ways; and  
44 are designed to measure growth and progress are more equitable than  
45 the narrow, annual high-stakes standardized tests that incite fear and  
46 anxiety and undermine cognitive capacity; and

47 WHEREAS, research in neuroscience and the developmental and  
48 learning sciences shows that students' emotional and psychological  
49 safety supports their ability to learn and take risks, and is undermined  
50 when they feel threatened or unsafe; and

51 WHEREAS, research has documented that well-designed systems  
52 of support communicate to students that they are respected, valued  
53 and loved; can enable resilience and success for youth who have faced  
54 serious adversity and trauma; and have significant positive effects on  
55 student progress, attendance, mathematics and reading achievement,

56 and overall grades, in addition to measurable decreases in grade  
57 retention, dropout rates and absenteeism;<sup>1</sup> and

58 WHEREAS, partnerships with parents, the community and  
59 community-based organizations through the community schools model  
60 offer schools and school districts additional capacity to improve  
61 schools, by offering responsive programming for all students and  
62 families; and

63 WHEREAS, the AFT is committed to these strategies, and has  
64 pursued them through our Real Solutions for Kids and Communities  
65 campaign this year. The campaign has also fought against the  
66 undermining of public education through culture wars, denying honest  
67 history, draining funds from public schools through voucher programs,  
68 and de-professionalizing teaching; instead, the campaign works to  
69 strengthen public schools through proven solutions and positive  
70 supports:

71 **RESOLVED, that the AFT and our affiliates will engage in**  
72 **strategic actions and partner with families, communities, and**  
73 **allied organizations to transform teaching and learning in**  
74 **America’s public schools by continuing and building on the Real**  
75 **Solutions for Kids and Communities campaign to:**

- 76 • **Create joyful and confident readers by helping teachers**  
77 **access, learn, use and advocate for evidence-based**  
78 **strategies for reading instruction; and**
- 79 • **Care for children’s mental health and well-being through**  
80 **school-linked supports and services and related specialized**  
81 **instructional support personnel such as school counselors,**  
82 **psychologists and social workers; and**
- 83 • **Expand community schools as a proven strategy for**  
84 **addressing academic learning and development along with**  
85 **well-being, providing needed services and deepening family**  
86 **and community engagement; and**
- 87 • **Provide all students as early as possible with opportunities**  
88 **to learn by doing via experiential and project-based learning**  
89 **that provides them with real-world, real-life skills as well as**  
90 **opportunities to demonstrate their knowledge through**  
91 **performance-based assessment; and**
- 92 • **Bring additional resources and attention to career and**  
93 **technical education, to link education to economic**  
94 **development as well as to expand career pathways,**  
95 **internships and apprenticeships for students, by working**  
96 **with districts to offer high-quality pathways in areas of high**  
97 **demand, such as cybersecurity, welding, healthcare,**  
98 **advanced manufacturing and robotics; and**

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<sup>1</sup> Gravel, J., Opatrny, L., & Shapiro, S. (2007). The intention-to-treat approach in randomized controlled trials: Are authors saying what they do and doing what they say? *Clinical Trials*, 4(4), 350–356.

- 99 • Elevate the work of the Biden-Harris administration around  
100 investments made in infrastructure, manufacturing, energy  
101 and the environment that support well-paying, safe and  
102 sustainable jobs, and work with companies and school  
103 districts partnering to prepare youth for these opportunities;  
104 and
- 105 • Renew our focus on educator and school staff health and  
106 well-being to ensure they have the support, tools and  
107 strategies to make teaching and other school-based careers  
108 more sustainable so that staff can adequately care for  
109 themselves and their families, and remain in the profession;  
110 and
- 111 • Secure investments that public schools need for improved  
112 teaching and learning conditions, adequate staffing, fair pay  
113 for teachers and school staff, and other fundamentals for a  
114 high-quality education in every school; and
- 115 **RESOLVED**, the AFT will utilize new avenues and partnerships  
116 for accessing existing professional learning content that helps  
117 educators:
- 118 • Build on and refine student-centered practices grounded in  
119 a strong foundation in child and adolescent development  
120 and learning; and
- 121 • Learn to use data about school climate and other student  
122 outcomes to pursue continuous improvement; and
- 123 • Problem-solve around the needs of individual children; and
- 124 • Build their knowledge of how to create engaging, effective  
125 instruction that is culturally and linguistically responsive;  
126 and
- 127 • Strengthen skills for implementing and integrating social-  
128 emotional learning and restorative justice practices; and
- 129 • Work with families and community to create a shared  
130 supportive approach for teachers and school staff alike; and
- 131 **RESOLVED**, that the AFT will continue to advocate for  
132 equitable school environments that affirm student identities and  
133 include culturally and linguistically responsive pedagogy and  
134 curriculum that is inclusive of multidiverse groups' history,  
135 contributions and insights by providing local affiliates with  
136 regular opportunities for educators to support their cultural  
137 proficiency and professional growth; and
- 138 **RESOLVED**, that the AFT will press for transformative  
139 accountability and assessment practices at the classroom,  
140 school, district and state levels that actually assess what students  
141 need to know and do, and lessen the damage of current  
142 standardized assessments practices, while large-scale change is  
143 being advocated for and worked toward at the federal level; and
- 144 **RESOLVED**, that the AFT will share best practices on:

- 145 • Using pedagogical practices that ensure students are active,  
146 not passive, participants in learning, and infuse hands-on  
147 student-centered practices that foster student ownership of  
148 learning across grade levels; and
- 149 • Procuring resources for a variety of learning environments;  
150 and
- 151 • Extended learning outside the classroom; and
- 152 • Structuring school days to allow educators and school staff  
153 time to collaborate, plan, grade, and foster relationships with  
154 students and families and incorporating these practices in  
155 collective bargaining or memoranda of understanding where  
156 possible; and

157 **RESOLVED**, that the AFT will identify and disseminate  
158 information on how affiliates can:

- 159 • Negotiate practitioner-led district-level committees on  
160 curriculum, assessment and instructional strategies; and
- 161 • Provide input on the job descriptions for instructional  
162 coaches and other related roles that support the  
163 development of educators and school staff; and
- 164 • Collaborate with educators and school staff, families,  
165 community organizations, and municipal and/or regional  
166 partners to develop a variety of publications that provide  
167 actionable practices around social-emotional learning and  
168 restorative justice that families can use in the home and  
169 other learning environments; and
- 170 • Advocate for culturally and linguistically responsive  
171 teaching and curriculum that is developmentally  
172 appropriate, and inclusive of the history, contributions and  
173 insights of diverse groups; and

174 **RESOLVED**, that the AFT, with our affiliates, will work to  
175 remove barriers that impact students, teachers and schools,  
176 including access to broadband internet, negative effects of  
177 unchecked social media, culture wars and censorship laws,  
178 voucher and choice schemes that siphon public funds,  
179 underinvestment where it is needed most, and anything else that  
180 weakens the ability of public education to be a main avenue to  
181 freedom and prosperity for all; and

182 **RESOLVED**, that the AFT, with our affiliates, will continue our  
183 unwavering commitment to advancing opportunity, justice and  
184 freedom for every educator, as they are the basis for preparing all  
185 children for bright futures as active and engaged citizens in our  
186 democracy.

*Submitted by: AFT Executive Council*

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

### 3. PROMOTE THE ETHICAL AND RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE IN SCHOOLS

1 WHEREAS, the rapid advancement of artificial intelligence (AI)  
2 technologies has led to their increasing adoption in educational  
3 settings; and

4 WHEREAS, AI-powered tools and systems have the potential to  
5 enhance learning experiences, personalize instruction, and streamline  
6 administrative tasks, but also raise concerns about privacy, bias and  
7 the dehumanization of education; and

8 WHEREAS, the integration of AI in schools must be carefully  
9 considered and implemented in a manner that prioritizes the best  
10 interests of students, teachers, and the broader educational community  
11 and society at large; and

12 WHEREAS, there is a need for clear guidelines, ethical frameworks,  
13 and robust safeguards to ensure the responsible and equitable use of  
14 AI in education; and

15 WHEREAS, the development and deployment of AI systems in  
16 schools should be transparent, accountable, and subject to ongoing  
17 evaluation and oversight:

18 **RESOLVED, that the AFT recognizes the potential benefits and**  
19 **risks associated with the use of AI in educational settings and will**  
20 **call for a comprehensive, inclusive and transparent approach to**  
21 **its implementation; and**

22 **RESOLVED, that the AFT will advocate for the development of**  
23 **ethical guidelines and best practices for the responsible use of AI**  
24 **in schools, with input from educators, students, parents and**  
25 **relevant experts; and**

26 **RESOLVED, that the AFT will urge educational institutions to**  
27 **prioritize the protection of student and educator privacy, the**  
28 **prevention of algorithmic bias, and the preservation of human-**  
29 **centered learning experiences; and**

30 **RESOLVED, that the AFT will support ongoing professional**  
31 **development and training for educators to ensure they are**  
32 **equipped to effectively and ethically integrate AI technologies into**  
33 **their teaching practices; and**

34 **RESOLVED, that the AFT will remain committed to fostering a**  
35 **learning environment that values critical thinking, creativity and**  
36 **human interaction while leveraging AI's potential to enhance**  
37 **educational outcomes in a responsible and equitable manner.**

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

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

#### 4. PROMOTING PROFESSIONAL LEARNING FOR THE USE OF ARTIFICIAL INTELLIGENCE IN EDUCATION

1 WHEREAS, artificial intelligence is rapidly advancing and has the  
2 potential to revolutionize the field of education; and

3 WHEREAS, AI can be leveraged to personalize learning, automate  
4 tasks and provide valuable insights to educators, ultimately enhancing  
5 the learning experience for students; and

6 WHEREAS, the effective integration of AI in education requires  
7 educators to develop new skills and knowledge to harness its potential  
8 and navigate its challenges; and

9 WHEREAS, professional learning opportunities are essential for  
10 educators to gain the necessary competencies to effectively  
11 incorporate AI into their teaching practices; and

12 WHEREAS, the majority of educators across the country should  
13 receive professional development to use these new AI technological  
14 tools to support students in ways that do not perpetuate biases or  
15 discrimination; and

16 WHEREAS, the AFT recognizes the importance of empowering  
17 educators to embrace and utilize emerging technologies to serve their  
18 students better:

19 **RESOLVED, that the AFT advocates for the development and**  
20 **implementation of comprehensive professional learning**  
21 **programs focused on AI in education; and**

22 **RESOLVED, that these professional learning programs should**  
23 **cover topics such as AI fundamentals, ethical considerations,**  
24 **practical applications and best practices for integrating AI in the**  
25 **classroom; and**

26 **RESOLVED, that the AFT encourages collaboration among**  
27 **educators, AI experts and educational institutions to create**  
28 **relevant and accessible professional learning resources; and**

29 **RESOLVED, that the AFT supports the allocation of necessary**  
30 **funding and resources to ensure all educators have equal access**  
31 **to professional learning opportunities related to AI in education;**  
32 **and**

33 **RESOLVED, that the AFT remains committed to fostering a**  
34 **culture of continuous learning and innovation, empowering**  
35 **educators to leverage AI to enhance educational outcomes and**  
36 **prepare students for the future.**

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

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



## 5. MORE TEACHING, LESS TESTING: END OVER-TESTING IN SCHOOLS

1 WHEREAS, all children deserve a rich, meaningful public education  
2 that prepares them for the opportunities, responsibilities and  
3 challenges that await them as contributing members of a democratic  
4 society and a global economy; and

5 WHEREAS, educators are called to this profession by a singular  
6 purpose: an unwavering, unequivocal commitment to our students'  
7 learning, well-being and potential. Our members do their jobs because  
8 they want to prepare students for future success; and

9 WHEREAS, the deeper learning we strive for is too often lacking  
10 the necessary support to make implementation a reality—and eclipsed  
11 by the misuse and overuse of standardized assessments required by  
12 policymakers fixated on accountability above all else; and

13 WHEREAS, the coupling of state standards and assessments to  
14 measure and report student and school performance under the No  
15 Child Left Behind Act narrowed curricula across the country; and

16 WHEREAS, the current test-and-punish accountability system has  
17 squeezed out vital parts of the curriculum that are not subjected to  
18 accountability testing, sacrificed student learning time to testing and  
19 test preparation, and has forced teachers—particularly those teaching  
20 our most vulnerable students—to focus their attention on students  
21 achieving just below the passing score; and

22 WHEREAS, despite a laudatory goal of shining the light on student  
23 needs, this emphasis on tests and accountability took us in another  
24 direction, away from valuing the essential skills of persistence, critical  
25 thinking and collaboration; and

26 WHEREAS, even under the heavy weight of federal testing  
27 requirements, many schools at all levels have implemented best  
28 practices in education—such as interdisciplinary, inquiry and project-  
29 based learning and career and technical education programs across a  
30 wide range of subjects and skills—that support the whole child; there  
31 is a better way:

32 **RESOLVED, that the AFT will call on state and federal**  
33 **policymakers to affirm our commitment to a public education**  
34 **system that reflects the diversity of children's experiences and**  
35 **abilities, allows students to demonstrate what they know and are**  
36 **able to do throughout a child's academic career, and ensure**  
37 **educational excellence and equity for every student; and**

38 **RESOLVED, that the AFT will support legislation that promotes**  
39 **improved assessments and accountability; allows states more**  
40 **flexibility to administer and design assessment systems that**  
41 **support teaching and learning; eliminates the current federally**  
42 **mandated testing schedule for summative assessments in math,**

43 reading and language arts, and science; and establishes options  
44 such as grade-span testing, representative sampling, and  
45 combination testing; and

46 **RESOLVED**, that the AFT will continue to work with our local  
47 affiliates and state federations to mobilize members and support  
48 an education system that fosters joy, collaboration, critical  
49 thinking, problem-solving and creativity in every classroom; and

50 **RESOLVED**, that the AFT will advocate for multiple pathways  
51 to graduation that may include, but are not limited to, the  
52 inclusion of performance-based measures that demonstrate the  
53 full spectrum of student experiences and learning; and

54 **RESOLVED**, that the AFT will support policies that prohibit the  
55 use of federally mandated assessments as the sole or dominant  
56 factor for retention policies, program placement, high school  
57 graduation decisions, teacher evaluations, or school rating  
58 systems; and

59 **RESOLVED**, that the AFT remains committed to ending the  
60 overemphasis on high-stakes testing that has harmed children's  
61 learning experiences for far too long.

*Submitted by: New York State United Teachers*

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

## 6. CELLPHONES/SMARTWATCHES

1 WHEREAS, personal cellphones and smartwatches are now often  
2 used by students at all grade levels; and

3 WHEREAS, cellphones and, more recently, smartwatches have  
4 become a learning distraction, a tool for cyberbullying and an unhealthy  
5 addiction; and

6 WHEREAS, screen addiction is changing the way students think  
7 and decreasing their levels of concentration; and

8 WHEREAS, notifications and alerts on cellphones and  
9 smartwatches are creating challenges for educators to keep students  
10 focused and engaged; and

11 WHEREAS, cellphones and smartwatches may be used to record  
12 in classrooms, violating personal privacy and potentially violating the  
13 Family Educational Rights and Privacy Act; and

14 WHEREAS, some of these devices have user and parent  
15 functionality to "focus" and limit the usage times, but these functions  
16 are not often used or students find ways around them:

17 **RESOLVED** that the AFT will compile information regarding  
18 best practices and develop and advocate for strong unambiguous

19 policies regarding the possession and use of cellphones and  
20 smartwatches in classrooms; and

21 **RESOLVED** that the AFT will support our local affiliates and  
22 state federations in advocating for the adoption and  
23 implementation of appropriate legislative guidelines to reduce the  
24 impact of cellphones and other devices on students and the  
25 classroom.

*Submitted by: New York State United Teachers*

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

## **7. SUPPORTING THE FREEDOM TO READ IN PUBLIC SCHOOLS AND PROTECTING OUR SCHOOL LIBRARIANS FROM HARASSMENT**

1 WHEREAS, the freedom to read is under attack by well-funded  
2 right-wing organizations seeking to destroy foundational community  
3 organizations such as public schools and libraries; and

4 WHEREAS, both groups and individuals are employing harassment  
5 and targeting of school librarians, diverse reading materials, and  
6 students engaging in the freedom to read in furtherance of their goal of  
7 destroying public schools and libraries; and

8 WHEREAS, the harassment of school librarians and targeting of  
9 diverse reading material are an attempt to marginalize and eliminate  
10 the identities of LGBTQIA+ people and people of color; and

11 WHEREAS, the harassment of school librarians and targeting of  
12 diverse reading material are also part of a larger coordinated  
13 nationwide attack by special-interest groups, legislators, policymakers  
14 and politicians to gain support for anti-LGBTQIA+ and racist policies  
15 and laws:

16 **RESOLVED**, that the AFT will continue to support and  
17 advocate for policies and laws requiring that diverse reading  
18 materials and resources be available to all students; and

19 **RESOLVED**, that the AFT condemns the harassment and  
20 targeting of school librarians as they fulfill their duties to obtain  
21 and maintain diverse collections that promote equity and  
22 empathy; and

23 **RESOLVED**, that the AFT supports the right of all school  
24 librarians to work free from harassment and to fulfill their  
25 professional responsibilities to provide students with diverse  
26 texts; and

27 **RESOLVED**, that the AFT strongly believes in the right of every  
28 student to see themselves reflected in school and library reading

29 materials and to exist in the public school space free from  
30 targeting and harassment based on race, color, sex, gender  
31 identity/expression, age, religion, disability, national origin or  
32 sexual orientation; and

33 **RESOLVED**, that the AFT supports the freedom to read as  
34 outlined in the American Library Association’s Freedom to Read  
35 Statement.

*Submitted by: Chicago Teachers Union, Local 1*

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

## 8. PROTECTING PUBLIC EDUCATION FROM RIGHT-WING EXTREMISM

1 WHEREAS, our communities, schools and union are under attack  
2 by strategically funded extreme right and MAGA political factions that  
3 seek to dismantle public education as a public good through  
4 disinvestment, disenfranchisement and direct attacks on individual and  
5 community efforts to increase equity and transparency in school  
6 funding; and

7 WHEREAS, at the same time, these bad actors recharacterize their  
8 efforts and claim to be in service of low-income children and families of  
9 color, despite their long collective record of attacking and destroying  
10 neighborhood schools and other community-based support systems in  
11 the very same Black and brown communities; and

12 WHEREAS, efforts by these entities have included the voucher  
13 schemes across the country; and

14 WHEREAS, groups like the State Policy Network and Moms for  
15 Liberty, and school privatizers like Paul Vallas, seek to silence  
16 authentic curriculum to further obscure and exclude Black history (an  
17 effort gaining ground across 36 states<sup>1</sup>), ban books as part of a radical  
18 anti-Black and anti-LGBTQIA+ agenda, and exploit legal asylum-  
19 seekers as political props, enlisting support and engagement from  
20 documented hate groups; and

21 WHEREAS, attempts to ban books and tax schemes to rob public  
22 schools of funding come from the same people, the same groups, the  
23 same bank accounts, and they are connected with similar efforts  
24 nationwide; and

25 WHEREAS, conservative megadonors and their dark-money  
26 organizations seek to influence elections ranging from local library and  
27 school boards to Congress and the presidency, often explicitly  
28 campaigning on their plans to further attack, censor and dismantle

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<sup>1</sup> <https://www.chalkbeat.org/22525983/map-critical-race-theory-legislation-teaching-racism>

29 public education nationwide. Their goal is to elect radical extremists  
30 like Ron DeSantis and bring back the likes of Betsy DeVos; and

31 WHEREAS, all of these efforts aim to erode public trust in the rights  
32 and benefits of public education as a public good and advance a radical  
33 overhaul of our nation's commitment to public education to inform our  
34 citizenry and strengthen our democracy; and

35 WHEREAS, the same groups attack public pension systems and  
36 exacerbate shortages of public educators; and

37 WHEREAS, our union democracy has faced and defeated threats  
38 from right-wing campaigns, lawsuits, social media attacks and other  
39 interference with our democratic processes; and

40 WHEREAS, our own members, from classroom teachers and  
41 support staff to union leadership, have experienced targeted threats  
42 and harassment from extremist groups and their supporters because  
43 of our work supporting schools as institutions of inclusive democracy:

44 **RESOLVED, that the AFT stands in solidarity against well-**  
45 **funded forces that want to destroy our union and public education**  
46 **as we know it, and we will fight these entities in order to protect**  
47 **our students, our schools, our members, our profession and**  
48 **public education as a public good; and**

49 **RESOLVED, that the AFT will speak in one voice as a union**  
50 **when we condemn their attacks on libraries, LGBTQ+ students**  
51 **and their families, and our ability to teach an accurate and more**  
52 **complete history of our nation, including teaching about the**  
53 **insidious nature of white supremacy, about Black resistance, and**  
54 **about the contributions of other historically excluded populations**  
55 **such as the Asian American and Pacific Islander diaspora, Native**  
56 **nations, migrants and refugees, and others; and**

57 **RESOLVED, that the AFT will continue to support and**  
58 **advocate for policies and state laws requiring honest and**  
59 **inclusive curriculum such as Black history, Latino history,**  
60 **genocide and holocaust studies, reparations won and Native**  
61 **American history, among others; and**

62 **RESOLVED, that the AFT refuses to ignore the connections**  
63 **between the inflammatory, anti-inclusion rhetoric of right-wing**  
64 **politicians, their funders and their supporters, and the ongoing**  
65 **threats to and attacks on schools, libraries, other educational**  
66 **spaces, and the students and workers endangered each time such**  
67 **rhetoric incites action, ranging from personal attacks to system**  
68 **wide bomb threats; and**

69 **RESOLVED, that we recommit to educating ourselves as**  
70 **members of the AFT through workshops, webinars, resource**  
71 **groups and other professional development to better understand**  
72 **the history, role and threat of these groups attacking public**  
73 **education as a public good. We will work to better understand**

74 their goals, how they operate, how they exploit our political and  
75 nonprofit systems to dismantle public education, how they seek  
76 to make educational spaces less inclusive and democratic for our  
77 students and families, and what we can do to protect our schools,  
78 our communities and our union from their attacks; and

79 **RESOLVED**, that as AFT leaders, we commit to engaging and  
80 supporting new educators in this work, sharing additional  
81 information with members at our committee and building-level  
82 meetings, and participating in union efforts to organize against  
83 these attacks; and

84 **RESOLVED**, that the AFT will support progressive revenue  
85 campaigns that force the same wealthy elite who fund attacks on  
86 our schools to pay their fair share so that we can fund schools  
87 and other community needs, and we will endorse and support  
88 candidates and elected officials who share our priority to protect  
89 public education as an institution of inclusive democracy; and

90 **RESOLVED**, that the AFT will increase our strength to defend  
91 against these attacks in partnership with our allies and coalitions,  
92 including United Working Families, Grassroots Collaborative and  
93 Black Lives Matter at School; and

94 **RESOLVED**, that the AFT commits to bargaining for the  
95 common good as a central value of the AFT.

*Submitted by: Chicago Teachers Union, Local 1*

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

**9. CREATING AN AFT-OWNED ACCREDITED  
ALTERNATIVE CERTIFICATION PROGRAM**

1 WHEREAS, many trade unions offer apprenticeships that  
2 successfully launch workers into new careers with a pro-union mindset;  
3 and

4 WHEREAS, each state in the United States and the District of  
5 Columbia have varying alternative certification requirements for those  
6 interested in becoming certified teachers; and

7 WHEREAS, the AFT is filled with members, including retirees, who  
8 are experts in the craft of teaching and who would be excellent  
9 instructors for future teachers on pedagogy and instructional  
10 strategies; and

11 WHEREAS, teachers trained under an AFT-owned accredited  
12 alternative certification program would be more likely to have a positive  
13 view of the union:

14       **RESOLVED**, that the AFT will create an exploratory committee  
15 with the task of researching the feasibility of creating an AFT-  
16 owned accredited alternative certification program; and

17       **RESOLVED**, that the committee’s work would include, but is  
18 not limited to, researching the costs of creating and maintaining  
19 such a program, how different the program would need to be to  
20 accommodate the requirements of each state and the District of  
21 Columbia, which states may be the best choices for a pilot  
22 implementation of the program, the accreditation requirements  
23 for the program in each state, and an assessment of how difficult  
24 it would be for an AFT program to meet said accreditation  
25 requirements; and

26       **RESOLVED**, that the results of the committee’s research will  
27 be presented at the 2026 national AFT convention.

*Submitted by: Alliance/AFT, Local 2260*

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

PROPOSED

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

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

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

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

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

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

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

- 36 **1. Worker safety protections, especially workplace violence**  
37 **prevention—in bargaining, and in state and federal**  
38 **legislation and regulations;**



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

*Submitted by: AFT Executive Council*

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

## 11. SAVE SUNY DOWNSTATE HOSPITAL

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

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

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

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

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

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

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

26        WHEREAS, according to a recent report by the NYS Department of  
27 Health, the numbers of providers and staffed hospital beds are lowest

HEALTHCARE ACCESS/QUALITY COMMITTEE

28 in communities of color and high-poverty communities; and the  
29 absolute number of healthcare providers who accept Medicaid is  
30 lowest in high-poverty communities and communities with high  
31 Hispanic populations; and

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

36 WHEREAS, SUNY Downstate College of Medicine is dedicated to  
37 training a diversified healthcare workforce and is in the top 4 percent  
38 of schools graduating African American doctors and nurses in the  
39 nation; and 70 percent of the students in the SUNY Downstate College  
40 of Nursing are people of color; and

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

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

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

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

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

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

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

72 WHEREAS, the Brooklyn Needs Downstate coalition sought  
73 additional state operating and capital monies to keep SUNY Downstate

HEALTHCARE ACCESS/QUALITY COMMITTEE

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

79 WHEREAS, as part of the 2024 Budget Agreement and thanks to  
80 the support of Gov. Kathy Hochul, Sen. Zellnor Myrie, Assembly  
81 member Brian Cunningham and the Democratic majorities in both  
82 houses of the state Legislature, the Brooklyn Needs Downstate  
83 coalition successfully achieved sufficient operating and capital support  
84 to maintain SUNY Downstate through the fiscal year ending March 31,  
85 2025, and a representative task force to review the current operations  
86 and make recommendations on the future of SUNY Downstate; and

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

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

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

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

*Submitted by: Public Employees Federation, Local 4053; United University  
Professions, Local 2190*

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

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

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

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

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

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

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

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

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

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

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

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

40 **RESOLVED, that the AFT will support affiliates through**  
41 **creation of policy guidance and representational resources that**  
42 **require institutions to conduct regular assessments and**

43 evaluations of the impact of AI on healthcare workers' roles,  
44 workload, job satisfaction and job security. This includes  
45 implementation of measures to prevent job displacement or  
46 burnout due to the use of AI; and

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

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

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

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

*Submitted by: Public Employees Federation, Local 4053*

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

### 13. FIGHTING CHILD POVERTY

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

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

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

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

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

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

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

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

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

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

55 **RESOLVED, that the AFT will support collaboration between**  
56 **schools, community organizations and government agencies to**

57 **address the root causes of child poverty and provide holistic**  
58 **support to vulnerable families; and**  
59 **RESOLVED, that the AFT will monitor and evaluate the**  
60 **implementation and impact of policies and initiatives aimed at**  
61 **addressing child poverty and will advocate for necessary**  
62 **adjustments and improvements based on the findings.**

*Submitted by: New York State United Teachers*

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

## 14. SOCIAL MEDIA

1        WHEREAS, the use of social media has become an integral part of  
2 the lives of students, offering both opportunities and challenges; and  
3        WHEREAS, the excessive use of social media has potentially  
4 devastating effects on students' mental health and well-being,  
5 including increased anxiety, depression and social isolation; and  
6        WHEREAS the United States Department of Health and Human  
7 Services has issued a United States Surgeon General's Advisory  
8 cautioning that "children and adolescents who spend more than three  
9 hours a day on social media face double the risk of mental health  
10 problems including symptoms of depression and anxiety"; and  
11        WHEREAS, cyberbullying and online harassment have become  
12 prevalent issues in the digital age, causing significant harm to students  
13 and impacting their ability to learn and thrive in a safe and supportive  
14 environment; and  
15        WHEREAS, the dissemination of false information and  
16 misinformation on social media platforms can mislead and misinform  
17 students, potentially undermining their critical-thinking skills and ability  
18 to engage in informed discussions; and  
19        WHEREAS, it is essential for educators and parents to collaborate  
20 in addressing these concerns and equip students with the necessary  
21 skills to navigate social media responsibly and safely:  
22        **RESOLVED, that the AFT will take proactive steps in**  
23 **addressing the impact of social media on our nation's students;**  
24 **and**  
25        **RESOLVED, that the AFT will advocate for comprehensive**  
26 **digital literacy programs in schools that educate students about**  
27 **responsible social media use, online safety and the identification**  
28 **of misinformation; and**  
29        **RESOLVED, that the AFT will develop and advocate for**  
30 **education regarding the risks that screen time and social media**  
31 **have on children and adolescents; and**

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

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

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

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

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

*Submitted by: New York State United Teachers*

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

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

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

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

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

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



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

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

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

*Submitted by: Chicago Teachers Union, Local 1*

- |   |   |  |                                 |
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PROPOSED

## 16. REAL SOLUTIONS FOR HIGHER EDUCATION

1 WHEREAS, our system of higher education—from community  
2 colleges and land grant institutions to research universities, from  
3 historically Black colleges and universities to other minority-serving  
4 institutions—is a public good that supports the future of society, by  
5 knowledge creation, economic prosperity of the communities and  
6 states it serves, strengthens civic and democratic institutions, and  
7 results in individual growth and prosperity; and

8 WHEREAS, there has been a huge assault on higher education,  
9 starting with its defunding which has increased the costs of college,  
10 including the long-term costs associated with student loan debt,  
11 creating barriers to accessing higher education and to completing  
12 programs of study; and

13 WHEREAS, even with the high cost to students and their families,  
14 the money flowing into higher education is not directed enough toward  
15 teaching, research and student support but rather toward a proliferation  
16 of executive positions and initiatives that prioritize generating revenue  
17 over education; and

18 WHEREAS, this focus on higher education as a commodity rather  
19 than as a means to a better life for all has resulted in institutional  
20 closures, program discontinuance, the rampant casualization of the  
21 academic workforce, and faculty and staff layoffs; and

22 WHEREAS, the attack on knowledge creation and on universities  
23 and colleges as sites of free and open debate and protest are part of a  
24 larger effort to undermine our colleges and universities and to weaken  
25 the very institutions that prepare students to engage in a robust,  
26 vibrant, multicultural, pluralistic democracy; and

27 WHEREAS, these attacks show up as targeting faculty, staff and  
28 students with racist, misogynistic, homophobic, transphobic and ableist  
29 harassment for their academic work and public stands, often based on  
30 bad-faith accusations of academic misconduct or purposeful  
31 misrepresentations of their work; and

32 WHEREAS, these same extremist activists are fighting to limit  
33 students' right to learn, circumventing the academic freedom and  
34 shared governance rights of faculty, and limiting the professional  
35 autonomy of academic staff by attempting to outlaw academic  
36 disciplines that center on the lives and experiences of marginalized  
37 communities, and by banning diversity, equity and inclusion programs  
38 that support academic and professional success; and

39 WHEREAS, more than 70 percent of the instructional workforce are  
40 faculty in contingent positions who lack protection for academic  
41 freedoms, workplace voice and professional autonomy and the job  
42 security that are foundational to high-quality research and education  
43 and who, because of employment status, are more vulnerable to  
44 violations of their academic freedom and repression of their free

45 speech rights and more often face discipline and termination of  
46 employment for exercising these rights:

47 **RESOLVED, that the AFT will reaffirm its commitment to**  
48 **combating these attacks on colleges and universities, and**  
49 **advancing real solutions that support and strengthen the public**  
50 **mission of all institutions of higher education; and**

51 **RESOLVED, that the AFT will continue its work to increase**  
52 **investment and public funding for higher education so that the**  
53 **cost of college is not a barrier to accessing higher education and**  
54 **a barrier to the mission of these universities and colleges, and to**  
55 **further ensure that resources are directed to instruction and**  
56 **support for students; and**

57 **RESOLVED, that the AFT will protect the right of students to**  
58 **learn and faculty to teach and research by vigorously defending**  
59 **academia from political interference and faculty from political**  
60 **harassment, and by advocating for programs and support staff**  
61 **that support academic opportunity and success for students from**  
62 **all backgrounds; and**

63 **RESOLVED, that the AFT will continue to fight for full-time**  
64 **college and university jobs with meaningful job security, so that**  
65 **all members of the higher education workforce have the economic**  
66 **security, professional autonomy and resources necessary to**  
67 **provide and support a high-quality higher education experience**  
68 **for all students; and**

69 **RESOLVED, that the AFT will continue to organize the higher**  
70 **education workforce both inside and outside of the collective**  
71 **bargaining context, and use the power of the union to help our**  
72 **affiliates defend knowledge creation and faculty and staff rights,**  
73 **achieve real solutions for sustainable higher education careers**  
74 **for all members of the higher education workforce, and to work**  
75 **with state legislatures and the federal government to secure the**  
76 **funding necessary for higher education to truly serve the public**  
77 **good.**

*Submitted by: AFT Executive Council*

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

## 17. ADULT AUTISM INITIATIVE

1 WHEREAS, according to the Centers for Disease Control and  
2 Prevention, the number of children with autism spectrum disorder has  
3 grown from 1 in 150 in the year 2000 to 1 in 36 currently; and

4 WHEREAS, in Illinois, 15 percent of all preK-12 students in school  
5 districts ages 6-21 have the support of an individualized education  
6 program. Of the students with an IEP in Illinois, 11 percent have IEPs  
7 related to autism (Illinois State Board of Education, Illinois Report  
8 Card); and

9 WHEREAS, in the national 2020-21 student preK-12 student  
10 population, 14.7 percent of students had a reported disability with  
11 autism accounting for 12.2 percent of this population (National Center  
12 for Education Statistics); and

13 WHEREAS, the Individuals with Disabilities Education Act, which  
14 requires providing eligible students with IEPs, does not apply to  
15 students once they graduate from high school; and

16 WHEREAS, neither the IDEA nor the Americans with Disabilities  
17 Act requires colleges or universities to seek out students with learning  
18 challenges or provide diagnostic services. Additionally, neither law  
19 provides prescribed requirements for documentation that colleges and  
20 universities must accept; and

21 WHEREAS, neither the IDEA nor the ADA requires more than  
22 reasonable accommodations with a few exceptions; and

23 WHEREAS, only 24 percent of students with autism spectrum  
24 disorders notify their institution of their disability, and approximately  
25 only 34 percent of students with autism spectrum disorders complete  
26 their postsecondary program, compared with 59 percent of the general  
27 population of students and 50 percent of students with all disabilities  
28 (Petcu, Zhang, & Li, 2021, Int. J. Environ. Res. Public Health); and

29 WHEREAS, students entering university and college-level  
30 institutions are largely on their own, and parents are kept out of  
31 conversations due to Family Educational Rights and Privacy Act  
32 provisions; and

33 WHEREAS, universities and colleges have limited resources to  
34 expand aid and support; and

35 WHEREAS, existing state laws and individual policies have hardly  
36 been able to keep pace with the fast growth of this population:

37 **RESOLVED, that the AFT will create a member committee to**  
38 **identify, define and create specific legislative and preK-12 and**  
39 **university policy changes, such as instructional training for**  
40 **teaching students with autism spectrum disorder and related**  
41 **disabilities, changes to the IDEA and the ADA to require**  
42 **universities to actively reach out to students who may be in need**

43 of support, changes to IEPs to require self-advocacy skills for  
44 high school students and similar reforms; and  
45 **RESOLVED**, that the above committee will present its  
46 recommendations to the AFT, which will then advocate for strong  
47 legislative and institutional policy language pertaining to the  
48 individual needs of this growing population.

*Submitted by: University Professionals of Illinois, Local 4100*

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

**18. IN SUPPORT OF AFFIRMATIVE ACTION AND  
EQUAL OPPORTUNITY IN RESPONSE TO THE JUNE  
2023 SUPREME COURT BAN ON THE USE OF  
AFFIRMATIVE ACTION IN COLLEGE ADMISSIONS**

1        WHEREAS, affirmative action was established in 1961 to promote  
2 equal treatment regardless of race, color, religion and national origin,  
3 later expanded to include gender in 1971; and

4        WHEREAS, affirmative action addresses systemic discrimination  
5 by ensuring opportunities for marginalized groups and admitting  
6 qualified individuals traditionally excluded based on gender, race,  
7 ethnicity and disabilities; and

8        WHEREAS, affirmative action has significantly impacted  
9 employment patterns and diversity in educational institutions; and

10        WHEREAS, in 1978, the Supreme Court allowed race as a factor in  
11 college admissions but prohibited quotas; and

12        WHEREAS, the Supreme Court upheld diversity benefits in  
13 education but struck down quota-like admissions policies in 2003; and

14        WHEREAS, in June 2023, the Supreme Court banned the use of  
15 affirmative action in college admissions presenting Asian American  
16 applicants as victims of affirmative action and unfair admission policies  
17 disregarding their decades-long fight for equity:

18        **RESOLVED**, that the AFT will continue our support of  
19 affirmative action and calls for federal legislation to uphold its  
20 original intent; and

21        **RESOLVED**, that the AFT will reaffirm the need for affirmative  
22 action to ensure representation and promote diversity and  
23 opportunity for all marginalized groups in all sectors; and

24        **RESOLVED**, that the AFT will assert that affirmative action  
25 should continue until discrimination no longer exists in America,

26 **and will address misconceptions and challenges to affirmative**  
27 **action policies.**

*Submitted by: New York State United Teachers; United Federation of Teachers, Local 2*

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

## 19. AFT POLICY TOWARD DUAL CREDIT

1        WHEREAS, dual credit/dual enrollment provides a valuable path for  
2 students to jump-start a college career and receive college credit in  
3 advance of attending a university, college or community college; and

4        WHEREAS, competency-based education programs offered in  
5 secondary schools rely heavily on dual credit as a means of student  
6 academic and career advancement; and

7        WHEREAS, it is essential that the quality of these classes should  
8 be maintained by ensuring that the curriculum, instruction, academics,  
9 library resources, and technological support meet higher education  
10 institutions' standards and provide students with an adequate  
11 opportunity for success in a higher education context; and

12        WHEREAS, states should provide the resources necessary to allow  
13 all students to pursue a college education; and

14        WHEREAS, dual enrollment career and technical education  
15 programs help keep disengaged students in school and create  
16 opportunity for knowledge and skills that result in well-paying jobs with  
17 dignity and drive the economy; and

18        WHEREAS, states should ensure that the price of a college  
19 education is affordable for all families and does not force families to  
20 compromise the social and instructional experience of students; and

21        WHEREAS, systemic and persistent underfunding of higher  
22 education has led to diluting the academic integrity of college classes  
23 in a dual credit environment; and

24        WHEREAS, the current dual credit system incentivizes inequitable  
25 teaching assignments for both high schools' and higher education  
26 institutions' full-time and part-time faculty; and

27        WHEREAS, collaboration between high school dual credit  
28 instructors, faculty from higher education institutions, and education  
29 administrators benefits students who participate in these classes; and

30        WHEREAS, establishing these dual credit opportunities should be  
31 spearheaded by faculty from higher education institutions and high  
32 schools; and

33        WHEREAS, regardless of who teaches or where dual credit is  
34 taught, academic freedom should be consistent with standards used in  
35 institutions of higher education; and

36 WHEREAS, admission into dual credit classes should include the  
37 student meeting academic requirements of the local higher education  
38 institution; and

39 WHEREAS, high school students should be paired with counselors  
40 and librarians from the partnering higher education institution to ensure  
41 that the dual credit curriculum is appropriate and students are in a  
42 position to meet educational goals; and

43 WHEREAS, all students should have the opportunity to utilize dual  
44 credit regardless of location, socioeconomic status, race, gender or  
45 sexual orientation:

46 **RESOLVED, that the AFT will support policies that require**  
47 **dual credit instructors, including in CTE, regardless of**  
48 **institutional setting, to hold the minimum qualifications required**  
49 **by the local higher education institution and/or the specific**  
50 **industry experience to teach the courses; and**

51 **RESOLVED, that the AFT will encourage local districts and**  
52 **higher education institutions to set standards for high school**  
53 **students enrolling in dual credit courses that uphold the minimum**  
54 **required academic qualifications of the local higher education**  
55 **institution, including meeting minimum course requirements**  
56 **including for GPA, algebra and basic English placement**  
57 **processes; and**

58 **RESOLVED, that the AFT will encourage locals to work with**  
59 **school district administrations and the local higher education**  
60 **institution to ensure that course length and academic integrity are**  
61 **aligned for students taking the course, regardless of whether the**  
62 **course is taught at high school or at the higher education**  
63 **institution; and**

64 **RESOLVED, that the AFT and its locals will support policies**  
65 **that afford faculty members and students academic freedom in**  
66 **both the higher education and high school settings; and**

67 **RESOLVED, that the AFT will provide bargaining resources to**  
68 **support locals to establish formal collaborative structures**  
69 **between the higher education institution and local school district,**  
70 **led by the high school and higher education faculty who are**  
71 **teaching dual credit courses; and**

72 **RESOLVED, that the AFT will support policies that recognize**  
73 **the need for students to have the benefits of a collegiate**  
74 **experience by supporting and advocating for policies that place**  
75 **an emphasis on students' academic and social development; and**

76 **RESOLVED, that the AFT will advocate for dual credit being a**  
77 **supplement to secondary education and a transition into fully**  
78 **collegiate higher education; dual credit should not undermine**  
79 **regular high school courses and/or higher education; and**

80       **RESOLVED, that the AFT will encourage locals to establish**  
81 **systems that ensure high school students are paired with higher**  
82 **education counselors as part of the dual credit course**  
83 **experience; and**

84       **RESOLVED, that the AFT will continue to advocate for dual**  
85 **credit opportunities to be made available to all students,**  
86 **regardless of socioeconomic status, while also advocating for**  
87 **fully funded and resourced preK-12 schools and institutions of**  
88 **higher education.**

*Submitted by: Illinois Federation of Teachers*

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

PROPOSED



## 20. SUPPORT FOR NEWCOMERS, ASYLUM SEEKERS AND REFUGEES

1 WHEREAS, the AFT recognizes the unique challenges faced by  
2 newcomer, asylum seeker and refugee students and their families in  
3 our schools, and AFT members have a proud history of welcoming  
4 students from vastly different backgrounds for generations to our public  
5 schools; schools are indeed a place of great pluralism and diversity;  
6 and

7 WHEREAS, we have a responsibility to all students, regardless of  
8 their immigration status, that they have access to a high-quality public  
9 education that is safe, inclusive and supportive; and

10 WHEREAS, migrant families, like successive waves of immigrants  
11 before them, are coming to the United States for a better life—to  
12 escape violence, natural disasters and extreme poverty; they're in the  
13 United States to work hard and build a future that gives their children a  
14 fair shot at a decent life; and

15 WHEREAS, the federal government must address all aspects of our  
16 broken immigration system, including securing our border and dealing  
17 with the fentanyl crisis, while at the same time providing fair, efficient  
18 and humane pathways to immigration; providing protections for  
19 Dreamers; and addressing the increasing humanitarian crisis along the  
20 border and in cities like Chicago and New York; and

21 WHEREAS, those cities and other frontline communities need  
22 resources from the federal government to meet the pressing human  
23 needs of migrants, without straining the other needs of communities,  
24 including educational resources and housing:

25 **RESOLVED, that the AFT will continue to advocate for**  
26 **additional federal, state and local funding and resources to**  
27 **support newcomer, asylum seeker and refugee students and their**  
28 **families in our schools; and**

29 **RESOLVED, that the AFT will work with local, state and federal**  
30 **agencies and school districts to welcome our migrant students**  
31 **and meet their needs and fight against the pitting of their needs**  
32 **against the needs of all our students; and**

33 **RESOLVED, to that end, that we will fight to:**

- 34 **1. Ensure that schools have access to culturally competent**  
35 **professional development and resources for educators and**  
36 **staff members;**
- 37 **2. Support initiatives that facilitate language acquisition and**  
38 **proficiency for newcomer students through programs for**  
39 **English language learners, bilingual education and targeted**  
40 **interventions;**
- 41 **3. Ensure the hiring and retention of qualified bilingual**  
42 **educators and support staff to serve the diverse linguistic**  
43 **needs of newcomer students;**

44 4. Encourage schools to establish and/or strengthen  
45 partnerships with community-based organizations,  
46 nonprofits and governmental agencies to provide  
47 wraparound services and resources for newcomer students  
48 and their families; and

49 5. Promote the creation of safe and welcoming spaces within  
50 schools, free from discrimination or harassment, where  
51 newcomer students can thrive academically, socially and  
52 emotionally; and

53 RESOLVED, that the AFT will continue the long-term fight for  
54 a broad pathway to citizenship as well as comprehensive reform  
55 of our broken immigration system; and

56 RESOLVED, that the AFT will call on the administration to use  
57 every tool in its toolbox to prevent labor exploitation and help  
58 migrant families achieve self-sufficiency, including the use of  
59 expedited work permits, improved asylum processing, expanded  
60 refugee resettlement, and new and renewed TPS (temporary  
61 protected status) designations for all unsafe countries; and

62 RESOLVED, that the AFT will engage in outreach and  
63 education efforts to raise awareness about the needs of  
64 newcomer, asylum seeker and refugee students within our  
65 communities in ways that strengthen our communities; and

66 RESOLVED, that the AFT will work to amplify the voices of  
67 newcomer, asylum seeker and refugee students and their families  
68 in discussions surrounding education policy and practice.

*Submitted by: AFT Executive Council*

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

## 21. GUIDELINES FOR EDUCATING STUDENTS AND SCHOOL STAFF ABOUT INDIGENOUS PEOPLE'S CULTURE AND HISTORY

1 WHEREAS, there are 574 federally recognized Native American  
2 tribes in the country, many of which have unique languages and  
3 cultures; and

4 WHEREAS, there are 326 Native American reservations in the U.S.,  
5 making up almost 6.7 million people, according to the most recent U.S.  
6 census, making up about 2.02 percent of people in the U.S. who are  
7 registered to a federally recognized Native American Tribe; and

8 WHEREAS, many Americans are not registered under a federally  
9 recognized tribe, but identify as Indigenous, Native American or belong  
10 to a non-federally recognized tribe; and

11 WHEREAS, less than 1 percent of students (449,000 students)  
12 enrolled in public schools in the U.S. identify as Native American when  
13 enrolling in the 2023 school year; and

14 WHEREAS, many people arriving in the U.S. today from the  
15 Caribbean, Mexico, South and Central America speak an Indigenous  
16 language as their home language and/or identify as Indigenous; and

17 WHEREAS, many U.S. public schools lack guidelines regarding  
18 activities and discussions about Indigenous peoples that are  
19 historically accurate and culturally appropriate:

20 **RESOLVED, that the AFT will charge its Native American and**  
21 **Indigenous Task Force to create culturally and academically**  
22 **affirming schools for Indigenous students; and**

23 **RESOLVED, that the AFT will encourage the U.S. Department**  
24 **of Education to work with educators to collaboratively develop**  
25 **guidelines regarding activities and discussions that pertain to**  
26 **Indigenous peoples and their history; and**

27 **RESOLVED, that the AFT will collaborate with our locals to**  
28 **educate teachers and administrators about culturally appropriate**  
29 **practices regarding the teaching of Indigenous people's cultures**  
30 **and their history.**

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

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

## **22. COMMITTING TO THE END OF A ‘LIFETIME ON ALERT’ FOR PHYSICAL AND PSYCHOLOGICAL VIOLENCE AGAINST LGBTQIA+ YOUTH AND ADULTS**

1 WHEREAS, in May 2024, U.S. State Department and joint FBI-  
2 Department of Homeland Security international travel alerts have been  
3 issued warning LGBTQIA+ Americans of increased risk of terrorist  
4 attacks aimed at June’s pride events worldwide; and

5 WHEREAS, in June 2023, the Human Rights Campaign declared a  
6 “state of emergency” for LGBTQIA+ people in the U.S., citing the more  
7 than 500 bills in state legislatures—more than 80 of which have been  
8 signed into law—targeting LGBTQIA+ people, primarily transgender  
9 youth; and

10 WHEREAS, in April 2023, Equality Florida issued a travel alert  
11 “warning of the risks posed to the health, safety, and freedom of those  
12 considering short- or long-term travel, or relocation to [Florida] ...  
13 following the passage of laws that are hostile to the LGBTQIA+  
14 community, restrict access to reproductive healthcare, repeal gun

15 safety laws, foment racial prejudice, and attack public education by  
16 banning books and censoring curriculum”; and

17 WHEREAS, in 2019, the American Medical Association alerted the  
18 nation to an “epidemic of violence” against transgender people, the FBI  
19 reported 20 percent of the 8,000+ reported hate crimes in the U.S.  
20 resulted from sexual orientation and gender identity bias aimed at  
21 LGBTQIA+ persons, the number of anti-LGBTQIA+ hate crimes have  
22 increased each year (2020-23) since, and Black trans women are the  
23 most likely victims of violent bias-motivated crimes; and

24 WHEREAS, incidents of anti-LGBTQIA+ hate crimes are rising  
25 faster in the 28 states that have laws that ban gender-affirming care,  
26 restrict the rights of K-12 transgender students (restrict bathroom use  
27 to one that matches their gender identity at birth, allow pronoun  
28 misgendering) and restrict classroom discussion of gender identity and  
29 sexual orientation; and

30 WHEREAS, LGBTQIA+ youth have more than double the risk of  
31 homelessness with a greater risk for LGBTQIA+ youth who are Black,  
32 Indigenous or people of color; and nearly half of homeless LGBTQIA+  
33 youth run away because they were disowned by their family; 2 out of 5  
34 are kicked out by their parents; and one-third face physical, emotional  
35 or sexual abuse; and

36 WHEREAS, suicide is a leading cause of death for LGBTQIA+  
37 young people ages 10-24; LGBTQIA+ youth are four times more likely  
38 to attempt suicide than their heterosexual peers; transgender and  
39 nonbinary youth are two to five times more likely to attempt suicide than  
40 their cisgendered peers; 41 percent of LGBTQIA+ youth seriously  
41 considered attempting suicide, and nearly 14 percent of LGBTQIA+  
42 youth attempted suicide in 2023; and

43 WHEREAS, LGBTQIA+ young people with at least one accepting  
44 adult in their life report significantly lower rates of attempting suicide,  
45 and LGBTQIA+ youth who experience supportive parents/caregivers  
46 are half as likely to report suicidal thoughts and half as likely to report  
47 attempting suicide; and

48 WHEREAS, LGBTQIA+ middle and high school students had 26  
49 percent lower odds of attempting suicide in 2022 when they had access  
50 to at least 1 of 5 of these school-related protective factors: (1) learning  
51 about LGBTQIA+ people and experiences in sex education, (2)  
52 learning about LGBTQIA+ stories and people in history class, (3)  
53 having access to a gender-neutral bathroom, (4) the presence of an  
54 on-campus Gender and Sexuality Alliance or a Gay Straight Alliance,  
55 and (5) teachers who respect student’s pronouns:

56 **RESOLVED, that the AFT acknowledges that LGBTQIA+**  
57 **persons face a lifetime on alert due to greater risk of**  
58 **psychological and physical violence because of their sexual**  
59 **orientation, gender identity, gender and/or race; and**

60       **RESOLVED**, that the AFT will survey and collect anti-violence  
61 and anti-bullying policies that specifically address anti-LGBTQIA+  
62 bias and develop and make available model anti-violence and anti-  
63 bullying policies to local and state affiliates for adoption by state  
64 legislatures, educational boards, employer agencies and boards;  
65 and

66       **RESOLVED**, that the AFT will survey and collect school and  
67 school district policies that support LGBTQIA+ affirming and  
68 inclusive school environments for students, make available  
69 model policies to local and state affiliates, and provide support  
70 and strategies for the adoption of such policies by local  
71 educational boards; and

72       **RESOLVED**, that the AFT will continue to develop and  
73 disseminate to local and state affiliates LGBTQIA+ public  
74 relations content and strategies for adoption of LGBTQIA+  
75 affirming policies by state legislatures, educational boards and  
76 employers; and

77       **RESOLVED**, that the AFT will survey and collect workplace  
78 policies that support LGBTQIA+ affirming and inclusive work  
79 environments, make available model policies to local and state  
80 affiliates, and provide support and strategies for the adoption of  
81 such policies by employers; and

82       **RESOLVED**, that the AFT will continue to respond with tangible  
83 and specific actions to help end the need for LGBTQIA+ people to  
84 live in a perpetual state of caution at their school, at their  
85 workplace, in their communities, and at times in their own homes;  
86 and

87       **RESOLVED**, that the AFT will continue our advocacy against  
88 the torrent of anti-LGBTQIA+ legislation, and will never end our  
89 fight for the dignity and civil and human rights of all persons.

*Submitted by: California Federation of Teachers; Pittsburgh Federation of  
Teachers, Local 400*

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

**23. BROWN V. BOARD OF EDUCATION: HONOR THE  
MILESTONE, FINISH THE WORK**

1       WHEREAS, in 1954, following unyielding efforts by the NAACP and  
2 the courage of the petitioners who brought the case, the U.S. Supreme  
3 Court finally struck down the legal basis for racial discrimination in  
4 public facilities by ruling that segregated public schools were inherently  
5 unconstitutional in *Oliver Brown, et al. v. Board of Education of Topeka,*  
6 *et al.*; and

HUMAN RIGHTS COMMITTEE

7 WHEREAS, at the national level, the *Brown* decision was pivotal in  
8 fueling and strengthening civil rights activism in the United States and  
9 must be considered foundational to the achievement of such  
10 transformational legislation as the Civil Rights Act of 1964 and the  
11 Voting Rights Act of 1965; and

12 WHEREAS, with regard to public schools, the *Brown* decision and  
13 the court’s subsequent directive in *Brown* to desegregate schools “with  
14 all deliberate speed” accelerated the movement toward realization of  
15 an equitable, multiracial democracy in the U.S. but also that such  
16 movement was immediately countered by opposition at individual,  
17 institutional and governmental levels by forces bent on defending and  
18 entrenching racial discrimination in education; and

19 WHEREAS, even as historic progress has been made in the  
20 desegregation of schools, continual and continuing resistance and  
21 backlash—what author Carol Anderson terms “white rage”—have  
22 impeded the complete dissolution of segregation in public schools, thus  
23 rendering fulfillment of the principles and practices embedded in *Brown*  
24 incomplete; and

25 WHEREAS, the metrics of public education—literacy, achievement,  
26 discipline, educator diversity, school funding, graduation rates, college  
27 enrollment—all confirm the persistence of dire racial and  
28 socioeconomic inequities in education; and

29 WHEREAS, some of the central moments in the Civil Rights  
30 Movement—from the 1963 March on Washington for Jobs and  
31 Freedom, which was organized by labor activist A. Philip Randolph, to  
32 Martin Luther King Jr.’s solidarity with striking Memphis sanitation  
33 workers at the time of his assassination in 1968—are testament to the  
34 symbiotic relationship between labor and civil rights:

35 **RESOLVED, that the AFT will partner with our local affiliates**  
36 **and state federations throughout 2024 to commemorate and**  
37 **celebrate the 70th anniversary of the *Brown v. Board of Education***  
38 **decision; and**

39 **RESOLVED, that the AFT will honor the authentic legacy of**  
40 ***Brown v. Board of Education* with teacher learning programs and**  
41 **resources designed to expand historical understanding of *Brown***  
42 **but also forward-looking programs that document the degree of**  
43 **ongoing racial and socioeconomic divisions in public schools**  
44 **today, and thus underscore the urgency of educator and union**  
45 **advocacy to fully dismantle segregation in our schools.**

*Submitted by: New York State United Teachers*

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

## 24. SUPPORT FOR NEW FAMILIES

1 WHEREAS, the AFT is dedicated to the welfare and bright future of  
2 all students and members of our communities; and

3 WHEREAS, districts across the country have significant Latine  
4 populations; and

5 WHEREAS, cities across the country are experiencing the harsh  
6 reality of homelessness, including thousands of students, due to lack  
7 of affordability, racism and lack of investments in BIPOC [Black,  
8 Indigenous and people of color] communities; and

9 WHEREAS, Republican Texas Gov. Greg Abbott is playing politics  
10 with the lives of immigrant children, women and men by deporting them  
11 from his state to other cities across the country deemed sanctuary  
12 cities; and

13 WHEREAS, cities like New York City, Washington, D.C., and  
14 Chicago have received thousands of displaced immigrants; and

15 WHEREAS, cities have received insufficient support to assist new  
16 arrivals; and

17 WHEREAS, some schools are better equipped with resources and  
18 community infrastructure to receive students, in particular those  
19 deemed sustainable community schools that have community partners  
20 that house immigration services and have years of experience in doing  
21 immigration advocacy; and

22 WHEREAS, bilingual educators and educators in general are  
23 experiencing an increased number of newcomers each year without  
24 the resources to match; and

25 WHEREAS, interpretation and translation services are a necessity  
26 in schools, yet they are widely unavailable, and those who can interpret  
27 are facing increased difficulties to do so; and

28 WHEREAS, the cities could respond to this crisis by expanding  
29 affordable housing that would help not only address the incoming  
30 population but also the existing houseless:

31 **RESOLVED, that the AFT will condemn the actions of**  
32 **Republican Texas Gov. Abbott; and**

33 **RESOLVED, that the AFT locals will provide support to**  
34 **displaced immigrants by coordinating hands-on volunteer**  
35 **opportunities, developing training to support bilingual educators**  
36 **and educators in general on the rights of immigrant and homeless**  
37 **students and parents; and**

38 **RESOLVED, that the AFT will engage with city and state**  
39 **elected officials and community organizations to advocate for the**  
40 **rights of the displaced immigrants; and**

41 **RESOLVED, that the AFT will demand more robust bilingual**  
42 **services, housing for homeless students, appropriate**  
43 **interpretation staffing, and filling critical vacancies to assist**

44 **incoming students displaced by right-wing governors with an**  
45 **equitable and appropriate educational program representative of**  
46 **an actual sanctuary city.**

*Submitted by: Chicago Teachers Union, Local 1*

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

## **25. SUPPORT FOR THE LGBTQIA+ COMMUNITY**

1        WHEREAS, the LGBTQIA+ community should be able to teach,  
2 learn, work, and live freely without fear of harassment and  
3 discrimination; and

4        WHEREAS, our students deserve supportive, welcoming and  
5 affirming school environments, regardless of their sex, sexual  
6 orientation, gender identity or expression; and

7        WHEREAS, conversion therapy, which targets and harms  
8 transgender individuals along with the rest of the LGBTQIA+  
9 community, has been completely banned in Canada, and in New York  
10 and other states, but remains—without law or policy—in over 20 states;  
11 and

12        WHEREAS, many health plans are not allowed to exclude transition-  
13 related care, and healthcare providers are required to treat a person  
14 with respect and according to their gender identity; however, a study  
15 by the Center for American Progress found that LGBTQIA+ patients  
16 report experiencing discrimination in healthcare settings, ultimately  
17 discouraging them from seeking medical care; and

18        WHEREAS, in many states, transgender athletes are unable to  
19 compete in the sports teams that they identify with; and

20        WHEREAS, educators fostering positive LGBTQIA+ environments  
21 are being met with baseless, unfair and hurtful accusations; and

22        WHEREAS, state school boards and school districts are being  
23 pressured to renounce support for LGBTQIA+ clubs and school  
24 activities; and

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

30        WHEREAS, the Trevor Project, a national organization founded to  
31 eradicate suicide and other mental health challenges facing the  
32 LGBTQIA+ community, reports that affirming school environments  
33 were found to have a positive impact in saving young LGBTQIA+ lives;  
34 and



35 WHEREAS, in 2023, a record 520 anti-transgender state laws and  
36 23 national laws were introduced, including more than 30 anti-  
37 transgender bathroom bills, more than 100 anti-LGBTQIA+ curriculum  
38 censorship bills, and 45 anti LGBTQIA+ drag performance ban bills;  
39 and

40 WHEREAS; the Anti-Defamation League and GLAAD reported that  
41 from June 2022 to April 2023, there were over 356 anti-LGBTQIA+ hate  
42 and extremism incidents documented across 46 states and the District  
43 of Columbia (with California, New York and Texas seeing the highest  
44 number of incidents): 138 incidents relating to drag events and  
45 performers, 33 incidents relating to schools and educators, 23 incidents  
46 relating to healthcare facilities and providers, and 22 incidents relating  
47 to government buildings and elected officials; and

48 WHEREAS, these incidents create fear and divide our communities  
49 with mass disinformation and misinformation, continuing a cycle of hate  
50 and bigotry and dismantling the basic freedoms of the LGBTQIA+  
51 community; and

52 WHEREAS, the proponents of the aforementioned laws have  
53 legislated and misused the courts to enact policies that promote  
54 discrimination against lesbian, gay, bisexual, transgender, and queer  
55 or questioning individuals; and

56 WHEREAS, the aforementioned restrictive and punitive measures  
57 make already vulnerable students even less secure, leading to missed  
58 classes, academic underperformance, increased dropout rates, and  
59 increasing their likeliness of homelessness:

60 **RESOLVED, that the AFT will work with state federations and**  
61 **local affiliates to promote strong state and national protections**  
62 **for LGBTQIA+ youth and adults, including:**

- 63 • **Inclusive language in all schools;**
- 64 • **Proper use of identifying pronouns and a person's chosen**  
65 **name;**
- 66 • **Equitable access to facilities that match gender identities;**
- 67 • **Respect for gender expression, including, but not limited to,**  
68 **attire and appearance;**
- 69 • **Policies that allow transgender athletes to compete in the**  
70 **sports teams that they identify with;**
- 71 • **Policies that protect and respect the gender identities of**  
72 **students and staff; and**
- 73 • **Inclusive anti-bullying and anti-harassment policies that**  
74 **protect students and staff; and**

75 **RESOLVED, that the AFT will advocate for the availability of**  
76 **gender-affirming medical care no matter an individual's state of**  
77 **residence and that these services be fully covered by medical**  
78 **insurance; and**

79 **RESOLVED, that the AFT will advocate for the banning of**  
80 **conversion therapy throughout the United States; and**

81 **RESOLVED, that the AFT will continue to vigorously defend**  
82 **school, healthcare, and public employee workers who support**  
83 **LGBTQIA+ youth, their families and the broader LGBTQIA+**  
84 **community, as well as those who teach about their existence,**  
85 **history and the fight for dignity, rights, and pride for LGBTQIA+**  
86 **people; and**

87 **RESOLVED, that the AFT will consider supporting advocacy**  
88 **organizations—such as Pride at Work, PFLAG, GLSEN, the**  
89 **Human Rights Campaign, Lambda Legal and the Trevor Project;**  
90 **identify and support other local, community-based organizations**  
91 **that provide services to LGBTQIA+ youth and workers; hang pride**  
92 **flags; and celebrate holidays such as National Coming Out Day**  
93 **and Pride Month; and**

94 **RESOLVED, that the AFT will advocate for the inclusion of**  
95 **LGBTQIA+ history within history curriculum across the country;**  
96 **professional development, continuing education, and training for**  
97 **school staff; complaint procedures that are inclusive of**  
98 **LGBTQIA+ pupils; and the development and promotion of**  
99 **LGBTQIA+ safe space trainings.**

*Submitted by: New York State United Teachers*

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

## **26. BLACK LIVES MATTER AT SCHOOL MONTH**

1 **WHEREAS, the closing of public schools and other school actions**  
2 **across the country have negatively and disproportionately impacted**  
3 **Black and brown communities; and**

4 **WHEREAS, Black educators have been at undue risk of losing their**  
5 **jobs; and**

6 **WHEREAS, mandates to teach Black history have been under**  
7 **attack by right-wing forces that want to distort and deny the vital history**  
8 **of Black people in the United States and across the world; and**

9 **WHEREAS, the implementation of ethnic studies and culturally**  
10 **sustaining curriculums is of critical importance to supporting the**  
11 **learning needs of all students, but particularly Black and brown**  
12 **students, as decades of research have demonstrated; and**

13 **WHEREAS, Black and brown students face suspensions from**  
14 **school at disproportionate rates even when risk factors such as poverty**  
15 **and low achievement are controlled for; and**

16 **WHEREAS, discipline, criminalization and over-policing of Black**  
17 **and brown students have proven to be ineffective in improving**

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18 outcomes and are damaging to their health and well-being, and  
19 restorative practices have proven to be a powerful tool in reducing  
20 disproportionate discipline and improving school climate; and

21 WHEREAS, school districts often ineffectively implement restorative  
22 practices without adequate training, support and understanding of their  
23 role in a developmentally appropriate system of accountability,  
24 consequences and harm reparation; and

25 WHEREAS, increased staffing of social workers and nurses and the  
26 protection of counselor time to do counseling work are vital and should  
27 meet levels recommended by their respective national professional  
28 organizations in order to support and address students' social-  
29 emotional and other needs:

30 **RESOLVED, that the AFT endorses participation and**  
31 **encourages members in all locals to participate in Black Lives**  
32 **Matter at School Week to take place during Black History Month;**  
33 **and**

34 **RESOLVED, that the AFT and its affiliates will host events**  
35 **during or around this week and engage in advocacy, on an**  
36 **ongoing basis, aligned to the national demands for hiring more**  
37 **Black teachers and ending the pushout of Black teachers in our**  
38 **schools, proper implementation of restorative practices in**  
39 **schools and ending zero-tolerance discipline, teaching students**  
40 **Black history and other ethnic studies curriculums, and funding**  
41 **more counselors in schools as opposed to police officers; and**

42 **RESOLVED, that the AFT will encourage its members to wear**  
43 **Black Lives Matter at School shirts to school that week and teach**  
44 **lessons about related topics; and**

45 **RESOLVED, that the AFT executive council and AFT members**  
46 **in classrooms will participate in the Black Lives Matter at School**  
47 **Week(s) of Action by teaching one or more lessons in our**  
48 **classrooms.**

*Submitted by: Chicago Teachers Union, Local 1*

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

## 27. OPPOSING THE WEAPONIZATION OF ANTISEMITISM

1 WHEREAS, the AFT is on record calling for an immediate end to the  
2 relentless bombing of Gaza. The AFT also reiterates our long-standing  
3 and uncompromising opposition to antisemitism, Islamophobia and all  
4 forms of hate and incitement to violence. The AFT defends the  
5 reasonableness of criticizing Israel while forcefully condemning the rise  
6 of antisemitism. It is equally reasonable to support Palestinian  
7 independence without opposing an Israeli state that lives in harmony  
8 with its neighbors and abandons the project of apartheid occupation;  
9 and

10 WHEREAS, as educators, healthcare professionals and public  
11 service professionals, we are sick at heart over the toll of the war on  
12 Gaza. As the bombing continues, despite orders from the International  
13 Court of Justice to desist, the death toll is now in the tens of thousands;  
14 and

15 WHEREAS, students across the U.S. have risked their scholastic  
16 standing and career prospects to oppose the killing. We are proud of  
17 them; and

18 WHEREAS, opponents of this burgeoning anti-war movement have  
19 levied charges of antisemitism against those who oppose the assault  
20 on Gaza. This is a false characterization of antisemitism; and

21 WHEREAS, right-wing antisemitism in the U.S. is a serious threat. It  
22 has led to synagogue shootings in 2018 and 2019. White nationalists  
23 in Charlottesville, Va., chanted “Jews will not replace us” in 2017; and  
24 in the 2021 siege on the Capitol, insurgents were seen with pro-  
25 Holocaust paraphernalia. Violent right-wing antisemitism has also been  
26 resurgent in Europe;<sup>1</sup> and

27 WHEREAS, the AFT opposes the International Holocaust  
28 Remembrance Alliance (IHRA) working definition of “antisemitism”  
29 (and similar definitions) in any proposed rule the U.S. Department of  
30 Education may formulate in response to Executive Order 13899, or in  
31 any other policy or practice to enforce civil rights law. This definition of  
32 antisemitism conflates protected political speech with unprotected  
33 discrimination, and enshrining it into regulation chills the exercise of  
34 First Amendment rights, undermining the agency's legitimate and  
35 important efforts to combat discrimination; and

36 WHEREAS, the American Association of University Professors  
37 correctly notes<sup>2</sup> the clear connection between silencing voices critical  
38 of Israeli state policy and censoring “teaching about racism” in the  
39 United States. Sadly, a partisan effort to weaponize civil rights law

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<sup>1</sup> Eitan Hersh and Laura Royden, *Political Research Quarterly*, 2023, Vol. 76(2) 697–711)

<sup>2</sup> <https://www.aaup.org/report/legislative-threats-academic-freedom-redefinitions-antisemitism-and-racism>

40 threatens to smother dissent and cast a pall of conformity over our  
41 campuses. It is not the role of the government to terminate political  
42 debates on campus; indeed, government must protect the right of  
43 universities and colleges to foster debates on pressing matters of the  
44 day. Disagreement and dialogue are central to both intellectual inquiry  
45 and democratic self- government; and

46 WHEREAS, the weaponization of accusations of antisemitism in  
47 campaigns to censor dissenting views of the war and the decades-long  
48 Palestinian efforts to govern their own affairs is deeply disturbing. In  
49 education, we insist on the freedom to have unfettered, intellectually  
50 honest, and respectful discussion and to freely debate ideas, even  
51 controversial ideas. That is the hallmark of both American education  
52 and American democracy. We will defend the rights of educators and  
53 their students to participate in intellectually honest discussions, to  
54 articulate and rally around their views, including the ongoing struggle  
55 for Palestinian self-determination; and

56 WHEREAS, any attempt to impose by legal means a highly  
57 polemical and widely contested definition of antisemitism amounts to  
58 reckless state overreach and directly undermines educators'  
59 responsibility to educate. We call on our elected representatives to  
60 stand up in defense of the core values of free speech, free association  
61 and academic freedom that provide the foundation for democratic self-  
62 government and the realization of the academic mission of  
63 Washington's colleges and universities; and

64 WHEREAS, antidiscrimination law appropriately ensures a safe and  
65 inclusive environment on university campuses. But it is not designed  
66 and should not be employed to foreclose the analysis of current  
67 conflicts or inequities and the historical conditions that gave rise to  
68 them. We believe the American Civil Liberties Union got it right in a  
69 recent letter<sup>3</sup> to the Department of Education: "the federal government  
70 is equipped with the standards to address hostile environment  
71 harassment, including when speech is involved. But the IHRA definition  
72 of antisemitism is not rooted in the legal protections against hostile  
73 environments and instead seeks to prohibit speech based on viewpoint  
74 alone; and

75 WHEREAS, the ACLU has cautioned: If the Department of  
76 Education were to use the IHRA working definition of antisemitism in  
77 its investigations of Title VI complaints, protected speech would  
78 inevitably be chilled. In fact, the lead author of the original IHRA  
79 definition, Kenneth Stern, has himself opposed the application of this  
80 definition to campus speech, noting that codifying this definition would  
81 lead campus administrators to "fear lawsuits when outside groups  
82 complain about anti-Israel expression, and the University doesn't  
83 punish, stop or denounce it." Even if lawsuits and complaints are

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<sup>3</sup> <https://www.aclu.org/wp-content/uploads/2024/02/Reject-Definitions-of-Anti-Semitism-that-Encompass-Protected-Speech.pdf>

84 dismissed, merely bringing them would likely be sufficient motivation  
 85 for schools to censor their communities, fearing recourse from donors,  
 86 faculty, political leaders and prospective students. In other countries  
 87 that have adopted this definition, universities have routinely censored  
 88 speech in a manner that would be unconstitutional if conducted by an  
 89 American public university. For example, students in British universities  
 90 were subjected to disciplinary proceedings for sharing a Human Rights  
 91 Watch infographic, signing a letter in support of a former president of  
 92 the UK National Students' Union who was accused of antisemitism, and  
 93 even liking and sharing a social media post, which stated “If you are  
 94 silent when it comes to Palestine, you would have been silent at the  
 95 time of the Holocaust.”:

96 **RESOLVED, the AFT will oppose H.R. 6090, passed in the U.S.**  
 97 **House of Representatives on May 1, 2024, which “provides**  
 98 **statutory authority for the requirement that the Department of**  
 99 **Education’s Office for Civil Rights take into consideration the**  
 100 **International Holocaust Remembrance Alliance's (IHRA's)**  
 101 **working definition of antisemitism when reviewing or**  
 102 **investigating complaints of discrimination based on race, color,**  
 103 **or national origin in programs or activities that receive federal**  
 104 **financial assistance. According to the IHRA's working definition,**  
 105 **antisemitism is a certain perception of Jews, which may be**  
 106 **expressed as hatred toward Jews.” We also oppose the**  
 107 **companion Senate Bill 4127, introduced in April 2024, by Sen. Tim**  
 108 **Scott of South Carolina; and**

109 **RESOLVED, that the AFT will oppose H.R. 6408, passed by the**  
 110 **House on April 15, 2024, which would enable a new category of**  
 111 **legal targeting of nongovernmental organizations, particularly**  
 112 **those that engage with Palestinians or on Palestinian issues. It**  
 113 **would also enable attacks on nonprofits working in any sector on**  
 114 **any issue. The bill gives the Department of Treasury the right to**  
 115 **remove the tax-exempt status of organizations based solely on an**  
 116 **accusation of wrongdoing with virtually no accountability or**  
 117 **recourse for those accused. If it were to become law, any**  
 118 **presidential administration could use it as a tool to stifle free**  
 119 **speech, target political opponents and punish disfavored groups**  
 120 **or those seen as a political threat. We also oppose the companion**  
 121 **Senate Bill 4136; and**

122 **RESOLVED, that adopting the IHRA working definition of**  
 123 **antisemitism would lead to more censorship on campus, and**  
 124 **change the nature of universities, which exist to promote the free**  
 125 **flow of information and marketplace of ideas. While we wholly**  
 126 **support efforts to fight discrimination and harassment through**  
 127 **Title VI complaints and investigations, we strongly caution**  
 128 **against adopting the IHRA definition, or any definition of**

129 **discrimination that threatens to censor or penalize political**  
130 **speech laying at the heart of the First Amendment.**

*Submitted by: AAUP Advocacy, Local 6741*

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

## 28. ADOPT GENDER-NEUTRAL LANGUAGE

1        WHEREAS, gender-neutral language is a generic term covering  
2 the use of non-sexist language and gender-inclusive language, and  
3 the purpose of gender-neutral language is to avoid word choices that  
4 may be interpreted as biased, discriminatory or demeaning by  
5 implying that one sex or social gender is the norm;<sup>1</sup> and  
6        WHEREAS, using gender-neutral language also helps reduce  
7 gender stereotyping, promotes social change and contributes to  
8 achieving gender equality;<sup>2</sup> and  
9        WHEREAS, gender-neutral language is more than a matter of  
10 political correctness—it powerfully reflects and influences attitudes,  
11 behavior and perceptions;<sup>3</sup> and  
12        WHEREAS, a growing awareness exists that language matters,  
13 especially in regard to the subtle and not so subtle, as well as the  
14 intended and unintended consequences of language, including  
15 implicit or explicit bias;<sup>4</sup> and  
16        WHEREAS, per our Constitution and Bylaws, the AFT is  
17 committed to fighting “all forms of bias due to race, creed, color,  
18 national origin, disability, sex, sexual orientation, gender identity or  
19 expression, and social, political or economic status;”<sup>5</sup> and  
20        WHEREAS, the AFT is committed to promoting inclusivity and, per  
21 our Constitution and Bylaws, avows that no “discrimination shall ever  
22 be shown toward individual members or applicants for membership  
23 because of race, creed, color, national origin, disability, sex, sexual  
24 orientation, gender identity or expression, and social, political or  
25 economic status;”<sup>6</sup> and

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<sup>1</sup> European Parliament, “Gender-neutral Language in the European Parliament.”  
[http://www.europarl.europa.eu/cmsdata/151780/GNL\\_Guidelines\\_EN.pdf](http://www.europarl.europa.eu/cmsdata/151780/GNL_Guidelines_EN.pdf)

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.

<sup>4</sup> City of Urbana, “Draft resolution regarding the implementation of gender-inclusive language in official written and verbal communications.”  
[https://urbanaininois.us/sites/default/files/attachments/Discussion\\_Gender\\_Inclusive\\_Language\\_Resolution\\_DRAFT\\_updated.pdf](https://urbanaininois.us/sites/default/files/attachments/Discussion_Gender_Inclusive_Language_Resolution_DRAFT_updated.pdf)

<sup>5</sup> AFT, “2022 Constitution and Constitution and Bylaws.”  
<https://www.aft.org/sites/default/files/media/documents/2022/aftconstitution2022.pdf>

<sup>6</sup> Ibid.

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26 WHEREAS, continued use of linguistic conventions that  
27 differentiate and identify people by perceived gender may undermine  
28 the AFT’s commitments to fighting bias and discrimination and  
29 promoting inclusivity; and

30 WHEREAS, adopting gender-neutral language may help the AFT  
31 affirm our commitment to building a safe, diverse, compassionate,  
32 inclusive, respectful and welcoming community:

33 **RESOLVED, that the AFT will prepare amendments to the AFT**  
34 **Constitution and Bylaws that replace gender-specific language**  
35 **(including the pronouns he, him, his, she, her, hers) with gender-**  
36 **neutral language (they, them, theirs) and refer them to the 2026**  
37 **AFT convention; and**

38 **RESOLVED, that the AFT will use gender-neutral language in**  
39 **all new policies and that all policy documents up for revision be**  
40 **edited to adopt gender-neutral language; and**

41 **RESOLVED, that all future communications from the AFT,**  
42 **including new webpages, press materials, reports, recruiting**  
43 **materials and fliers, use gender-neutral language; and**

44 **RESOLVED, that where gender-specific references are not**  
45 **substantive to the document in question, gender-neutral**  
46 **language revisions will be made administratively (in other words,**  
47 **not requiring a vote of the AFT executive council); and**

48 **RESOLVED, that in the conduct of routine proceedings,**  
49 **meetings, staff presentations, official videos and other verbal**  
50 **communications, whenever practical and appropriate, the AFT**  
51 **will utilize gender-inclusive positions, titles and forms of address**  
52 **(for example, “supervisor,” “spokesperson,” “chair,”**  
53 **“professor/officer emerit,” “alum,” “cousin,” “sibling,”**  
54 **“Welcome, everyone!” and “Good evening, folks”); and**

55 **RESOLVED, that, in the furtherance of gender inclusivity, the**  
56 **AFT will forward this resolution to our locals and state federations**  
57 **and offer them support/advice in the process of revising language**  
58 **in their own policies, documents and practices.**

*Submitted by: AFT-Oregon*

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



## 29. IRAN: HUMAN RIGHTS, LABOR RIGHTS

1 WHEREAS, in recent years, the world has witnessed the inhumane  
2 response of the Iranian regime as it violently attacked and terrorized  
3 people who protested the death of Jina Mahsa Amini—a young Iranian  
4 Kurdish woman arrested for not observing Iran’s dress code—while  
5 she was in custody. The Woman, Life, Freedom movement that has  
6 arisen in response from those protests continues the fight for a life of  
7 respect, dignity and justice; and

8 WHEREAS, the struggle for human rights in Iran has deep roots,  
9 reaching across all parts of civil society, including trade unions, which  
10 have long sought their rights to freedom of expression and association.  
11 Yet today, workers are still high-profile targets of government  
12 repression, subject to intimidation, violence and imprisonment; and

13 WHEREAS, Iran’s educators have been especially targeted, with  
14 authorities not allowing peaceful trade union demonstrations over  
15 teachers’ poor wages, the inadequate education budget and the jailing  
16 of educators in the country’s most notorious prisons. Hundreds of  
17 teachers have been summoned and interrogated on baseless and false  
18 national security charges, and hundreds more have suffered pay cuts  
19 and have been suspended from work, forced to retire, or dismissed  
20 outright; and

21 WHEREAS, although Iran is a member of the International Labor  
22 Organization, it has not yet ratified the ILO Conventions guaranteeing  
23 the right to organize and the right to collective bargaining. We remain  
24 steadfast in our belief that labor rights defenders play an important role  
25 not only in protecting workers but also in protecting the people’s right  
26 to have a voice in their societies:

27 **RESOLVED, that the AFT will advocate to the United Nations**  
28 **Commission on the Status of Women for the courageous, history-**  
29 **making movement: Woman, Life, Freedom. We join its call for**  
30 **equality, dignity, development, democracy and peace; and**

31 **RESOLVED, that the AFT will urge the AFL-CIO to advocate for**  
32 **responses from Iran to a number of worker issues raised by the**  
33 **International Labor Organization’s Committee of Experts,**  
34 **including inquiries about basic labor rights, anti-discrimination**  
35 **and protection from exploitation at work; and**

36 **RESOLVED, that the AFT will inform the Department of State**  
37 **and relevant members of Congress that we condemn Iran’s**  
38 **brutality against its trade union movement. We will continue—**  
39 **despite the difficulties and the dangers—to work with Education**  
40 **International, Public Services International, global trade unions,**

41 **and local Iranian civil society organizations in finding ways to**  
42 **extend solidarity to teachers and other trade unionists in Iran.**

*Submitted by: AFT Connecticut*

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

### **30. FOR AN END TO THE WAR IN GAZA AND LASTING PEACE, SECURITY AND SELF-DETERMINATION FOR ISRAEL AND PALESTINE**

1        **RESOLVED, that the AFT issue the following statement:**

2        **The histories of the Israeli Jewish and Palestinian peoples are**  
3 **filled with heart-rending stories of oppression and the terrible loss**  
4 **of human life. Over the last 100 years, those histories have been**  
5 **intertwined in an ongoing, shared tragedy, with the latest chapter**  
6 **beginning on Oct. 7 and the war in Gaza. Nearly 1,200 Israeli Jews,**  
7 **Israeli Palestinians, Israeli Bedouins and foreign guest workers,**  
8 **including children, died on Oct. 7: It was the most significant**  
9 **mass murder of Jews since the Shoah, the Nazi Holocaust during**  
10 **World War II. Over 35,000 Palestinians—and most painfully, over**  
11 **8,000 Palestinian children—have died in the ensuing war in Gaza:**  
12 **This is more than double the number of Palestinians who died in**  
13 **the Nakba, the event of Palestinian displacement in 1948.**

14        **In the face of this unspeakable tragedy, the AFT says: the war,**  
15 **the violence and the bloodshed must end, and they must end now.**  
16 **We repeat our call of January of this year, which has only become**  
17 **more morally urgent over the subsequent months: for an**  
18 **immediate bilateral cease-fire, guaranteed by the international**  
19 **community; for the immediate delivery of desperately needed**  
20 **humanitarian aid—food, medical supplies, clothing and**  
21 **emergency shelter—to the people of Gaza; and for the immediate**  
22 **release of all Israeli hostages held by Hamas.**

23        **There are truths that define the path not only to an end of this**  
24 **horrific war, but also to a resolution of 100 years of conflict and**  
25 **bloodshed between Israel and Palestine. There is no military**  
26 **solution to this conflict, no way forward that rests on the**  
27 **domination of one people and the subordination of the other, no**  
28 **force of arms that can bring lasting peace and security. The only**  
29 **way forward is one that recognizes that there are two peoples of**  
30 **approximately equal size that reside in this small part of the world,**  
31 **each with historic ties to the land, each with the right to live in**  
32 **freedom and peace, and each with the right to national self-**  
33 **determination—including the right to govern themselves in their**

34 own state. A cease-fire must be the first step on a journey that  
35 concludes with two states for two people: peace, freedom and  
36 self-determination will be possessed by both peoples, or they will  
37 remain out of reach for all.

38 We support a cease-fire accepted by both Israel and Hamas  
39 that will bring a permanent close to this war, as advocated by  
40 President Biden on May 31, and begin the process of achieving a  
41 lasting peace. Further, we support that U.S. aid to Israel should be  
42 used only for purposes that conform with American and  
43 international law: American military aid cannot be used in ways  
44 that facilitate the seizure of Palestinian land, the violent  
45 dispossession of Palestinian communities, and the annexation of  
46 occupied Palestinian territory. Nor can U.S. military aid be used  
47 to harm civilian populations.

48 An end to this war has proven so difficult because of the  
49 absence of a will to end it. Hamas has demonstrated a readiness  
50 to sacrifice Palestinian life on a massive scale when it thinks it will  
51 serve its ends: It began this war with its attacks on Oct. 7, and it  
52 has continually insisted that it be ended on its terms. The  
53 Palestinian people have suffered under the dictatorial rule of  
54 Hamas, which has brutally repressed and eliminated its  
55 Palestinian opponents. It is not a credible partner for peace,  
56 security or a two-state solution; the Palestinian leadership to  
57 accomplish these objectives will come from other sources.

58 Israeli Prime Minister Netanyahu and his far-right government  
59 are an obstacle to achieving lasting peace, freedom, and security.  
60 He has opposed a two-state solution, and stood idle as extremist  
61 settlers have engaged in violence and land theft against  
62 Palestinians on the West Bank, and as they have cruelly blocked  
63 emergency food aid to Gaza. Netanyahu has an interest in  
64 prolonging the war to escape the public scrutiny of his colossal  
65 failure to protect Israel's citizens and his own pending criminal  
66 prosecution. While Israel's initial cause of war—self-defense  
67 against the criminal acts of Oct. 7—was just, the ways in which  
68 the Netanyahu government has prosecuted it—its sanctioning of  
69 indiscriminate and disproportionate violence, resulting in a  
70 massive civilian death toll—has made it unjust. It is past time for  
71 an election so that Israelis can choose leaders committed to  
72 democracy, security and a peace process.

73 The AFT supports those forces in Israel and in Palestine that  
74 seek a different future for themselves—a democratic future where  
75 Israelis and Palestinians can both live in dignity, with peace and  
76 self-determination for all. We reaffirm our work with civil society  
77 organizations and unions in Israel and Palestine—such as the  
78 Hand-in-Hand schools, Standing Together, and the Parents  
79 Circle-Families Forum—that are committed to that different

80 **future, and working to bring it into a reality. Rather than turn away**  
81 **and divest from Israel and Palestine, now is the moment to**  
82 **rededicate ourselves to support for that future, starting with the**  
83 **reconstruction of Gaza and the West Bank, focusing on education**  
84 **and healthcare.**

*Submitted by: United Faculty of Miami Dade College, Local 4253*

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

### 31. HOPE AND RESILIENCE IN HAITI

1            WHEREAS, the AFT and Haiti have strong and enduring ties, as  
2 we are linked by family and profession, and many AFT teachers,  
3 nurses and students are proudly of Haitian descent; and

4            WHEREAS, the United Federation of Teachers and the Vermont  
5 Federation of Nurses and Health Professionals led early-response  
6 healthcare teams in the wake of Haiti's devastating earthquake; and

7            WHEREAS, then-Secretary-Treasurer Lorretta Johnson brought an  
8 AFT delegation to Port-au-Prince to help open a neighborhood free  
9 clinic serving the families of union workers; and

10           WHEREAS, we recognize that while Haiti was the first Caribbean  
11 nation to gain independence from European powers and was once one  
12 of the wealthiest colonies of the Americas, it is now the Western  
13 Hemisphere's poorest country; and

14           WHEREAS, the challenges facing Haiti are daunting, and the  
15 Haitian people are trying to persevere amid political instability, social  
16 unrest, financial greed, financial profiteering from other countries, the  
17 central government's inability to deliver much-needed public services  
18 for its people, and the devastation caused by climate change and  
19 natural disasters; and

20           WHEREAS, we acknowledge that the transformation of Haiti rests  
21 ultimately in the hands of its own people, who will need to initiate a  
22 multiparty dialogue and elect a new government that delivers human  
23 rights, civil liberties and equality—a solution for Haitians, by Haitians;  
24 and

25           WHEREAS, we assert that through all the years of civil strife,  
26 Haitian educators and nurses have functioned as strong voices for the  
27 protection of the people by denouncing the country's episodes of  
28 violence against women and girls; fighting the recruitment of  
29 schoolboys into criminal gangs; fighting the illegal trafficking in arms,  
30 drugs and forced labor; and reaching across political lines to oppose  
31 the growing polarization of society; and

32 WHEREAS, we have seen that the government has tried to  
33 intimidate Haitian unions, but the government’s strong-arm tactics have  
34 failed because unions and their community allies stood in resistance  
35 for what is right and fair, and the fight continues for labor union rights  
36 and the right to organize; and

37 WHEREAS, despite all the challenges facing Haiti, we remain  
38 resolutely optimistic about the power of educators, healthcare workers,  
39 public sector employees and their unions to promote democracy and  
40 social justice in Haiti:

41 **RESOLVED, that we stand in unity with the people of Haiti and**  
42 **remain committed to defending and promoting the vital work of**  
43 **the public sector, because we know that high-quality public**  
44 **services are the vehicle by which people gain opportunity and**  
45 **freedom; and**

46 **RESOLVED, that to monitor events in Haiti and to identify**  
47 **credible aid organizations to partner with, we will empower a**  
48 **committee of AFT leadership and members—including members**  
49 **from the Haitian-American AFT community, faith groups, our**  
50 **regional trade union network and other donors—to show**  
51 **humanitarian solidarity with the people of Haiti.**

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

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

## **32. UKRAINE: TEACHERS’ AND STUDENTS’ SOCIAL AND EMOTIONAL WELL-BEING**

1 WHEREAS, the AFT’s solidarity with the Trade Union of Education  
2 and Science Workers of Ukraine and its members is long-standing and  
3 was strongly expressed in our 2022 convention resolution “Solidarity  
4 with Ukraine”; and

5 WHEREAS, AFT President Randi Weingarten and Vice Presidents  
6 Dan Montgomery and Shari Obrenski have traveled to Ukraine at the  
7 invitation of TUESWU and met with hundreds of members and leaders  
8 and personally witnessed the impact of the war with Russia on teachers  
9 and students; and

10 WHEREAS, the AFT’s support for Ukraine’s teachers and students  
11 has been lifted through partnerships with TUESWU, Education  
12 International, the Solidarity Center, the Ukraine Children’s Action  
13 Project, Human Rights Watch, the Illinois Federation of Teachers, Save  
14 Ukraine, and the Kosciuszko Foundation; and

15 WHEREAS, the generational impact of the war has been  
16 devastating: More than 6 million Ukrainians have fled the country;

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17 3,798 educational institutions have been bombed, of which 365 have  
18 been completely destroyed; and only 52 percent of students are  
19 optimistic about the future of Ukraine; and

20 WHEREAS, the AFT and TUESWU have worked with Human  
21 Rights Watch in Ukraine to document Russia’s attacks on Ukraine’s  
22 education sector—the loss of schools, the crises among teachers and  
23 the tragic impact on communities; and

24 WHEREAS, the AFT and many affiliates, including the IFT, have  
25 long experience in offering trauma-informed instruction training to  
26 teachers and staff, and the AFT is committed to working with TUESWU  
27 in the development of professional development methodology to  
28 address the social and emotional trauma experienced by teachers and  
29 students, using the tools developed by a team of trauma psychologists  
30 at Columbia University for the Ukraine Children’s Action Project:

31 **RESOLVED, that the AFT will support TUESWU in developing**  
32 **and offering a union-sponsored professional development course**  
33 **for its members in trauma-informed education and social and**  
34 **emotional well-being. Over the next two to three years, in**  
35 **collaboration with the Solidarity Center and the Ukraine**  
36 **Children’s Action Project, TUESWU and the AFT will conduct**  
37 **focus groups and pilot, monitor, roll out, evaluate and refine a**  
38 **continuing series of online and in-person tools to address the**  
39 **social and emotional impact on teachers and students of the war**  
40 **and its aftermath. After initial focus groups and training of**  
41 **leaders, the Ukrainian teachers union will be well-positioned and**  
42 **have the capacity to cascade this training forward and reach its**  
43 **1.5 million members throughout the country; and**

44 **RESOLVED, that the AFT will inform the Department of State,**  
45 **civil society organizations, global trade union partners and other**  
46 **stakeholder organizations of the ongoing impact of this project;**  
47 **further, the AFT will advocate among government and contracting**  
48 **agencies to include the concepts of trauma-informed education**  
49 **and educators’ social and emotional well-being in their**  
50 **development assistance programs; and**

51 **RESOLVED, that the AFT will broadly distribute the Human**  
52 **Rights Watch report on the impact of the war on Ukraine’s**  
53 **physical and education infrastructure, highlighting violations of**  
54 **the additional protocol to the Geneva Convention’s “fundamental**  
55 **guarantee” of protecting children, schools and education, even in**  
56 **areas of armed conflict.**

*Submitted by: Illinois Federation of Teachers*

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

### 33. SELL STATE OF ISRAEL BOND

1 WHEREAS, the AFT holds only one bond of a foreign government,  
2 which is the state of Israel, and

3 WHEREAS, the AFT's state of Israel bond is valued at \$150,000:

4 **RESOLVED, that the AFT will redeem its state of Israel bond**  
5 **and shall purchase no further bonds from the state of Israel.**

*Submitted by: AFT-Oregon*

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

### 34. AFT DIVESTMENT FROM STATE OF ISRAEL BOND

1 WHEREAS, over 35,500 Palestinians have been killed since Oct.  
2 7, 2023; and

3 WHEREAS, among Palestinians killed by Israeli forces in their  
4 current offensive in Gaza, civilians are disproportionately and  
5 overwhelmingly represented, particularly Palestinian children who total  
6 almost half of all Palestinian deaths; and

7 WHEREAS, the Palestinian General Federation of Trade Unions  
8 has issued an urgent global call to action, calling on unions everywhere  
9 to end funding to Israel; and

10 WHEREAS, U.S. labor's condemnation of the humanitarian crisis in  
11 Gaza created by Israel and subsequent calls for cease-fire includes  
12 over 200 locals from the United Auto Workers, Service Employees  
13 International Union, American Association of University Professors,  
14 United Steelworkers, Teamsters, UNITE HERE, AFL-CIO, Higher  
15 Education Labor United, Industrial Workers of the World, National  
16 Education Association and many more; and

17 WHEREAS, Israeli military attacks have since October 2023  
18 destroyed or damaged all 12 Palestinian universities that were  
19 operating in 2023 in Gaza and 80 percent of schools, leaving at least  
20 625,000 children currently without access to education, a condition  
21 described by Palestinian and international scholars as "scholasticide";  
22 and

23 WHEREAS, Israeli forces have killed more than 480 healthcare  
24 workers since October 2023, destroyed most hospitals and healthcare  
25 centers in Gaza, leaving only 10 out of 36 hospitals "somewhat  
26 functional" and only 20 out of 80 of the primary healthcare centers still  
27 operational, with 75 percent of hospitals and 100 percent of primary  
28 healthcare centers in the North of Wadi Gaza nonfunctional; and

29 WHEREAS, as educators and healthcare workers, we condemn the  
30 destruction of schools and healthcare facilities in any and every part of  
31 the world; and

32 WHEREAS, The AFT holds only one bond of a foreign government,  
33 which is the state of Israel, a country internationally accused of  
34 committing war crimes, crimes against humanity and genocide; and

35 WHEREAS, The AFT's state of Israel bond, which helps fund  
36 Israel's scholasticide and genocide, and pays for Israel's long-standing  
37 occupation of the Gaza Strip, the West Bank, including East Jerusalem,  
38 and the apartheid regime against Palestinians everywhere is valued at  
39 \$150,000:

40 **RESOLVED, that the AFT will redeem its state of Israel bond**  
41 **and will purchase no further bonds from foreign governments.**

*Submitted by: AAUP Advocacy, Local 6741; University of Illinois Chicago  
Graduate Employees, Local 6297; UVMC Support Staff United, Local  
5223*

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

### **35. SUPPORT WORKERS' RIGHTS IN THE PHILIPPINES**

1 WHEREAS, workers in the Philippines face an ever worsening  
2 economic situation, including low wages, high inflation, lack of job  
3 security, and attacks on their rights to organize; and

4 WHEREAS, these economic conditions lead to the forced migration  
5 of Filipinos in search of work abroad, including as nurses, teachers,  
6 caregivers, domestic workers, construction workers and seafarers  
7 where they often face discrimination, low wages and hazardous  
8 working conditions; and

9 WHEREAS, labor activists in the Philippines are routinely "red-  
10 tagged," a practice where government entities label activists and critics  
11 as terrorists, which often leads to harassment, detention, imprisonment  
12 or extrajudicial killing; and

13 WHEREAS, red-tagging and other forms of state repression have  
14 led to the murders of Alex Dolorosa and Jude Fernandez, just two of  
15 over 72 labor-related killings since 2016; and

16 WHEREAS, the International Labor Organization has condemned  
17 the deadly practice of red-tagging, which continues under the  
18 government of Ferdinand Marcos Jr.; and

19 WHEREAS, the Marcos Jr. regime continues to open up the country  
20 to plunder and exploitation at the hands of foreign corporations,  
21 including Oregon-based NuScale Power by promoting neoliberal  
22 reforms that deregulate and privatize the economy, including changing



23 the constitution to allow 100 percent foreign ownership of the energy,  
24 advertising and education sectors; and

25 WHEREAS, the U.S. provides security assistance to the Philippines  
26 in the form of military aid, intelligence and training, including over \$1.14  
27 billion in military aid since 2015, and conducts regular joint military  
28 exercises with the Armed Forces of the Philippines, which is  
29 responsible for war crimes, including ongoing indiscriminate aerial  
30 bombings in the countryside and the harassment, red-tagging, forced  
31 disappearance, detention, torture and extrajudicial killing of activists,  
32 including labor organizers; and

33 WHEREAS, this U.S.-backed state repression has a chilling effect  
34 on the ability of workers to organize and fight for their basic rights; and

35 WHEREAS, the Philippine Human Rights Act (PHRA) would halt  
36 U.S. military aid to the Philippines until there are accountability  
37 measures in place; and

38 WHEREAS, workers' rights at the international level are laid out in a  
39 number of human rights conventions and treaties, including the  
40 Universal Declaration of Human Rights (1948) and the International  
41 Covenant on Economic, Social and Cultural Rights (1966); and

42 WHEREAS, the AFT mission statement reads: "The AFT is a union  
43 of professionals that champions fairness; democracy; economic  
44 opportunity; and high-quality public education, healthcare and public  
45 services for our students, their families and our communities"; and

46 WHEREAS, 24 cents of every U.S. tax dollar goes to the U.S.  
47 military, while 2.2 cents of every U.S. tax dollar goes to education;<sup>1</sup> and

48 WHEREAS, the AFL-CIO awarded the Philippine labor movement  
49 with its 2023 George Meany-Lane Kirkland Human Rights Award for its  
50 "dedication and courage" in the face of "aggressive surveillance,  
51 mistreatment, torture, imprisonment and even killings of workers"; and

52 WHEREAS, AFT members have thus far demonstrated their support  
53 for workers' struggles in the Philippines through:

- 54 • Mobilizing to Seattle to protest the Asia-Pacific Economic  
55 Cooperation and the negative effects of neoliberal reforms on  
56 workers both in the U.S. and in countries like the Philippines;
- 57 • Attending the speaking tour of Kilusang Mayo Uno labor leader  
58 Elmer Labog;
- 59 • Signing a letter in support of Justice for Jude in the wake of the  
60 murder of Kilusang Mayo Uno labor organizer Jude Fernandez by  
61 the Philippine National Police;
- 62 • Rallying outside Sen. Jeff Merkley's office in support of the PHRA;
- 63 • Struggling against military aggression by rallying and opposing  
64 JROTC in their schools in solidarity with students, veterans and  
65 victims of U.S. aggression; and
- 66 • Planning, participating in, and speaking at International Human

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<sup>1</sup> <https://www.nationalpriorities.org/analysis/2019/tax-day-2019/where-your-tax-dollar-was-spent-2018/>

67 Rights Day in Portland:

68 **RESOLVED, the AFT will commit to building solidarity for the**  
69 **fight for workers' rights in the Philippines through:**

- 70 • **Demanding an end to U.S. military aid to the Philippines by**  
71 **supporting the passage of the PHRA;**
- 72 • **Continuing to provide education about the conditions facing**  
73 **workers in the Philippines and the role of the U.S. in**  
74 **supporting the brutal anti-worker policies of Ferdinand**  
75 **Marcos Jr.;**
- 76 • **Partnering with the International Coalition for Human Rights**  
77 **in the Philippines in continuing to build solidarity for the**  
78 **fight for workers' rights in the Philippines;**
- 79 • **Opposing all unequal military and economic agreements**  
80 **between the U.S. and the Philippines;**
- 81 • **Supporting the demands and campaigns of Filipino workers,**  
82 **many of whom work dangerous, underpaid jobs as teachers,**  
83 **nurses, caregivers and seafarers;**
- 84 • **Committing to AFT participation in labor solidarity missions**  
85 **to the Philippines and support in future U.S. tours of labor**  
86 **leaders from the Philippines.**

*Submitted by: Portland Federation of School Professionals, Local 111*

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

### **36. STOP ENABLING GENOCIDE: HALT U.S. MILITARY AID TO ISRAEL**

1 WHEREAS, the AFT has long championed human rights in Central  
2 and South America, Southeast Asia, China, Russia and many other  
3 parts of the globe. As educators, paraprofessionals, nurses, and those  
4 who serve our youth and communities, responding to and advocating  
5 for the communities we serve extends beyond the walls of a classroom,  
6 school, school bus or hospital. We are more tightly connected across  
7 the planet than ever before; our jobs and our union are called to  
8 address world crises that extend beyond local, state or national  
9 borders. This is especially true of the unprecedented humanitarian  
10 crisis facing Palestinian civilians and children from Israel's invasion and  
11 occupation of Gaza; and

12 WHEREAS, the International Court of Justice in January issued an  
 13 interim ruling<sup>1</sup> that Israel is plausibly committing genocide, ordering  
 14 them to stop genocidal acts and take measures to guarantee that  
 15 humanitarian assistance is provided to civilians in Gaza.<sup>2</sup> Francesca  
 16 Albanese, the U.N. special rapporteur on human rights in the occupied  
 17 Palestinian territories, issued a report on an “Anatomy of a Genocide”<sup>3</sup>  
 18 that says she believes Israel has committed “acts of genocide in Gaza.”  
 19 She presented her report to U.N. member states in Geneva;<sup>4</sup> and

20 WHEREAS, the United Nations Human Rights Council passed a  
 21 resolution on Friday, April 5, condemning Israel’s treatment of civilians  
 22 in Gaza and demanding a halt in all arms sales to Israel.<sup>5</sup> Canada, the  
 23 Netherlands, Japan, Spain and Belgium have all announced their  
 24 intention to stop shipping weapons to Israel;<sup>6</sup> and

25 WHEREAS, a coalition of a dozen labor unions and liberal  
 26 organizations, including the National Education Association, Service  
 27 Employees International Union, MoveOn and NextGen America sent a  
 28 letter to the White House on April 11, 2024, demanding that President  
 29 Biden end military aid to Israel until its government lifts restrictions on  
 30 humanitarian aid to Gaza. The letter calls on President Biden to enforce  
 31 the Foreign Assistance Act, which bars military support from going to  
 32 any nation that restricts the delivery of humanitarian aid;<sup>7</sup> and

33 WHEREAS, the U.N. agency for Palestinian refugees (UNRWA)  
 34 released a statement in March 2024 on the astronomical human toll of  
 35 Israel’s invasion and occupation in Gaza, especially on Palestinian  
 36 children. The report stated that, “more children have been killed there  
 37 in recent months than in four years of conflict worldwide.” As of March

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<sup>1</sup> “World Court orders Israel to take actions to address Gaza Famine,” *Middle East Monitor*. 28 March 2024. <https://www.middleeastmonitor.com/20240328-world-court-orders-israel-to-take-action-to-address-gaza-famine/>

<sup>2</sup> “Israeli army continues genocide crimes in Gaza during Eid-al-fitr: Media Office,” *Middle East Monitor*. 10 April 2024. <https://www.middleeastmonitor.com/20240410-israeli-army-continues-genocide-crimes-in-gaza-during-eid-al-fitr-media-office/>

<sup>3</sup> Albanese, Francesca. “Anatomy of a Genocide,” *UN Human Rights Council*. 26 Feb - 5 April 2024.

<https://www.ohchr.org/sites/default/files/documents/hrbodies/hrcouncil/sessions-regular/session55/advance-versions/a-hrc-55-73-auv.pdf>

<sup>4</sup> Foulkes, Imogen. “Gaza war: UN rights expert accuses Israel of Acts of genocide,” *BBC News*. 27 March 2024. <https://www.bbc.com/news/world-middle-east-68667556>

<sup>5</sup> “Gaza situation: UN rights body demands halt to arms sales to Israel,” *EFE*. 5 April 2024. <https://efe.com/en/latest-news/2024-04-05/un-rights-body-demands-halt-to-arms-sales-to-israel-condemns-treatment-of-gaza-civilians/>

<sup>6</sup> Tait, Robert. “Which countries supply Israel with arms and why is Biden reluctant to stop?” *The Guardian*. 9 April 2024.

<https://www.theguardian.com/world/2024/apr/09/us-israel-weapons>

<sup>7</sup> Epstein, Reid J. “Democratic Coalition Send Biden a Demand on Military Aid to Israel,” *New York Times*. 12 April 2024.

<https://www.nytimes.com/2024/04/12/us/politics/letter-biden-israel-gaza.html?smid=nytcore-ios-share&referringSource=articleShare>

38 2024, 12,300 children had died in Gaza in the last four months,  
39 compared with 12,193 globally between 2019 and 2022;<sup>8</sup> and

40 WHEREAS, the United Nations Relief and Works Agency  
41 (UNRWA) Commissioner-General Philippe Lazzarini cited the recent  
42 Gaza health authority data as “staggering” and stated, “This war is a  
43 war on children. It is a war on their childhood and their future.”<sup>9</sup> As a  
44 result of this war, in Gaza, “a child is killed every 15 minutes, one out  
45 of every 100 children in Gaza”;<sup>10</sup> and

46 WHEREAS, this war has been utterly devastating for Palestinians;  
47 as of March 2024, more than 35,000 people in Gaza<sup>11</sup> have died—70  
48 percent of whom are women and children—and more than 70,000  
49 people have been injured since October, the local health ministry said  
50 in its latest report.”<sup>12</sup> A report from the World Bank, the European Union  
51 and the United Nations issued in early April states that, “Palestinians  
52 in Gaza now make up 80 percent of all people facing famine or severe  
53 hunger worldwide”<sup>13</sup>; and

54 WHEREAS, international concerns for Israeli abuses of  
55 Palestinians in Gaza and the West Bank predate Oct. 7, 2023, going  
56 back decades. Just in the span of 2008 and the first half of 2023, over  
57 6,000 Palestinians have been killed in confrontations “in the context of  
58 the occupation and conflict” with “... many incidents raising concerns  
59 over violation of international law and lack of accountability.”<sup>14</sup> Between  
60 2000 and 2019, more than 10,000 Palestinian children were arrested,  
61 detained, abused and prosecuted by Israeli security forces in the Israeli  
62 military court system;<sup>15</sup> and

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<sup>8</sup> “Gaza: Number of children killed higher than from four years of world conflict,” *United Nations Türkiye*. 14 March 2024. <https://turkiye.un.org/en/263401-gaza-number-children-killed-higher-four-years-world-conflict>

<sup>9</sup> *Ibid.*

<sup>10</sup> Levy, Gideon, “Opinion: 11,500 Children Have Been Killed in Gaza. Horror of This Scale Has No Explanation,” *Haaretz*. 4 Feb 2024. <https://www.haaretz.com/opinion/2024-02-04/ty-article-opinion/.premium/11-500-children-have-been-killed-in-gaza-horror-of-this-scale-has-no-explanation/0000018d-6fe9-d4f1-a18d-fff9c4010000>

<sup>11</sup> “Gaza death toll: how many Palestinian has Israel’s campaign killed,” *Reuters*. 14 May 2024. <https://www.cnn.com/2024/02/29/middleeast/gaza-death-toll-30000-israel-war-hnk-intl/index.html>

<sup>12</sup> Lim, Clarissa-Jan, “More Children Killed in Gaza in four months than in four years of war globally: report,” *MSNBC*. 14 March 2024. <https://www.msnbc.com/top-stories/latest/death-toll-children-gaza-israel-rcna143269>

<sup>13</sup> Hass, Amira, “Numbers That Stagger the Imagination: There’s No Way to Quantify the Suffering in Gaza.” *Haaretz*. 10 April 2024. <https://www.haaretz.com/israel-news/2024-04-10/ty-article-magazine/.premium/numbers-that-stagger-the-imagination-theres-no-way-to-quantify-the-suffering-in-gaza/0000018e-c1db-d480-a99e-cfdf01240000>

<sup>14</sup> “Data on Casualties,” United Nations Office for the Coordination of Humanitarian Affairs.” <https://www.ochaopt.org/data/casualties>

<sup>15</sup> Sayed, Armani. “What Palestinian Children Face in Israeli Prisons.” *Time*. 15 Dec 2023. <https://time.com/6548068/palestinian-children-israeli-prison-arrested/>

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63 WHEREAS, American tax dollars have been and are being used to  
64 kill tens of thousands of Palestinians. The U.S. is the Israeli  
65 government's No. 1 supplier of military weapons, accounting for 68  
66 percent of Israel's foreign-sourced weaponry.<sup>16</sup> Not only does the U.S.  
67 have a 10-year agreement to provide Israel with \$38 billion in military  
68 aid over 10 years (Reuters Staff 2024),<sup>17</sup> they also supply Israel with  
69 another half billion dollars to replenish their missile defense system;<sup>18</sup>  
70 and

71 WHEREAS, according to Robert Tait of the *Guardian*, "Israel has  
72 been the biggest recipient of American financial support to a foreign  
73 country since the second world war, receiving by 2023 a cumulative  
74 sum of \$158bn, in current inflation-adjusted prices"; and

75 WHEREAS, since October 2023, the Biden administration has  
76 bypassed Congress to send \$253.5 million worth of weapons to Israel  
77 to execute their war in Gaza.<sup>19</sup> Our nation's policy of arming the Israeli  
78 government has made us complicit in carrying out genocide. Time is of  
79 the essence. This policy must end now:

80 **RESOLVED, that as long as Israel continues to block**  
81 **substantive and meaningful aid to Gaza, the AFT calls for the U.S.**  
82 **to halt military aid to Israel; and**

83 **RESOLVED, that the AFT will vigorously advocate to President**  
84 **Biden, Vice President Harris and members of Congress to**  
85 **immediately end U.S. military aid to Israel.**

*Submitted by: Berkeley Federation of Teachers, Local 1078*

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

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<sup>16</sup> Tait, Robert. "Which countries supply Israel with arms and why is Biden reluctant to stop?" *The Guardian*. 9 April 2024.

<https://www.theguardian.com/world/2024/apr/09/us-israel-weapons>

<sup>17</sup> "What Military Support Does the US Give Israel?" *Times of Israel*. 8 April 2024.

<https://www.timesofisrael.com/what-military-support-does-the-us-give-israel/>

<sup>18</sup> Crowley, Michael and Wong, Edward. "Gaza War Turns Spotlight on Long Pipeline of US Weapons to Israel." *New York Times*. 6 April 2024.

<https://www.nytimes.com/2024/04/06/us/politics/israel-us-weapons.html>

<sup>19</sup> Lee, Matthew, "The Biden Administration Once Again Bypasses Congress on an Emergency Weapons Sale to Israel." *PBS News Hour*. 29 Dec 2023.

<https://www.pbs.org/newshour/politics/the-biden-administration-once-again-bypasses-congress-on-an-emergency-weapons-sale-to-israel>

### 37. AFT SUPPORTS THE CALL FOR DIVESTMENT FROM EXPLOITATION AND GENOCIDE

1 WHEREAS, since Oct. 7, 2023,<sup>1</sup> thousands of innocent lives have  
2 been lost in Gaza, Israel and the West Bank; and

3 WHEREAS, the state of Israel has created a dire humanitarian  
4 crisis and famine conditions in Gaza by committing the following:  
5 enacted collective punishment<sup>2</sup> on the Palestinians; carpet-bombed<sup>3</sup>  
6 Gaza, including residential buildings, hospitals, U.N. schools,<sup>4</sup>  
7 evacuation routes and religious institutions;<sup>5</sup> killed thousands of  
8 children;<sup>6</sup> used internationally banned white phosphorus<sup>7</sup> against  
9 civilians; forcibly displaced over 1.7 million people;<sup>8</sup> and imposed a  
10 deadly blockade<sup>9</sup> on Gaza; and

11 WHEREAS, The United Nations has found that Israel is committing  
12 war crimes<sup>10</sup> by its bombing and blockade of Gaza, and the  
13 International Criminal Court is considering issuing arrest warrants<sup>11</sup> for  
14 war crimes committed by some of Israel's top officials, including  
15 Benjamin Netanyahu; and

16 WHEREAS, Israel's military campaign would not be possible  
17 without the political, financial and military support given by the United  
18 States, including \$3.8 billion<sup>12</sup> per year and the additional \$14 billion<sup>13</sup>  
19 that was approved by the U.S. Congress; and

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<sup>1</sup> <https://abcnews.go.com/International/timeline-surprise-rocket-attack-hamas-israel/story?id=103816006>

<sup>2</sup> <https://www.reuters.com/world/un-experts-say-israels-strikes-gaza-amount-collective-punishment-2023-10-12/>

<sup>3</sup> <https://www.aljazeera.com/news/longform/2023/11/9/israel-attacks-on-gaza-weapons-and-scale-of-destruction>

<sup>4</sup> <https://www.ohchr.org/en/press-releases/2023/10/gaza-un-experts-decry-bombing-hospitals-and-schools-crimes-against-humanity>

<sup>5</sup> <https://www.aljazeera.com/news/2023/10/20/war-crime-israel-bombs-gaza-church-sheltering-displaced-people>

<sup>6</sup> <https://www.savethechildren.net/what-we-do/emergencies/gaza-emergency>

<sup>7</sup> <https://www.hrw.org/news/2023/10/12/israel-white-phosphorus-used-gaza-lebanon>

<sup>8</sup> <https://www.haaretz.com/israel-news/2023-11-20/ty-article/1-7-million-palestinians-displaced-from-their-homes-in-gaza-un-says/0000018b-ee55-d6a0-a7ff-ee779f3f0000>

<sup>9</sup> <https://www.hrw.org/news/2023/10/18/israel-unlawful-gaza-blockade-deadly-children>

<sup>10</sup> <https://www.nytimes.com/2024/05/04/world/middleeast/israel-gaza-starvation-icc.html>

<sup>11</sup> <https://www.axios.com/2024/05/02/israel-icc-warrants-us-senators-meeting>

<sup>12</sup> <https://www.aljazeera.com/news/2023/10/11/how-big-is-israels-military-and-how-much-funding-does-it-get-from-the-us>

<sup>13</sup> <https://www.defense.gov/News/News-Stories/Article/Article/3754718/supplemental-bill-becomes-law-provides-billions-in-aid-for-ukraine-israel-taiwan/>

INTERNATIONAL RELATIONS COMMITTEE

20 WHEREAS, free speech is being severely suppressed in  
21 universities<sup>14</sup> and workplaces,<sup>15</sup> empowered by governmental  
22 institutions,<sup>16</sup> by falsely conflating anti-Zionism<sup>17</sup> with antisemitism; and

23 WHEREAS, students across the country are calling for their  
24 universities to divest from companies involved in Israeli war crimes and  
25 are being expelled, harassed, silenced and physically attacked<sup>18</sup> for  
26 supporting Palestine; and

27 WHEREAS, multiple<sup>19</sup> companies, churches, and recently two  
28 California cities<sup>20</sup> have divested from companies involved in Israeli war  
29 crimes; and

30 WHEREAS, labor unions<sup>21</sup> across the country have joined the call  
31 for a cease-fire and are increasingly considering divestment; and

32 WHEREAS, many parallels have been made between the  
33 movement for a Free Palestine and the movement against apartheid in  
34 South Africa. In response to the global movement to end apartheid in  
35 South Africa, in 1990 the AFT passed a resolution<sup>22</sup> supporting  
36 economic sanctions and a policy of disinvestment in companies that  
37 continue to invest in [South Africa]”; and

38 WHEREAS, the AFT, has a history of taking principled stances on  
39 pressing issues and, therefore, passed a resolution in 2022<sup>23</sup> calling on  
40 pension fund managers to “divest from fossil fuels and reinvest in  
41 workers and communities”; and

42 WHEREAS in January 2024, the AFT executive council passed a  
43 resolution<sup>24</sup> calling for a cease-fire in Gaza and for the end of the Israel-  
44 Hamas war and promoting steps toward a two-state solution for Israeli  
45 and Palestinian self-determination; and

46 WHEREAS, AFT’s 1.75 million workers participate in public and  
47 private pension plans totaling roughly \$5.8 trillion that include  
48 companies that have been identified as contributing to various human  
49 rights violations, militarization and even genocide. For example:

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<sup>14</sup> <https://www.aclu.org/press-releases/aclu-urges-college-and-university-leaders-to-protect-free-speech-and-academic-freedom>

<sup>15</sup> <https://www.newsweek.com/free-speech-means-not-retaliating-against-employees-over-israeli-palestinian-conflict-opinion-1839673>

<sup>16</sup> <https://www.nbcnews.com/politics/congress/house-vote-censure-rashida-tlaib-israel-hamas-palestine-remarks-rcna124005>

<sup>17</sup> <https://www.jewishvoiceforpeace.org/2023/11/09/antisemitism-dangerous/>

<sup>18</sup> <https://www.latimes.com/california/story/2024-05-03/before-mob-attack-ucla-police-chief-was-ordered-to-create-security-plan-but-didnt-sources-say>

<sup>19</sup> <https://uscpr.org/activist-resource/boycott-divestment-and-sanctions/bdswins/>

<sup>20</sup> <https://abc7news.com/richmond-becomes-2nd-us-city-to-divest-from-israel-after-hayward-amid-rising-calls-action/14753326/>

<sup>21</sup> <https://uaw.org/uaw-statement-israel-palestine/>

<sup>22</sup> <https://www.aft.org/resolution/south-africa>

<sup>23</sup> <https://www.divestoregon.org/nationwide-teachers-union-calls-on-pension-fund-managers-to-divest>

<sup>24</sup> <https://www.aft.org/press-release/aft-executive-council-adopts-resolution-unanimously-calling-end-israel-hamas-war>

INTERNATIONAL RELATIONS COMMITTEE

- 50 1. Boeing's products<sup>25</sup> have enabled deaths and devastation in  
51 communities around the globe, including Palestine.  
52 2. General Dynamics<sup>26</sup> has been accused of assisting in the  
53 militarization of the U.S.-Mexico Border and providing unlawful  
54 surveillance of immigrant communities.  
55 3. Caterpillar Inc.<sup>27</sup> stands accused of providing the giant bulldozers  
56 that have been and continue to be responsible for the illegal home  
57 demolitions of thousands of Palestinians and the infamous  
58 murder of American Rachel Corrie.  
59 4. Palantir Technologies Inc.<sup>28</sup> provides data analysis for police  
60 departments and government agencies and stands accused of  
61 enabling wholesale violations of human and civil rights.  
62 5. Valero Energy<sup>29</sup> is known for poisoning communities,  
63 endangering the climate and providing jet fuel for Israeli  
64 warplanes:

65 **RESOLVED, that the AFT recognizes the rights of all people,**  
66 **and especially children, to dignity, freedom, safety and peace; and**  
67 **AFT members do not want to benefit in any way from profits**  
68 **derived from exploitation and genocide; and**

69 **RESOLVED, that the AFT will call on teachers' pension fund**  
70 **managers to divest these funds of investments in companies that**  
71 **consistently, knowingly, and directly facilitate and enable human**  
72 **rights violations and violations of international law as part of**  
73 **prolonged military occupations, apartheid and genocide; and**

74 **RESOLVED, that the AFT will call on all members to support**  
75 **this call for divestment.**

*Submitted by: Berkeley Federation of Teachers, Local 1078*

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

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<sup>25</sup> <https://afsc.org/gaza-genocide-companies>

<sup>26</sup> Ibid.

<sup>27</sup> Ibid.

<sup>28</sup> <https://afsc.org/newsroom/palantirs-move-denver-met-bay-area-activists-protest-contracts-ice>

<sup>29</sup> <https://deceleration.news/2024/04/16/valero-energy-accused-of-fueling-genocide-at-viva-viva-palestina-blockade-action/>



**38. NATIONAL LABOR NETWORK FOR CEASEFIRE STANDS IN SOLIDARITY WITH CAMPUS PROTESTERS, DEMANDS THEIR RIGHTS TO PROTEST AND FREE SPEECH BE RESPECTED**

1 WHEREAS, unions formed the National Labor Network for  
2 Ceasefire out of a shared call for a ceasefire in Gaza, the safe return  
3 of Hamas' hostages, and safe passage for urgently needed  
4 humanitarian aid to those displaced, starved and injured by Israel's  
5 campaign in Gaza. We see that demand broadly reflected in campus  
6 protests; and

7 WHEREAS, as trade unionists, we can never support efforts to  
8 repress, intimidate or deploy state-sanctioned violence against those  
9 exercising their democratic rights of free speech and who protest, strike  
10 or demand justice; and

11 WHEREAS, the repressive response of certain university  
12 administrators and local police to these protests is also a labor rights  
13 issue. Faculty, student workers and other campus workers—many of  
14 whom belong to our unions—are among those who have been arrested  
15 and forcibly removed from the protests, or suspended from their work.  
16 University staff have been ordered to clear protests led by students,  
17 their fellow workers and union members:

18 **RESOLVED, that the AFT expresses its solidarity with those**  
19 **students, faculty and other academic workers across the United**  
20 **States who have faced a repressive and violent crackdown of their**  
21 **protests of the war in Gaza; and**

22 **RESOLVED, that the AFT demands that campus**  
23 **administrators cease their campaign of threats, suspensions and**  
24 **expulsions against peaceful protesters and cease using law**  
25 **enforcement agencies to disrupt and attack them. Academic**  
26 **freedom, free speech, the right to assemble and the right to**  
27 **protest are fundamental rights, and they must be respected on**  
28 **campuses and across the country. The time for peace is now.**

*Submitted by: Chicago Teachers Union, Local 1*

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

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

1 WHEREAS, private equity controls roughly \$14.7 trillion assets,<sup>1</sup>  
2 employs more than 11.7 million workers<sup>2</sup> and manages more than \$4  
3 trillion of workers' deferred wages in pension funds while charging  
4 high fees, making them an important determinant of AFT members'  
5 pension fund risk and returns, as well as a major force shaping our  
6 national economy; and

7 WHEREAS, private equity also owns a growing share of our  
8 healthcare system, with private equity firms having acquired \$750  
9 billion in healthcare assets over the past decade, contributing to an  
10 ever more broken healthcare system, as evidenced by AFT's Code  
11 Red campaign; and

12 WHEREAS, a recent study<sup>3</sup> in the *Journal of the American*  
13 *Medical Association* shows that hospitals being taken over by private  
14 equity firms is meaningfully associated with poorer quality outcomes  
15 for patients; and

16 WHEREAS, the private equity business model—with its emphasis  
17 on debt financing and short-term ownership—leads to draining  
18 capital, loading companies with debt at the expense of their long-term  
19 financial health, and slashing staffing and supplies well below what is  
20 needed to provide effective patient care; and

21 WHEREAS, the harmful impacts to healthcare delivery in our  
22 communities are especially dire for vulnerable populations like  
23 communities of color, patients in rural areas and Medicare recipients;

24 WHEREAS, there are now a growing number of cases of the  
25 collapse of healthcare systems following their acquisition by private  
26 equity firms, including Steward in Massachusetts and Prospect in  
27 Connecticut, creating pressure for state intervention to maintain our  
28 communities' continued access to vital healthcare services; and

29 WHEREAS, private equity-owned hospitals have been implicated  
30 in serious violations of workers' rights and patient care impacting  
31 healthcare workers across the country, including AFT members at  
32 LifePoint/ScionHealth, owned by Apollo Global Management; and

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

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

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

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

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

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

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

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

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

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

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

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

73 WHEREAS, our public pension funds are exposed to considerable  
74 risk due to poor management of private equity-owned businesses,  
75 especially but not exclusively in healthcare, and the lack of public  
76 transparency and disclosure required of private equity-owned  
77 companies entirely hides those risks; and

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

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

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

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

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

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

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

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

117 **RESOLVED, that the AFT will develop a set of standards for**  
118 **trustees to address the aforementioned risks to our pensions,**  
119 **and urge fiduciaries of our funds to, consistent with their**  
120 **fiduciary duties, seek to limit investments in companies that aim**  
121 **to outsource public services impacting the fiscal health of our**  
122 **pension funds; and**

123 **RESOLVED, that the AFT will work at the state and federal**  
124 **levels to expand regulatory oversight of private equity, including**  
125 **calling on the FTC to rigorously investigate, bring enforcement**  
126 **actions, and issue rules related to healthcare acquisitions by**

127 private equity and their management practices, and to prevent  
128 healthcare acquisitions that pose risks to the stability and  
129 solvency of vital community health services; and

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

*Submitted by: AFT Executive Council*

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

#### **40. TAX DEDUCTIONS FOR EDUCATION SUPPLIES**

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

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

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

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

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

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

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

*Submitted by: Illinois Federation of Teachers*

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

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

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

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

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

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

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

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

30 WHEREAS, multiple studies<sup>6</sup> have shown<sup>7</sup> that voucher  
31 programs<sup>8</sup> often subsidize students from wealthy families already

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

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

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

<sup>4</sup> [https://pfps.org/assets/uploads/SPLC\\_ELC\\_FFPS\\_2023Report\\_Final.pdf](https://pfps.org/assets/uploads/SPLC_ELC_FFPS_2023Report_Final.pdf)

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

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

32 attending private schools. For example, recent data shows that poor  
 33 and minority children are not getting such scholarships in the  
 34 amounts advocates claim. In Iowa and Illinois, two-thirds of voucher  
 35 recipients were already enrolled in private schools; in Cleveland,  
 36 minority students received merely 7 percent of the scholarships; and

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

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

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

50 WHEREAS, vouchers<sup>13</sup> are<sup>14</sup> going<sup>15</sup> to<sup>16</sup> private<sup>17</sup> schools<sup>18</sup> that<sup>19</sup>  
 51 do not accept LGBTQIA+ students or teachers and worse. According  
 52 to GLSEN's National School Climate Survey, "private religious  
 53 schools are often where LGBTQ+ students face the most significant  
 54 challenges. LGBTQ+ students attending private religious schools  
 55 experience more discrimination than LGBTQ+ students at any other

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

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

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

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

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

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

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

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

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

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

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

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

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

56 type of school and have the least access to the essential supports for  
57 their well-being and academic achievement. Thus, the majority of the  
58 private schools benefiting from private school programs are also the  
59 school settings where LGBTQ+ students are the least likely to be able  
60 to learn and thrive"; and

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

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

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

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

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

*Submitted by: Illinois Federation of Teachers*

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

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



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

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

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

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

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

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

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

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

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

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

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

87 **of General Henry M. Robert be listed and included among those**  
88 **names.**

*Submitted by: AFT-Oregon Retirees*

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

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

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

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

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

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

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

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

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

16        WHEREAS, the United Auto Workers, led by President Shawn  
17 Fain, has called for unions to align contract expirations for May 1, or  
18 International Workers' Day, with the aim of a mass strike on May 1,  
19 2028; and

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

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

24        **RESOLVED, that the AFT will encourage unions to consider**  
25 **aligning contract expirations, whether on May 1 or other dates;**  
26 **and**

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

29        **RESOLVED, that the AFT will commit to unwaveringly**  
30 **supporting affiliates and the broader labor movement in**

31 **bargaining fair contracts, and in anticipated or active labor**  
32 **disputes.**

*Submitted by: Baltimore Teachers Union, Local 340*

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

**44. MAY 1**

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

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

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

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

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

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

*Submitted by: Chicago Teachers Union, Local 1*

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

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

1 WHEREAS, the AFT's mission has been the advocacy and  
2 attainment of workers' rights and human rights, particularly for the  
3 educators, healthcare professionals and public employees we  
4 represent as well as the communities we all serve, through organizing,  
5 union representation, collective bargaining and legislation; and

6 WHEREAS, unions have become cool again with historic support for  
7 unions across party lines, especially from young Americans and the  
8 younger generation of workers being more pro-union at their age,  
9 fueled by highly publicized national work stoppages and the  
10 proliferation of organizing campaigns among younger workforces at  
11 companies such as Starbucks and Amazon; and

12 WHEREAS, public support for unions remains high, and working  
13 people understand that union membership is crucial to achieving better  
14 wages, benefits and working conditions; and

15 WHEREAS, since the 2022 convention, the AFT has added more  
16 than 166 units and 24,425 new members in all divisions through  
17 internal and external organizing efforts, with healthcare and higher  
18 education workers accounting for more than 80 percent of the growth,  
19 reflecting the increasing recognition of the value of union membership  
20 among those doing this crucial work and highlighting a continued focus  
21 in organizing in those two areas; and

22 WHEREAS, workplace organizing provides a means by which we  
23 secure a better life and economic security for the members we  
24 represent and the children, patients, students and communities we  
25 serve; and the AFT is committed to advocating for these values at the  
26 bargaining table; the ballot box; and in our schools, colleges and  
27 universities, healthcare facilities, public institutions and communities;  
28 and

29 WHEREAS, the national AFT Organizing Committee plays a crucial  
30 role in bringing together elected local and state leaders committed to  
31 organizing and strengthening our union across every constituency,  
32 affiliate and workplace, to provide guidance on opportunities and  
33 challenges in new organizing and in AFT's ongoing efforts to foster a  
34 culture of organizing and engagement among our leaders and  
35 members; and

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

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

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

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

*Submitted by: AFT Executive Council*

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

## 46. RURAL CONNECTION AND ENGAGEMENT

1       WHEREAS, the AFT represents members in rural parts of the  
2 country; and

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

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

- 8       • Continuing to support projects that were already started, such as  
9       in McDowell County, W.Va., and St. Lawrence County, N.Y.;
- 10      • Supporting new projects, such as in New Lexington, Ohio;
- 11      • Granting AFT Innovation Fund grants and back-to-school grants  
12      to rural locals;
- 13      • Lifting up the work of rural locals in print and on radio;
- 14      • Holding First Book events in rural areas to help families build  
15      home libraries; and
- 16      • Working in coalition with other partners focused on rural work to  
17      create a common rural agenda that addresses the economic,  
18      health, education and social needs of rural communities in  
19      alignment with our original aspiration that “Not one more school,  
20      not one more hospital, not one more post office, not one more  
21      grocery store should close on our watch”; and

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

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

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

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

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

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

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

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

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

*Submitted by: Ohio Federation of Teachers*

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

## 47. CLIMATE-SMART AND SUSTAINABLE SCHOOLS

1 WHEREAS, 2023 was the warmest year in North America on  
2 record, with record highs in 10 out of the 12 months; and

3 WHEREAS, in 2023, there was significantly below-average annual  
4 precipitation across portions of the Northwest, Southwest, Ohio Valley,  
5 Gulf Coast and East Coast of the United States, and above-average  
6 precipitation across much of the Northeast United States and from  
7 California to the central Plains; and

8 WHEREAS, the United Nations defines climate change as long-  
9 term shifts in temperatures and weather patterns, and since the 1800s,  
10 human activities have been the main driver of climate change, primarily  
11 due to the burning of fossil fuels like coal, oil and gas; and

12 WHEREAS, the term “climate change” is no longer considered to  
13 accurately reflect the seriousness of the overall situation—climate  
14 emergency or climate crisis are terms that better describe the current  
15 state of our climate; and

16 WHEREAS, at the Davos World Economic Forum in 2024, it was  
17 stated that “urgency is our only savior” when talking about the climate  
18 crisis; and

19 WHEREAS, New York state’s Climate Leadership and Community  
20 Protection Act requires a 40 percent reduction in greenhouse gas  
21 emissions by 2030 and an 85 percent reduction by 2050; and

22 WHEREAS, education gives people the knowledge and tools they  
23 need to adapt to the impacts of climate change and the risks it poses  
24 to lives, livelihoods and well-being, and education can also be a  
25 powerful driver for more sustainable development, including a  
26 transition to greener societies; and

27 WHEREAS, schools and educators play an essential role by  
28 engaging students in credible, science-based, hands-on, relevant  
29 learning about climate change and preparing our students for robust  
30 job opportunities in green technologies, construction and restoration  
31 efforts; and

32 WHEREAS, schools are living laboratories of learning and  
33 educators can play a leadership role in modeling climate and  
34 environmentally friendly practices such as building design, energy use,  
35 land use that is green and pollinator friendly, water conservation, waste  
36 disposal, and composting and recycling; and

37 WHEREAS, our response to climate change may provide us with  
38 opportunities to save money, build energy-independent and fiscally  
39 stable school districts with resilient infrastructure, and ensure safe and  
40 healthy school environments:

41 **RESOLVED, that the AFT will examine Climate Smart**  
42 **Communities and other sustainable schools across the country**  
43 **that integrate the curriculum to facilitate comprehensive energy**



44 **reduction, decarbonization, sustainability and indoor air quality**  
45 **projects; and**

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

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

*Submitted by: New York State United Teachers*

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

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

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

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

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

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

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

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

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

*Submitted by: Oregon Federation of Nurses and Health Professionals, Local 5017*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 WHEREAS, the AFT and our 1.75 million members are committed  
2 to making a difference in the lives of the students, patients and  
3 communities we serve by the work we do, the advocacy we pursue,  
4 and the real solutions we bring; and

5 WHEREAS, the AFT and our members make meaningful change  
6 through that work, and through organizing and activism; and

7 WHEREAS, the AFT and our members engage in politics not as a  
8 partisan tactic or destination, but as a means to turn our values and  
9 aspirations for a better life into a reality for all people; and

10 WHEREAS, the 2024 elections are a battle for what kind of  
11 country we seek to be: one of community, or one of chaos; one of  
12 hope, or one of fear; one of democracy, or one of autocracy; and the  
13 stakes are existential, with our freedoms, rights and democracy  
14 hinged on the outcome of the election; and

15 WHEREAS, Joe Biden and Donald Trump are the leading  
16 presidential candidates, and the contrast could not be starker or their  
17 records more clear; and

18 WHEREAS, Joe Biden and Kamala Harris have fought for the  
19 middle class, built an economy from the bottom up by enabling  
20 increased wages and economic growth of more than 6 percent;  
21 creating more than 15 million new jobs; and reaching the lowest  
22 unemployment in 50 years; Donald Trump turned his back on working  
23 families during his presidency, the country lost almost 3 million jobs,  
24 while cutting taxes on the rich and paying for it with middle-class tax  
25 increases like SALT (State and Local Tax deduction limitations); and

26 WHEREAS, Biden-Harris strengthened the Affordable Care Act,  
27 weakened the stranglehold of Big Pharma and the healthcare  
28 companies by requiring Medicare to negotiate prescription drug prices  
29 and capping the price of insulin, saving families more than \$800 per  
30 year; Trump supports Big Pharma and the healthcare companies over  
31 working families, and ignored skyrocketing healthcare costs while  
32 trying to eliminate the Affordable Care Act, risking the health  
33 insurance for millions of Americans; and

34 WHEREAS, Biden-Harris value the role of public education and  
35 the freedom of youngsters to thrive by providing record funding for  
36 public education to reopen schools safely, to address the myriad  
37 issues caused by the pandemic, including school staffing shortages  
38 and low pay, crumbling buildings, mental wellness, and to transform  
39 schools for students through investments in technical education and  
40 community school programs; Trump and his secretary of education,  
41 Betsy DeVos, sought to demonize, defund and destabilize public

42 education, and to open public schools during the once-in-a-century  
43 pandemic without appropriate safeguards; and

44 WHEREAS, Biden-Harris delivered for working families,  
45 eliminating crushing student debt for millions of Americans, by  
46 canceling over \$1.5 billion in student loans for public service workers;  
47 Trump and DeVos tried to eliminate the Student Loan Forgiveness  
48 program and made it impossible to get student debt relief that was  
49 already law; and

50 WHEREAS, Biden-Harris fight for the right for people to retire with  
51 dignity, have protected and strengthened Social Security and  
52 Medicare, and saved the pensions of hundreds of thousands of union  
53 workers and retirees whose private pensions were at risk; Trump has  
54 repeatedly sought to undermine Social Security and Medicare, and is  
55 saying he is “open” to cutting Social Security and Medicare, putting at  
56 risk the retirement security of millions of working families; and

57 WHEREAS, the Biden-Harris administration’s judicial  
58 appointments include Ketanji Brown Jackson, the first African  
59 American female Supreme Court justice, and reflect the diversity of  
60 our country and protect our freedoms, rights and democracy; Trump’s  
61 judicial appointees have served as an ideological sledgehammer to  
62 unprecedentedly attack the rights and protections of people who have  
63 historically been discriminated against, including people of color and  
64 the LGBTQIA+ community; and

65 WHEREAS, Biden-Harris have been vigilant in protecting  
66 reproductive freedoms and calls for federal law to codify the  
67 protections of *Roe v. Wade*; Trump deliberately appointed three  
68 Supreme Court justices for the purpose of overturning *Roe v. Wade*  
69 resulting in putting women’s health and lives at risk and ending  
70 reproductive freedom for millions of women; and

71 WHEREAS, Biden-Harris know that immigration strengthens our  
72 country, and although there is still much work to be done to fix our  
73 nation’s broken immigration system, they support comprehensive,  
74 compassionate reform, with increased lawful pathways to the United  
75 States, while promoting family unity and stability for noncitizens;  
76 Trump demonizes people seeking a better life through immigration  
77 and pledges to continue building his border wall; and

78 WHEREAS, the executive council of the AFT on Oct. 3, 2023,  
79 “demanded that President Biden take bold action by declaring a  
80 national climate emergency in order to address the human-caused  
81 crisis brought about by the burning of fossil fuels.” The contrast  
82 between presidential candidates is clear: Biden and Harris  
83 understand the imminent risk of climate change, and while  
84 acknowledging there is more to be done, have made the largest  
85 investment in clean energy in history and protected millions of acres  
86 of federal land from drilling; conversely, Trump has promised a “drill,

87 baby, drill” policy and to repeal responsible climate change policies;  
88 and

89 WHEREAS, Biden-Harris know that union membership can be  
90 transformative and provides the pathway to the middle class, and  
91 President Biden became the first president in U.S. history to walk a  
92 picket line; Trump relentlessly attacks unions and sought to weaken  
93 workers’ voice through appointing anti-worker voices to the National  
94 Labor Relations Board; and

95 WHEREAS, there is still much work to be done on important  
96 economic, climate, healthcare, education and civil rights issues—here  
97 and abroad—including inflation, and the cost of food, gas and  
98 housing; it is clear that Biden and Harris understand these issues,  
99 share our values and are the right choice in 2024; and

100 WHEREAS, the choice between Joe Biden and Donald Trump is  
101 clear. Biden has been a president who shares our values, fights for  
102 the middle class, understands that government can help people and  
103 that you must accept the decisions of people in elections and in the  
104 courts; Donald Trump, a convicted felon himself, again is not  
105 promising to accept the outcome of the 2024 election, calls the Jan. 6  
106 insurrectionists “patriots,” and has even promised to provide a  
107 presidential pardon for them; and he has said he would be a dictator  
108 on Day One; and

109 WHEREAS, this election is about one who believes in the rule of  
110 law vs. the rule of one; and

111 WHEREAS, this election is expected to be very close; and apathy,  
112 chaos and voter suppression are the tools of autocrats who seek  
113 power for their own self-interests; the AFT and our members cannot  
114 afford to sit on the sidelines; and

115 WHEREAS, the AFT’s greatest resource is our members and their  
116 trusted role in their workplaces and communities, which makes them  
117 important messengers in every election; and

118 WHEREAS, the AFT and our affiliates must educate, organize,  
119 and mobilize members and allies to get out the vote in a manner that  
120 meets this time of peril and elect leaders who will represent everyone  
121 and see solutions to our shared challenges:

122 **RESOLVED, that for all these reasons and for our students,**  
123 **our patients, our families, our communities, our democracy and**  
124 **ourselves, the AFT endorses the re-election of Joe Biden for**  
125 **president and Kamala Harris for vice president in the November**  
126 **2024 general election; and**

127 **RESOLVED, that the AFT and our state and local affiliates will**  
128 **recruit and engage members in a coordinated get-out-the-vote**  
129 **effort to ensure they and their families are registered to vote,**  
130 **informed of the positions of President Joe Biden, former**

131 **President Donald Trump and other presidential candidates, and**  
132 **turn out on Election Day; and**

133 **RESOLVED, that the AFT and our affiliates will provide the**  
134 **necessary resources and undertake the necessary**  
135 **comprehensive get-out-the-vote programs to educate and**  
136 **organize allies and the general public about the issues and the**  
137 **candidates in the 2024 election; and**

138 **RESOLVED, that the AFT, in solidarity, will continue to work**  
139 **with and build a broad coalition effort with the AFL-CIO, other**  
140 **labor unions, and community partners in our collective effort to**  
141 **re-elect Joe Biden and Kamala Harris.**

*Submitted by: AFT Executive Council*

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

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

1      WHEREAS, America’s governing documents—the Declaration of  
2 Independence, the Constitution, even the Pledge of Allegiance that is  
3 taught to school children—describe the United States in aspirational  
4 terms as a democratic republic committed to “liberty and justice for  
5 all”; and

6      WHEREAS, over the course of almost 250 years, the United  
7 States has fallen short of these aspirations: At various times in our  
8 history, Indigenous people; African Americans; Latinos; Asian  
9 Americans and Pacific Islanders; women; LGBTQIA+ Americans;  
10 members of minority religious faiths, such as Judaism and Islam;  
11 working people; and immigrants have been denied, overtly or by  
12 impact, the freedom and rights accorded other Americans; and

13      WHEREAS, in the continuing quest to fully realize liberty and  
14 justice, we have been part of movements that have bent the long arc  
15 of our nation’s history toward those values, increasingly sharing the  
16 fruits of democracy among all, even as there remains much work that  
17 needs to be done; and

18      WHEREAS, two great institutions in which the AFT participates—  
19 the labor movement and public education—have been central to the  
20 expansion of freedom, justice and democracy in the U.S.; and

21      WHEREAS, we are facing a reversal of this progress as the 2024  
22 elections draw near:

- 23      • Free and fair democratic elections have come under attack in  
24      two fundamental ways: first, by assaults on the universal

25 franchise with voter suppression and extreme gerrymandering  
 26 and by assaults on nonpartisan election officials and  
 27 procedures, and second, by the refusal of Donald Trump and  
 28 the ultra-right MAGA faction in American politics to accept the  
 29 results of an election when it doesn't go their way. As we  
 30 approach the four-year anniversary of the Jan. 6 insurrection,  
 31 one of our two major political parties is dominated by those who  
 32 still refuse to concede that their candidate lost the 2020 election  
 33 and who refuse to promise that they will accept the results of the  
 34 2024 election.

- 35 • The basic institutions and principles of U.S. democracy—from  
 36 the rule of law to ensuring that laws are enforced without fear or  
 37 favor—are under attack. There are too many examples of such  
 38 lawlessness from the presumed Republican candidate for  
 39 president, Donald Trump, to ignore or dismiss. Trump, who has  
 40 been convicted of 34 felonies by a jury of his peers, has  
 41 declared that if elected, he would act as “a dictator” on “Day  
 42 One” of his term of office. At his direction, his lawyers have  
 43 argued before the U.S. Supreme Court that as president, he  
 44 should have immunity from criminal prosecution if he ordered  
 45 the overturning of democratic elections, a coup d’etat, or even  
 46 an assassination of a political rival. And Trump is not alone. In  
 47 clear violation of the norms of democracy and the separation of  
 48 powers, the speaker of the House has called upon the Supreme  
 49 Court to overturn the former president’s criminal convictions.  
 50 SCOTUS justices with clear biases and conflicts of interest have  
 51 refused to recuse themselves from cases that involve the Jan. 6  
 52 insurrection and the question of presidential immunity.
- 53 • Organized labor has come under attack, with the SCOTUS  
 54 continuing the anti-union animus that characterized *Janus v.*  
 55 *AFSCME* and undermining the right to strike in *Glacier*  
 56 *Northwest, Inc. v. Universal Brotherhood of Teamsters*.
- 57 • Public education has come under attack, with various MAGA-  
 58 dominated states adopting universal voucher schemes designed  
 59 to undermine public schools.
- 60 • Academic freedom and free speech in education have come  
 61 under attack, with various MAGA-dominated states adopting  
 62 legislation and executive orders that outlaw the teaching of  
 63 history and concepts opposed by those in power, that enable  
 64 the widespread banning of books in schools and libraries in their  
 65 disfavor, and that inhibit peaceful protests on campus.  
 66 Congressional hearings are being used for McCarthyite-style  
 67 inquisitions of education leaders.
- 68 • Reproductive freedom has come under attack, with the  
 69 SCOTUS overturning a half century of precedent and ending the  
 70 federal guarantee of the right to choose whether to bear a child  
 71 (*Dobbs v. Jackson*). Several states have passed draconian anti-  
 72 abortion laws, calling into question women’s right to control their



- 73 own bodies and compromising accessibility to birth control and  
74 in vitro fertilization.
- 75 • The civil rights of people of color have come under attack with  
76 the SCOTUS decision striking down affirmative action programs  
77 in colleges and universities (*Students for Fair Admissions v.*  
78 *Harvard*) and by MAGA state governors and legislatures taking  
79 actions against diversity, equity and inclusion programs.
  - 80 • LGBTQIA+ people have come under attack by a Supreme Court  
81 that has struck down anti-discrimination statutes (*Masterpiece*  
82 *Cakeshop v. Colorado Civil Rights Commission*) and by MAGA  
83 state governors and legislatures denying gender-affirming  
84 healthcare and targeting LGBTQIA+ youth and students for  
85 discriminatory treatment.
  - 86 • Religious freedom has come under attack with SCOTUS  
87 decisions that have dismantled the wall of separation between  
88 church and state (*Carson v. Makin, Kennedy v. Bremerton*  
89 *School District*).
  - 90 • Efforts to address the effects of climate change have come  
91 under attack, as the issue has become politicized by MAGA  
92 politicians who deny its reality.
  - 93 • The very humanity of marginalized and stigmatized communities  
94 has come under attack with campaigns of hate and  
95 dehumanization. Presumed Republican presidential candidate  
96 Donald Trump has used the tropes of Nazis to assail immigrants  
97 as “poisoning the blood” of the nation and has described his  
98 political opponents as “vermin.” In the wake of Oct. 7 and the  
99 Israel-Hamas war, there has been a deluge of antisemitism and  
100 anti-Arab and anti-Muslim hate in the U.S.:

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

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

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

118 the means for providing economic opportunity and advancement  
119 to all Americans; and

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

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

*Submitted by: AFT Executive Council*

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

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

1 WHEREAS, the AFT has declared that we are in the middle of a  
2 climate emergency; and

3 WHEREAS, unless we dramatically move away from using fossil  
4 fuels and toward renewable energy, we will succumb to the worst-  
5 case scenario of climate crisis, harming the future of our families, our  
6 students and our planet; and

7 WHEREAS, public school, college, university and hospital and city  
8 buildings are enormous energy consumers and contribute  
9 significantly to greenhouse gas emissions; and

10 WHEREAS, burning fossil fuels to heat and cool buildings is the  
11 source of 31 percent of all U.S. carbon emissions; and is the school  
12 and hospital administrator's highest cost after staffing; and

13 WHEREAS, burning fossil fuels causes multiple long-term health  
14 issues, including asthma, cancer and contributes to heart disease;  
15 and

16 WHEREAS, the federal Inflation Reduction Act will reimburse  
17 public schools, colleges, universities, hospitals and cities up to 60  
18 percent for the cost of clean energy projects, and can now receive  
19 "direct pay" payments once projects are completed instead of tax  
20 credits; and

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

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

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

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

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

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

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

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

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

65 **efforts to implement the IRA in our public schools, universities**  
66 **and hospitals.<sup>1</sup>**

*Submitted by: AFT Massachusetts; AFT-Oregon; AFT Washington; Boston Teachers Union, Local 66; Chicago Teachers Union, Local 1; Patchogue-Medford Congress of Teachers, Local 1430; University Council AFT, Local 1474*

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

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

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

Additional Information:

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

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

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

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

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

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

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

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

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

*Submitted by: New York State United Teachers*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

41       **RESOLVED, that the AFT will create, encourage, support and**  
42 **conduct D.C. statehood trainings and workshops during the AFT**  
43 **convention and other AFT conferences and convenings; and**  
44       **RESOLVED, that a D.C. Statehood Task Force, led by**  
45 **members of the Washington Teachers' Union, AFT Local 6, will**  
46 **help guide and support the work of the above actions.**

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

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

## **55. IN SUPPORT OF SENSIBLE FEDERAL GOVERNMENT PRIORITIES**

1       WHEREAS, the biggest threats to the people of the United States  
2 are not military but are:  
3       1. the failure to provide living-wage jobs; affordable healthcare,  
4 education and housing and necessary social services as human  
5 rights;  
6       2. the climate crisis, which is causing massive floods, severe  
7 droughts, heat domes, increasingly destructive storms, and  
8 health-threatening air quality, with disproportionate impact on  
9 frontline communities and people of color;  
10      3. the threat of nuclear war; and  
11      4. Systemic racism and gender discrimination; and  
12       WHEREAS, the U.S. Pentagon budget increased by an average  
13 of 5.7 percent per year from 2001 to 2022; and  
14       WHEREAS, the federal minimum wage of \$7.25 per hour would  
15 be \$24.84 if it had increased at the same rate as the Pentagon  
16 budget, but it has increased by an average of only 1 percent per year  
17 since 2001; and  
18       WHEREAS, the Pentagon consumes more than half of the federal  
19 discretionary budget, and currently costs taxpayers \$877 billion per  
20 year; and  
21       WHEREAS, the U.S. military expenses are higher than those of  
22 the next nine nations combined, and six of those are U.S. allies; and  
23       WHEREAS, the Pentagon has failed all five attempted audits and  
24 is unable to account for 61 percent of its \$3.5 trillion in assets; and  
25       WHEREAS, military corporations routinely gouge the public,  
26 overcharge the government and inflate their profits at taxpayer  
27 expense; and  
28       WHEREAS, the 750 or more overseas U.S. bases do not make us  
29 more secure, but rather become flashpoints for conflict and possible  
30 war; and  
31       WHEREAS, the Pentagon is the planet's largest institutional fossil  
32 fuel user and emitter of greenhouse gases; and

POLITICAL ACTION/LEGISLATION COMMITTEE

33 WHEREAS, we could make substantial reductions to military  
34 spending without compromising national security; and

35 WHEREAS, the funds saved should be redirected to combating  
36 the climate crisis, meeting urgent social priorities and addressing  
37 other needs of working people, the poor and the disadvantaged; and

38 WHEREAS, the 2017 national AFL-CIO Convention resolved that  
39 “The AFL-CIO calls upon the president and Congress to bring the war  
40 dollars home and make our priority as a nation rebuilding the nation’s  
41 crumbling infrastructure, creating millions of living wage jobs and  
42 addressing human needs such as education, health care, housing,  
43 retirement security, and jobs”; and

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

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

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

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

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

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

*Submitted by: Faculty and Staff Federation Community College of  
Philadelphia, Local 2026; Retiree Chapter of the Faculty and Staff  
Federation Community College of Philadelphia, Local 2026R; United  
University Professions, Local 2190*

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



## 56. ADDRESSING STAFF SHORTAGES IN THE GOVERNMENT WORKFORCE

1 WHEREAS, public workers provide the services Americans need;  
2 and

3 WHEREAS, public employee wages and benefits increasingly have  
4 fallen behind the private sector since the 2008 Great Recession—a fact  
5 that was exacerbated when the global pandemic began in March 2020;  
6 and

7 WHEREAS, public sector workers have retired and left public  
8 service in record numbers in the past decade; and

9 WHEREAS, the majority of work in federal, state and local  
10 governments is done by knowledge workers who often incur student  
11 debt to qualify to work in their public profession. In May 2020, entry-  
12 level jobs requiring a postsecondary education comprised over 63  
13 percent of state government jobs and 61 percent of local government  
14 jobs, compared with 35 percent of private sector employment<sup>1</sup>; and

15 WHEREAS, vacant government positions continue to be unfilled  
16 due to a lack of qualified candidates or a lack of awareness of  
17 government employment by those seeking work, causing important  
18 public services to be discontinued or to fall dramatically behind so that  
19 citizens lose faith in the government; and

20 WHEREAS, it's become clear that without dramatic changes in how  
21 the public sector operates, in this very tight labor market where  
22 unemployment is at historic lows, our democracy is challenged with a  
23 lack of resources and workers to maintain our system of government;  
24 and

25 WHEREAS, according to Harvard research, there are 27 million  
26 “hidden workers”<sup>2</sup> who are working one or more part-time jobs,  
27 unemployed for a long time but seeking employment or willing to work  
28 under the right circumstances, who might be attracted to public work:

29 **RESOLVED, that the AFT will educate locals on these issues**  
30 **and on solutions, including how union leaders and management**  
31 **can work together to ensure that government work becomes a**  
32 **“destination” employment opportunity for workers, and that new**  
33 **hires can begin building careers in public service that transform**  
34 **communities and strengthen our democracy; and**

35 **RESOLVED, that the AFT will continue efforts to work with the**  
36 **federal government to expand avenues for underemployed and**  
37 **unemployed people in the “hidden workforce” to seek**

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<sup>1</sup> <https://www.bls.gov/spotlight/2021/occupational-employment-and-wages-in-state-and-local-government/home.html>

<sup>2</sup> <https://www.hbs.edu/managing-the-future-of-work/Documents/research/hiddenworkers09032021.pdf>

38 employment in government service; and  
 39 RESOLVED, that the AFT will help locals work with  
 40 management to attract a new workforce to the public sector, to  
 41 build a better life for themselves and to help strengthen our  
 42 communities; and  
 43 RESOLVED, that the AFT will develop resources to support  
 44 affiliate work addressing inadequate compensation in the  
 45 government sector through collective bargaining and publicizing  
 46 the comparative research and analysis that makes this point; and  
 47 RESOLVED, that the AFT will research and lift up critical  
 48 employment benefits such as pensions, paid parental leave, child  
 49 care and student debt relief that may make working for the people  
 50 in government service more attractive; and  
 51 RESOLVED, that the AFT will assist locals in an in-depth  
 52 examination of the root causes of high vacancy rates in all levels  
 53 of public service and work to address them to fill positions; and  
 54 RESOLVED, that the AFT will adopt the report "Making  
 55 Democracy Work: Real Solutions for Recruiting and Retaining  
 56 Public Employees," and recommendations made by the AFT  
 57 Public Employees Short Staffing Task Force; and  
 58 RESOLVED, that the AFT Public Employees Program and  
 59 Policy Council will build on the work of the Short Staffing Task  
 60 Force to develop a comprehensive strategy to address  
 61 government employee shortages.

*Submitted by: AFT Executive Council*

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

**57. AFFIRMING THE FIRST RESPONDER STATUS OF  
 OPEN WATER LIFEGUARDS**

1 WHEREAS, every day AFT public employees make a difference in  
 2 the lives of others through service to their communities; and  
 3 WHEREAS, the AFT fights for that better quality of life, and for the  
 4 real solutions that get us there—at the bargaining table or ballot box,  
 5 in our places of employment, and on our streets; and  
 6 WHEREAS, AFT members have long taken an active role in  
 7 shaping their future—in their workplaces, their communities and the  
 8 halls of power; and  
 9 WHEREAS, "Emergency Response Provider"; 6 U.S.C. 101(6)  
 10 clearly states that emergency response providers include by example  
 11 all federal, state, local government and non-government public fire, law  
 12 enforcement, emergency response, EMS and hospital agencies and  
 13 "related personnel agencies and authorities"; and

14 WHEREAS, "Emergency Response Employees"; 42 U.S.C. 30FF-  
15 133(a) states that emergency response employees are defined by their  
16 duties, which include responding and attending to a victim, treating a  
17 victim, assisting a victim and transporting a victim; and

18 WHEREAS, the Homeland Security Act of 2002 defines the term  
19 "first responders" as "individuals who, in the early stages of an incident,  
20 are responsible for the protection and preservation of life, property,  
21 evidence, and the environment; and

22 WHEREAS, Current federal law, clearly without exception, allows  
23 for open water lifeguards to qualify as first responders/emergency  
24 response providers; and

25 WHEREAS, the AFT counts among its many public employee  
26 members open water lifeguards acting as first responders/emergency  
27 response providers without the designation:

28 **RESOLVED, that the AFT will affirm that open water lifeguards**  
29 **qualify as first responders and emergency response providers,**  
30 **and recognizes the essential, lifesaving work performed by these**  
31 **brave individuals; and**

32 **RESOLVED, that the AFT will support House Concurrent**  
33 **Resolution 41 being offered in the Subcommittee on Economic**  
34 **Development, Public Buildings and Emergency Management.**

*Submitted by: New York State Lifeguard Corps, Local 7956*

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

## **58. IN SUPPORT OF JUST, RESPECTFUL AND SAFE PUBLIC SAFETY PRACTICES FOR ALL**

1 WHEREAS, as public school educators, it is our responsibility to  
2 protect the safety and well-being of all students and to promote equity  
3 and justice for all students, families and communities we serve; and

4 WHEREAS, the relationship between the police and the public in  
5 the United States is complex and multifaceted, such that, in some  
6 communities, there is a strong sense of trust and cooperation between  
7 the police and residents, while in others, there is a history of mistrust  
8 and tension; and

9 WHEREAS, in some communities, residents experience interaction  
10 with police whose tactics are too aggressive, which leads to feelings of  
11 intimidation and fear in the neighborhoods where they live; and

12 WHEREAS, such violence undermines the trust between  
13 communities of color and law enforcement, and creates fear and  
14 trauma for students, families and educators; and

15 WHEREAS, incidents of police violence have been shown to  
16 negatively affect the mental well-being of society overall, including  
17 students and the educators who serve them; and

18 WHEREAS, research has shown that exposure to police violence  
19 can have negative impacts on students' mental and physical health,  
20 academic performance and overall well-being:

21 **RESOLVED, that the AFT condemns all forms of police**  
22 **violence, particularly against Black individuals; and**

23 **RESOLVED, that the AFT demands that the United States**  
24 **Justice Department immediately and thoroughly investigate the**  
25 **proliferation of elite, barely supervised anti-crime tactical units in**  
26 **local police departments across the nation; and**

27 **RESOLVED, that the AFT stands firm against those who,**  
28 **through legislation and educational policies, seek to erase our**  
29 **nation's history and our collective memories, resulting in**  
30 **widespread miseducation about the systemic barriers to safety,**  
31 **security, advancement and achievement; and**

32 **RESOLVED, that the AFT encourages ongoing education and**  
33 **dialogue within our schools and communities to raise awareness**  
34 **about the impact of police violence and to work together to build**  
35 **a more just and equitable society for all; and**

36 **RESOLVED, that the AFT supports consistent, ongoing**  
37 **professional development on racial competence for every public**  
38 **employee working with and in our schools and their surrounding**  
39 **communities.**

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

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

## **59. OPPOSITION TO THE TRADING OF CALIFORNIA'S WATER SUPPLY ON WALL STREET**

1 WHEREAS, in 2020, Wall Street began trading water futures,  
2 specifically in California, as a commodity. The country's first water  
3 market launched on the Chicago Mercantile Exchange on Dec. 7, 2020,  
4 with \$1.1 billion in contracts tied to water prices in California, according  
5 to Bloomberg News; and

6 WHEREAS, the United States is the second biggest consumer of  
7 water in the world, with California accounting for 9 percent of the  
8 nation's daily consumption. The size of California's water market is four  
9 times larger than any other state; and

10 WHEREAS, the market allows farmers, hedge funds and  
11 municipalities to hedge bets on the future price of water and water

12 availability in the American West. The new trading scheme was  
13 announced in September 2020, prompted by the region’s worsening  
14 heat, drought and wildfires fueled by climate change. We must also  
15 consider the effects of population growth and pollution; and

16 WHEREAS, the California State Constitution requires that the water  
17 be used “reasonably” for a “beneficial use;” and

18 WHEREAS, some experts say treating water as a tradable  
19 commodity puts a basic human right into the hands of financial  
20 institutions and investors, a dangerous arrangement as climate change  
21 alters precipitation patterns and increases water scarcity; and

22 WHEREAS, the CFT has an obligation to address social justice,  
23 racial justice, and climate issues that could put its members as well as  
24 the general population in the State of California at risk; and

25 WHEREAS, water is a life-sustaining natural resource that is  
26 necessary for the survival of the human race; it should not be treated  
27 as a common commodity, like that of gold or oil; and

28 WHEREAS, if the trading of water on Wall Street continues  
29 unopposed, we may find that this natural resource becomes more at  
30 risk and less plentiful for poor people, working people, people of color,  
31 and people living in less affluent communities; and

32 WHEREAS, if the trading of water continues unopposed in the state  
33 of California, it may become a trend, and other drought-affected and  
34 agricultural states throughout the United States could begin to do the  
35 same; and

36 WHEREAS, the world has already seen these types of blatant racial  
37 differences in Flint, Mich., the Navajo Nation and, most recently,  
38 northeastern Oregon. The move to sell water futures in California  
39 stands as a foreboding indicator of the transformation of water from a  
40 basic right into a limited-access luxury. It is a frightening expansion of  
41 a reality that already exists for poor, Black and brown, and Native  
42 American communities across the country; and

43 WHEREAS, the CFT represents communities that will be affected  
44 by the trading of water futures:

45 **RESOLVED, that the AFT will publicly oppose the**  
46 **commodification of water in the state of California; and**

47 **RESOLVED, that the AFT will work with legislators and other**  
48 **public figures to address the concerns of this resolution; and**

49 **RESOLVED, that the AFT will commit to making its members**  
50 **aware of the commodification of water in the state of California;**  
51 **and**

52 **RESOLVED, that the AFT will consider running a public**  
53 **campaign against the current trading of water futures in the state**  
54 **of California.**

*Submitted by: California Federation of Teachers*

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

## 60. SWATTING

1 WHEREAS, swatting is a dangerous and malicious practice in  
2 which false reports of emergencies are made to law enforcement with  
3 the intent of prompting a large-scale police response, often involving  
4 SWAT teams; and

5 WHEREAS, swatting incidents have been on the rise, posing  
6 significant threats to public safety, causing unnecessary panic, and  
7 diverting valuable resources away from genuine emergencies; and

8 WHEREAS, the safety and well-being of students, educators and  
9 staff in our schools are of paramount importance; and

10 WHEREAS, our nation's school districts must take proactive  
11 measures to prevent and respond to potential swatting incidents in  
12 order to ensure a secure learning environment:

13 **RESOLVED, that the AFT will call for a collaboration of**  
14 **enforcement agencies and relevant stakeholders for the purpose**  
15 **of developing and updating comprehensive guidelines and**  
16 **procedures aimed at preventing and responding to swatting**  
17 **incidents in schools; and**

18 **RESOLVED, that the AFT will advocate for legislation imposing**  
19 **severe penalties on adults who are found guilty of engaging in**  
20 **swatting activities, with a focus on deterring such malicious**  
21 **behavior; and**

22 **RESOLVED, that the AFT will encourage the development of a**  
23 **reporting mechanism for the purpose of compiling information**  
24 **about swatting incidents and the effectiveness of prevention**  
25 **measures and evaluating the collected data for areas of risk and**  
26 **response improvement.**

*Submitted by: New York State United Teachers*

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

## 61. ADDRESSING THE HARMS EXACERBATED BY STATE-LEVEL TAX CUTS

1 WHEREAS, in 2022 and 2023, the 50 states and the District of  
2 Columbia passed more than 500 separate tax and other revenue cuts  
3 with a value of more than \$37 billion, equal to approximately 2.5  
4 percent of state tax collections in 2022;<sup>1</sup> and

5 WHEREAS, the majority of these revenue reductions represent a  
6 significant step away from fiscal responsibility that will leave states ill-  
7 equipped to deal with future downturns in the economy; and

8 WHEREAS, in addition to the revenue cuts made in 2022 and 2023,  
9 31 additional tax and revenue cuts were made that phase in, in 2025,  
10 totaling an additional \$1.4 billion; and

11 WHEREAS, tax cuts have an initial value that is much smaller than  
12 their subsequent value in future years; and

13 WHEREAS, according to analysis done by the Albert Shanker  
14 Institute, 39 states devote a smaller share of their economic resources  
15 to public schools than they did before the Great Recession leaving  
16 about 60 percent of U.S. public school students in districts that are  
17 “chronically underfunded”;<sup>2</sup> and

18 WHEREAS, the government workforce at every level is  
19 underfunded further exacerbating the problem of filling vacancies to run  
20 our government systems. In 2008, there were 19.7 million people  
21 working in state and local government. If that workforce had grown at  
22 the same rate as the population, it would have totaled 21.6 million in  
23 2022; instead employment fell to 19.3 million;<sup>3</sup> and

24 WHEREAS, states have not maintained the same level of  
25 investment in public higher education than they did prior to the Great  
26 Recession, fueling increases in tuition and an expansion of adjunct  
27 faculty; and

28 WHEREAS public hospitals that serve both teaching and safety net  
29 purposes face chronic funding issues:

30 **RESOLVED, that the AFT will support affiliates as they educate**  
31 **and lobby state legislatures to stop the race to significantly**  
32 **reduce or eliminate state income taxes; and**

33 **RESOLVED, that the AFT will continue to support efforts such**  
34 **as combined reporting to prevent corporations from using**  
35 **subsidiaries in states with particular tax shelters to avoid paying**

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<sup>1</sup> Taken from NCSL and AFT research. Baseline 2022 number is from:  
<https://www.census.gov/data/tables/2022/econ/state/historical-tables.html>

<sup>2</sup> <https://www.schoolfinancedata.org/the-adequacy-and-fairness-of-state-school-finance-systems-2024/>

<sup>3</sup> This data includes education workers: <https://cepr.net/report/trends-in-state-and-local-government-employment/>

36 **taxes rightfully owed from operations in another state; and**  
37 **RESOLVED, that the AFT will support affiliates as they educate**  
38 **and lobby state legislatures to adopt worldwide combined**  
39 **reporting for corporate income tax to prevent offshoring of tax**  
40 **revenue; and**

41 **RESOLVED, that the AFT and our affiliates will work to**  
42 **eliminate tax haven states and countries where corporations**  
43 **shelter income from taxation; and**

44 **RESOLVED, that the AFT will remain actively involved in Public**  
45 **Services International to advocate for a fair and equitable tax**  
46 **administration program around the world to fund quality public**  
47 **services.**

*Submitted by: Federation of Public Health and Human Services, Local 4573;  
North Dakota Public Employees, Local 4660*

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

PROPOSED



## 62. IN SUPPORT OF SCREENINGS/TRAINING ON ELDER ABUSE

1 WHEREAS, the World Health Organization expects the global  
2 population of older adults to approximate 22 percent by 2050, a  
3 percentage that continues to rise every year. Moreover, 1 in 10 older  
4 adults and many AFT members report having experienced elder  
5 mistreatment. However, only 1 in 1,000 older adults in emergency  
6 departments are diagnosed with elder mistreatment; and

7 WHEREAS, the Administration on Aging within the U.S.  
8 Department of Health and Human Services reports that 5 million adults  
9 experience abuse, neglect and self-neglect every year. And the  
10 National Institute on Aging reports hundreds of thousands of adults  
11 over the age of 60 experience some form of abuse, whether physical,  
12 financial or emotional exploitation. Healthcare costs from violence and  
13 abuse to older adults are estimated to be over \$5.3 billion annually; and

14 WHEREAS, hospitals are not consistently screening for the  
15 detection of elder abuse. Medicare has required providers to perform  
16 certain routine screenings, but not yet mandated any screenings for  
17 elder abuse. Caregivers are not receiving consistent and adequate  
18 training on elder abuse; and when elder abuse is identified, there is not  
19 often the training on how to properly report it; and

20 WHEREAS, that the AFT, throughout our history, has committed to  
21 the defense of the most vulnerable members of our communities:

22 **RESOLVED, that the AFT will renew our commitment to the**  
23 **senior population across the United States. The AFT will work**  
24 **with our partners in the labor movement to advocate for our aging**  
25 **population; and**

26 **RESOLVED, that the AFT will commit to being a voice for older**  
27 **adults and to speaking for this population on a national level. The**  
28 **AFT will identify stakeholders to sit on the various councils and**  
29 **boards identified by or germane to the Elder Justice Act of 2010,**  
30 **and charge our local affiliates to improve elder care delivery**  
31 **through public policy advocacy and professional education,**  
32 **training, research in aging, and collaboration across all**  
33 **healthcare settings; and**

34 **RESOLVED, that the AFT will use its influence with the Centers**  
35 **for Medicare & Medicaid Services and the U.S. Department of**  
36 **Health and Human Services to require screenings for elder abuse**  
37 **at Medicare wellness visits, and that employers provide the time**  
38 **needed for healthcare providers to perform these screenings and**  
39 **adequately follow up; and**

40 **RESOLVED, that the AFT will support all those who do the**  
41 **work for the elderly, including in-home caregivers, by organizing**  
42 **those not yet represented by a union and building model language**

43 **for local unions to propose in contract bargaining that will**  
44 **improve the standards of care for the aging and senior population.**

*Submitted by: Oregon Federation of Nurses and Health Professionals, Local 5017*

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

**63. SUPPORT CALSTRS AND CALPERS USING ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) CRITERIA IN MAKING INVESTMENT DECISIONS**

1        WHEREAS, institutional investors, because of the size of their  
2 portfolios, can influence the behavior of firms in how they deal with their  
3 impact on the environment (E), how they treat their workforce (S), and  
4 how the governance structure of the firm (G) affects the decision-  
5 making of the firm; and

6        WHEREAS, the CFT for several decades has been pushing  
7 CalSTRS (California State Teachers' Retirement System) and  
8 CalPERS (California Public Employees' Retirement System) to  
9 incorporate ESG impacts when making their investment decisions; and

10        WHEREAS, CalSTRS has committed the organization to making its  
11 portfolio carbon neutral by 2050 or before; and

12        WHEREAS, CalSTRS has committed itself to reducing the carbon  
13 footprint of its portfolio by at least 50 percent by 2030; and

14        WHEREAS, CalSTRS and CalPERS have become international  
15 leaders in the movement by institutional investors to respond to the  
16 problems being caused by climate change and the corporations that  
17 are fueling that problem; and

18        WHEREAS, CalSTRS Board Vice-Chair and CFT member Sharon  
19 Hendricks recently joined the board of Principles for Responsible  
20 Investment (PRI) supported by the United Nations addressing  
21 investment risk related to climate change and the just transition for  
22 workers; and

23        WHEREAS, a corporation's carbon emissions create a direct, long-  
24 term, material risk to investors; and

25        WHEREAS, at present there is no requirement that corporations  
26 report their carbon emissions; and

27        WHEREAS, the Securities and Exchange Commission (SEC) is  
28 considering a new rule that would require all publicly traded  
29 corporations to report their Scope 1 and Scope 2 carbon emissions;  
30 and

31        WHEREAS, former Rep. Chris Stewart (R-Utah), who sat on the  
32 House Appropriations Committee, stated a priority to block the SEC  
33 from implementing this rule; and

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34 WHEREAS, the fossil fuel industry, their allies in other industries  
35 and their political allies are now reacting to significant progress being  
36 made by the engagement efforts of institutional investors to force  
37 corporations to reduce their carbon emissions; and

38 WHEREAS, the Texas Legislature passed legislation to block the  
39 state's pension funds from using ESG criteria in making their  
40 investment decisions; and

41 WHEREAS, regulators in Texas sent letters to 20 banks doing  
42 business in Texas to force them to stop using the material risk from  
43 climate change as part of the criteria for denying loans to fossil fuel  
44 companies based on the risk they face from the damage they are doing  
45 to the environment; and

46 WHEREAS, the American Legislative Exchange Council has  
47 released a model policy, titled the State Government Employee  
48 Retirement Protection Act, that forms the basis for legislation to block  
49 any state or local pension fund in a state from using ESG criteria in  
50 making investment decisions; and

51 WHEREAS, this draft legislation has already led leaders in several  
52 fossil fuel-producing states to discuss policies that would bar the state  
53 from doing business with any company that takes the risks associated  
54 with climate change into consideration when making its business  
55 decisions; and

56 WHEREAS, investment management firms such as Vanguard and  
57 BlackRock, through their active engagement, have led many firms to  
58 reduce their carbon footprint and reduce other ESG risks; and

59 WHEREAS, the attorneys general of 13 states, including Kentucky,  
60 Indiana and Utah, have filed motions to the Federal Energy Regulatory  
61 Commission to stop Vanguard from purchasing shares in publicly  
62 traded utilities because they might use their ownership stake to  
63 encourage these utilities to reduce their reliance on fossil fuels and  
64 reduce their overall carbon footprint; and

65 WHEREAS, West Virginia and Florida dropped BlackRock Inc.  
66 funds from their portfolios over the asset manager's embrace of ESG  
67 investing; and

68 WHEREAS, using ESG criteria in investment decisions has  
69 repeatedly shown material benefit to the returns of pension  
70 investments; and

71 WHEREAS, investment management advisory firms are rapidly  
72 developing tools to measure the material impact of climate and other  
73 ESG risks to guide institutional investors to both decarbonize their  
74 portfolios and increase their direct investment in climate solutions; and

75 WHEREAS, these advisory firms are also developing tools to  
76 measure the material risks associated with declining biodiversity and  
77 water scarcity; and

78 WHEREAS, many corporations have recognized the long-term risk  
79 of climate change and other ESG risks, such as human rights abuses

80 embedded in their supply chains, and are actively seeking advice on  
81 how to measure their ESG risks and how to incorporate these risks into  
82 their business decisions:

83 **RESOLVED, that the AFT will support the proposed Securities**  
84 **and Exchange Commission regulation to require all publicly**  
85 **traded corporations to report their carbon emissions; and**

86 **RESOLVED, that the AFT will support CalSTRS' and CalPERS'**  
87 **efforts in the process of creating standardized metrics for**  
88 **measuring the material effects of ESG factors on investment**  
89 **returns; and**

90 **RESOLVED, that the AFT will oppose legislation that would**  
91 **block pension fund investors from using ESG criteria in making**  
92 **investment decisions; and**

93 **RESOLVED, that the AFT will oppose legislation that would**  
94 **penalize any companies for using ESG criteria to guide their**  
95 **business decisions.**

*Submitted by: California Federation of Teachers*

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

## 64. RECOGNITION FOR BEA LUMPKIN

1 WHEREAS, Beatrice "Bea" Lumpkin began her career in the labor  
2 movement nearly 90 years ago with a factory job at age 14, and helped  
3 organize for the Metal and Machinery Workers Industrial Union, a part  
4 of the newly formed Congress of Industrial Organizations; and

5 WHEREAS, upon her college graduation, Bea Lumpkin became an  
6 organizer for the United Electrical, Radio and Machine Workers of  
7 America; and

8 WHEREAS, she and her second husband, Frank Lumpkin, who led  
9 the Wisconsin Steel Save Our Jobs Committee, moved to Gary, Ind.,  
10 and she worked first as a journalist and later as a member of the United  
11 Steelworkers; and

12 WHEREAS, Bea Lumpkin took part in historic civil rights struggles  
13 in Chicago, marching with the Rev. Dr. Martin Luther King Jr. in  
14 Marquette Park, and working as an ally of the Black Panther Party; and

15 WHEREAS, she was a founding member of the Coalition of Labor  
16 Union Women in 1974, the year after *Roe v. Wade* confirmed a  
17 woman's constitutional right to an abortion; and

18 WHEREAS, she returned to school and became a math teacher  
19 both in Chicago Public Schools and at Malcolm X College, where she  
20 served as an inspiration to many students; and

21 WHEREAS, Bea Lumpkin has continued to maintain her activism  
22 as a retiree on many fronts, including the Chicago Teachers Union  
23 Retiree Committee, the Illinois Alliance for Retired Americans, and the  
24 Steelworkers Organization of Active Retirees, where she has focused  
25 on intergenerational work with youth activists; and

26 WHEREAS, she has continued to expand her activism in new fields  
27 with such critical work as the Chicago Teachers Union Climate Justice  
28 Committee and its fight against metal scrap company General Iron:

29 **RESOLVED, that the AFT will salute our sister Bea Lumpkin for**  
30 **her lifetime of tireless struggle on behalf of workers and other**  
31 **oppressed people and for a better world for all; and**

32 **RESOLVED, that the AFT will designate Bea Lumpkin as the**  
33 **esteemed recipient of an AFT lifetime achievement award.**

*Submitted by: Chicago Teachers Union, Local 1*

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

## **65. SUPPLEMENTAL PENSION PLAN PROTECTIONS FOR EDUCATION WORKERS**

1 WHEREAS, AFT members are routinely targeted by financial  
2 institutions trying to sell them supplemental pension plans; and

3 WHEREAS, AFT members in the public sector have employer-  
4 provided email addresses that are accessible to the public, including  
5 financial institution vendors; and

6 WHEREAS, there are multiple low-fee options for CFT members  
7 who choose to invest in a 403(b) or 457(b) plan (e.g., Fidelity,  
8 Vanguard and CalSTRS), but the vendors who contact AFT members  
9 frequently sell high-fee plans such as variable annuities with surrender  
10 charges; and

11 WHEREAS, the fees for these plans can be as much as five times  
12 as high as the fees on typical 401(k) plans; and

13 WHEREAS, the plans are often complex and impossible for  
14 nonprofessionals to understand, but are marketed in high-pressure  
15 sales pitches by salespeople earning high commissions; and

16 WHEREAS, the high fees associated with many of these plans are  
17 costing AFT members tens of thousands of dollars (or more) over their  
18 careers, and collectively cost all U.S. workers with these plans as much  
19 as \$10 billion per year; and

20 WHEREAS, AFT members can become trapped in these plans as  
21 surrender fees make it financially unfeasible to leave; and

22 WHEREAS, the Employee Retirement Income Security Act of 1974  
23 (ERISA) has largely eliminated the sale of high-fee 401(k) products to

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24 private employees, but its protections do not extend to accounts used  
25 by public employees; and

26 WHEREAS, Assembly Bill 1949 (2012) provided a process by  
27 which “public education employers may select specific 403(b) products  
28 offered by four or more vendors through due diligence and [a]  
29 competitive review process;” and

30 WHEREAS, these issues also impact other government workers,  
31 nonprofit workers and clergy:

32 **RESOLVED, that the AFT will research, educate and**  
33 **communicate to AFT members their options regarding**  
34 **supplemental pension plans; and**

35 **RESOLVED, that the AFT will sustain these efforts until such**  
36 **time as our members enjoy the same or similar protections as**  
37 **private employees with 401(k) plans; and**

38 **RESOLVED, that the AFT will support and/or sponsor federal**  
39 **legislation that extends ERISA protections to public employees**  
40 **nationwide, or give public employees or K-12 school employees**  
41 **access to 401(k) plans, or provide a mechanism for locals to limit**  
42 **the plans available to their members to those that have been**  
43 **vetted by the local and their employers.**

*Submitted by: California Federation of Teachers*

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

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

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

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

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

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

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

34 **RESOLVED, that the AFT will continue to address the root**  
35 **causes of this crisis—healthcare corporatization and**  
36 **consolidation, the influence of private equity, and the downstream**  
37 **impacts on staffing and healthcare provision through organizing**  
38 **and the Code Red Campaign. We will continue to work with our**  
39 **healthcare affiliates to address staffing, mandatory overtime,**  
40 **workplace violence and other problematic working conditions**

41 through bargaining, legislation, and policymaking on the local,  
42 state and federal levels; and

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

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

*Submitted by: AFT Connecticut*

- |   |   |  |                                 |
|---|---|--|---------------------------------|
| <input type="checkbox"/> Adopted            | <input type="checkbox"/> Adopted as Amended | <input type="checkbox"/> Defeated          | <input type="checkbox"/> Tabled |
| <input type="checkbox"/> Precluded by _____ |   | <input type="checkbox"/> Referred to _____ |                                 |

PROPOSED



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

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

7 WHEREAS, threats and assaults against healthcare workers have  
8 been rising steadily for many years in parallel with the rise in  
9 inadequate staffing. Between 2007 and 2022, the rate of injuries from  
10 workplace violence rose 181 percent in private hospitals, 143 percent  
11 in psychiatric and substance use facilities, and 50 percent in home  
12 health agencies. One study found that nurses and patient care aides  
13 experience physical or verbal aggression at least once every 40 hours  
14 worked. Behind these statistics are many healthcare workers who have  
15 suffered career-ending injuries and post-traumatic stress disorder.  
16 Dozens of healthcare workers are murdered at work each year,  
17 including the murder of AFT and Washington State Nurses Association  
18 member Douglas Brant, R.N., in 2022; and

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

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

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

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

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

49 **RESOLVED, that the AFT will work for meaningful and**

50 **enforceable workplace violence protections in laws, standards**

51 **and collective bargaining agreements for healthcare workers**

52 **through the Code Red campaign at the local, state and federal**

53 **levels; and**

54 **RESOLVED, that the AFT will continue to lead federal efforts to**

55 **pass the Workplace Violence Prevention for Health Care and**

56 **Social Service Workers Act, which would compel the**

57 **Occupational Safety and Health Administration to issue a federal**

58 **workplace violence prevention standard within one year, as well**

59 **as working directly with OSHA to bring members' voices to**

60 **rulemaking; and**

61 **RESOLVED, that the AFT will mobilize the Code Red campaign**

62 **to provide support to affiliates' state legislative efforts through**

63 **research, legislative language, analysis and opportunities for**

64 **affiliates to support one another; and**

65 **RESOLVED, that the AFT will assist locals to bargain for**

66 **stronger contract requirements and effective labor-management**

67 **safety committees, providing resources for collective bargaining**

68 **and capacity-building training.**

*Submitted by: Backus Federation of Nurses, Local 5149*

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

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

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

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

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

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

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

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

19 WHEREAS, internationally educated health professionals have at  
20 times faced abusive and exploitative conditions, including high  
21 damages for terminating contracts, payment of substandard wages,  
22 and intimidation for speaking out against such practices, and some  
23 have successfully challenged such practices in federal court<sup>1</sup> and  
24 through state attorney general offices;<sup>2</sup> and

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

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

- 32 • Recruiter and employer accountability;

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

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

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

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

42 **RESOLVED, that the AFT supports ethical and equitable**

43 **recruitment of internationally educated health professionals; and**

44 **RESOLVED, that the AFT welcomes internationally educated**

45 **health professionals as colleagues in providing the best care**

46 **possible for patients; and**

47 **RESOLVED, that while recognizing the rights of all health**

48 **professionals to migrate, the AFT also finds that foreign**

49 **recruitment is not a substitute for addressing the poor working**

50 **conditions that have exacerbated the staffing crisis; and**

51 **RESOLVED, that the AFT supports efforts to ensure that**

52 **recruitment efforts take into account the healthcare workforce**

53 **needs of source countries; and**

54 **RESOLVED, that the AFT opposes all abusive and exploitive**

55 **practices, including the use of long-term contracts with high**

56 **damages for termination, payment of substandard wages,**

57 **inadequate living conditions, and threats of deportation or other**

58 **penalties related to advocating for better conditions; and**

59 **RESOLVED, that the AFT supports including internationally**

60 **recruited health professionals as members of the bargaining unit**

61 **where one exists; and**

62 **RESOLVED, that the AFT supports equitable credit for**

63 **experience acquired in other countries; and**

64 **RESOLVED, that the AFT will actively seek opportunities to**

65 **collaborate with organizations representing health professionals**

66 **of various nationalities in order to advocate for the rights of all**

67 **health professionals, regardless of country of origin or education.**

*Submitted by: Washington State Nurses Association, Local 5901*

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

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

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

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

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

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

20 WHEREAS, peer-reviewed studies have consistently shown that  
21 safe staffing levels are crucial for maintaining patient safety and  
22 improving nurse retention and job satisfaction (e.g., Aiken et al., 2010;  
23 Needleman et al., 2011);<sup>1,2</sup> and

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

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

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

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

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

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

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

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

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

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

58 **RESOLVED, that the AFT will commit to advocating for these**  
59 **changes at the national level, supporting state healthcare**  
60 **affiliates and other nursing and healthcare unions/organizations**  
61 **to ensure that the voices of frontline nurses are heard and**  
62 **respected in the Magnet Certification process.**

*Submitted by: Ohio Nurses Association, Local 5903*

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

## 70. PSRP BILL OF RIGHTS

1 WHEREAS, there are more than 3 million paraprofessionals and  
2 school-related personnel who work every day to support more than 49  
3 million students in K-12 and 18 million students in higher education;  
4 and

5 WHEREAS, the AFT represents more than 370,000  
6 paraprofessionals, classroom assistants, school bus drivers,  
7 custodians, maintenance employees, food service workers, library and  
8 health assistants, clerical employees, registrars, secretarial staff, and  
9 other school and college support staff in schools and colleges  
10 nationwide; and

11 WHEREAS, since the onset of the COVID-19 pandemic, there are  
12 hundreds of thousands fewer school and college staff than before the  
13 pandemic, leaving schools and colleges without the necessary staff in  
14 almost every job classification, including school bus drivers and special  
15 education paraprofessionals; and

16 WHEREAS, the remaining PSRP staff in K-12 and higher education  
17 face increased workloads; and

18 WHEREAS, many PSRPs are undercompensated for their work,  
19 and do not receive a living wage, much less a competitive, family-  
20 sustaining wage; and

21 WHEREAS, many PSRPs lack job security because they are, as a  
22 matter of practice, laid off at the end of each school year and rehired  
23 annually; and

24 WHEREAS, many struggle to receive full-time hours because their  
25 services, including those of bus drivers and food service workers, are  
26 time delimited with many of their contracts extending only through the  
27 10-month school year; and

28 WHEREAS, many PSRPs lack access to high-quality, affordable  
29 healthcare because they are hired for insufficient hours to receive  
30 health benefits, or otherwise are charged exorbitant premiums for  
31 health insurance; and

32 WHEREAS, PSRPs are often the most diverse set of school  
33 employees, are more likely to have grown up in the communities they  
34 serve, and are the most trusted community members for students and  
35 parents, yet their voices are not always valued in forming school  
36 policies; and

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

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

43 WHEREAS, PSRPs deserve real solutions that would empower  
44 them to work in a stable, safe environment; to have multiyear job

45 security; to receive livable and competitive wages; and to have  
46 sufficient hours, affordable healthcare, a voice on the job, and  
47 meaningful input in school policy; and

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

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

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

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

*Submitted by: AFT Executive Council*

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

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

1 WHEREAS, 1 in 6 households in the United States with children is  
2 impacted by food insecurity;<sup>1</sup> and

3 WHEREAS, the AFT has long championed free healthy school  
4 meals for all as an important way to decrease food insecurity, reduce  
5 stigma and foster well-being for students; and

6 WHEREAS, numerous studies have shown that students who  
7 participate in universal school feeding programs achieve stronger

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



8 health outcomes and greater academic success than students who  
9 lack food security;<sup>2</sup> and

10 WHEREAS, AFT members across the country report significant  
11 food waste at locations that do not permit the distribution of surplus  
12 food to hungry students and community members through sharing  
13 tables or food donation to nonprofit partners as is recommended by the  
14 United States Department of Agriculture (USDA); and

15 WHEREAS, utilizing surplus food to feed hungry students and the  
16 community at large through community partner food donations and  
17 site-based sharing tables is a win-win by both reducing food waste and  
18 feeding those in need; and

19 WHEREAS, food unnecessarily discarded rather than redistributed  
20 to those in need in appropriate, safe and legal ways is an affront to both  
21 the school staff charged with feeding the community and the people  
22 within the community who would most benefit from a healthy meal; and

23 WHEREAS, more states are adopting legislation that guarantees a  
24 healthy school meal for every student, every day, no questions asked;  
25 and

26 WHEREAS, during the height of the COVID-19 pandemic, the  
27 USDA temporarily removed the economic barriers districts had faced  
28 when providing meals to students; and

29 WHEREAS, thanks to the USDA's rule changes during the  
30 pandemic, schools were able to offer free healthy meals to all students,  
31 every day, no questions asked, allowing students to thrive even during  
32 this difficult time in our country; and

33 WHEREAS, upon the waiver's expiry in the 2022-23 school year,  
34 districts reported paperwork delays, a massive increase in student  
35 lunch debt, and an overwhelming surge in demand at local food  
36 pantries; and

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

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

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

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

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

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

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

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

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

*Submitted by: Oklahoma City Federation of Classified Employees, Local  
4574*

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

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

1 WHEREAS, nationally, the schools and students we serve faced an  
2 unprecedented heat wave to begin the 2023-2024 school year; and

3 WHEREAS, extended heat waves and rising temperatures are  
4 expected to increase; and

5 WHEREAS, it is understood that the best teaching and learning  
6 must take place in suitable, welcoming and comfortable environments;  
7 and

8 WHEREAS, neither students nor AFT members should be expected  
9 to work, educate or learn in buildings that are over 76 degrees  
10 Fahrenheit (conditions that can be particularly dangerous for pregnant

11 and more senior members as well as for students and educators with  
12 certain medical conditions); and

13 WHEREAS, some schools across the country with significantly  
14 older buildings are entirely exposed without any shade, which, in  
15 addition to increased air conditioning, requires the installation of  
16 window shades and other measures to ensure acceptable  
17 temperatures and environments; and

18 WHEREAS, some AFT locals have passed resolutions and fought  
19 for established safe maximum temperature mandates for all  
20 classrooms and offices; and

21 WHEREAS, some have lobbied and advocated for legislation that  
22 provides funding and the commitment to ensure working spaces of  
23 United Federation of Teachers members are continually regulated  
24 between 68 and 76 degrees F; and

25 WHEREAS, some have worked with their states to ensure minimum  
26 and maximum temperatures in school buildings and indoor  
27 workspaces:

28 **RESOLVED, that the AFT will assist locals in surveying school**  
29 **communities during the first month of school in September 2024**  
30 **and will work with these locals in using the data to draw focus to**  
31 **the learning conditions of our students and working conditions of**  
32 **our members, highlighting a need for air conditioners in**  
33 **classrooms across the country; and**

34 **RESOLVED, that the AFT will share legislative and/or**  
35 **contractual language used by locals that have been successful in**  
36 **lobbying their state policymakers to work toward guaranteeing**  
37 **adequate working temperatures in all rooms; and**

38 **RESOLVED, that the AFT will advocate for federal funds to**  
39 **increase and improve efforts in repairing, upgrading and**  
40 **retrofitting HVAC systems and individual air conditioning units;**  
41 **and**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

*Submitted by: California Federation of Teachers*

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

## 74. SUPPORTING A HEALTHIER SCHOOL TRANSPORTATION SYSTEM

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

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

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

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

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

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

SCHOOLS AND COLLEGES SUPPORT STAFF ISSUES COMMITTEE

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

*Submitted by: Oregon School Employees Association, Local 6732*

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

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

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

3        WHEREAS, perpetrators of mass violence often show symptoms of  
4 mental and emotional disorders when they are of school age; and

5        WHEREAS, one way to prevent some incidents of mass violence is  
6 to ensure that students showing signs of mental disorders or a  
7 fascination with violence can be helped by licensed professionals in  
8 schools; and

9        WHEREAS, school-based interventions could provide counseling  
10 and therapy to troubled youths to redirect them before an obsession  
11 with violence becomes entrenched; and

12        WHEREAS, schools can only provide effective services for students  
13 at risk for mental disorders or violent outbursts if there are qualified  
14 counselors, psychologists and social workers on site; and

15        WHEREAS, some schools lack the funding to increase staffing in  
16 the areas of counseling, psychology and social work; and

17        WHEREAS, some schools have the financial resources to increase  
18 staffing in the areas of counseling, psychology and social work, but lack  
19 the sense of urgency to prioritize the well-being and safety of the  
20 students, staff and communities they serve; and

21        WHEREAS, as a public safety imperative for every school district in  
22 the state of Illinois, the state government is best positioned to provide  
23 the funding necessary to provide support services in all public schools:

24 **RESOLVED, that the AFT should urge the proposal and**  
25 **passage of legislation that would provide funding for every public**  
26 **school to recruit and retain counselors, psychologists, social**

27 **workers and other licensed professionals to assist students with**  
28 **mental health concerns; and**

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

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

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

*Submitted by: Illinois Federation of Teachers*

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



## 76. PAID FAMILY LEAVE

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

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

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

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

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

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

36 WHEREAS, paid family leave increases positive health outcomes  
37 for children and families, including lowering maternal mortality and  
38 increasing rates of breastfeeding, vaccination and participation in early  
39 doctors' appointments. Research also shows paid family leave helps  
40 recovery times for those suffering from serious illness; and

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

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

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

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

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

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

*Submitted by: AFT Executive Council*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

50 WHEREAS, in the latest data released by the National Center for  
51 Education Statistics, 28 percent of public school students are Latino,  
52 15 percent are Black and about 52 percent are economically  
53 disadvantaged, and their mothers of childbearing age are at risk:

54 **RESOLVED, that the AFT will call upon healthcare**  
55 **organizations to offer ongoing resources, education and**

56 professional development for those providing reproductive care  
57 in an effort to decrease maternal mortality rates, especially among  
58 women who are most affected; and

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

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

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

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

*Submitted by: New York State United Teachers; United Federation of Teachers, Local 2*

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

## 78. URGING REPEAL OF THE COMSTOCK ACT

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

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

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

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

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

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

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

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

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

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

## 79. ADDRESSING DOMESTIC VIOLENCE AND INTIMATE PARTNER VIOLENCE

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5 WHEREAS, the ERA, once published, will have a profound impact  
6 on shaping policies and fostering an environment that is conducive to  
7 fairness, equity and inclusivity in all areas of public life, including  
8 education; and

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

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

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

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

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

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

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

*Submitted by: Submitted by: New York State United Teachers*

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

## 81. IN SUPPORT OF NATIONAL PAID FAMILY LEAVE

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

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

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

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

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

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

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

30 WHEREAS, unpaid leave is not affordable for many workers,  
31 especially those living paycheck to paycheck without adequate  
32 savings.<sup>4</sup> In a recent evaluation of the Family and Medical Leave Act,  
33 two-thirds of workers who did not take needed family and medical leave

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

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

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

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



WOMEN'S RIGHTS COMMITTEE

34 reported that they could not afford to take leave unpaid.<sup>5</sup> Black,  
35 Hispanic and Native American workers are less likely to be able to  
36 afford unpaid leave from work than white workers, reflecting racial  
37 disparities in access to wealth-building opportunities and higher-paying  
38 jobs; and

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

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

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

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

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

*Submitted by: Chicago Teachers Union, Local 1*

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

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

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

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

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

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

### **2. FLOOR MICROPHONES**

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

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

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

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

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

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

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

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

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

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

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

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

### **8. APPEALS**

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

### **9. VOTING**

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

### **10. GUEST SPEAKERS**

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

### **11. COMMITTEE MEETINGS**

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

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

**1. THE CREDENTIALS AND ELECTIONS COMMITTEE**

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

**2. OBSERVERS**

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

**3. SLATES**

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

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

**4. VOTING PROCEDURE**

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

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

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

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

**5. CAMPAIGN CONTRIBUTIONS**

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

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

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

# Parliamentary Motions Guide

Based on *Robert's Rules of Order Newly Revised (12<sup>th</sup> Edition)*

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

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



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