


Memorandum

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American Federation
of Teachers, AFL-CIO

To: All CFT/AFT Local Presidents

From: Luukia Smith 
CFT Secretary Treasurer

Date: February 26, 2021

Subject: **CFT Convention 2021 Amendments & Resolutions**

Attached you will find the proposed constitutional amendments and resolutions for CFT Virtual Convention being held on March 26-27. Please take time to review them before the convention.

The proposed amendments and resolutions are also posted [with other Convention Documents](#) on the CFT website.

If you have any questions, please feel free to contact me by email or at the Burbank office, 818-843-8226.

Debate

CONSTITUTIONAL AMENDMENTS

1. Per Capitas and Staff Funding Program

Executive Council

2. Staff Funding adjustment

Executive Council

RESOLUTION

1. Rise Up, Recover, Rebuild: A Vision for the Future of Public Education

Executive Council

PROFESSIONAL ISSUES: EC/TK-12

2. Mental health and social emotional learning for all students

PreK-12 Educational Issues Committee

3. Align school field trips, curricular excursions to CFT values

United Teachers Los Angeles, AFT Local 1021 and the Civil, Human, and Women's Rights Committee

PROFESSIONAL ISSUES: HIGHER EDUCATION

4. Rise Up, Recover, Rebuild: A New Deal for Higher Education

Executive Council

5. Mandate unified health benefits for part-time community college faculty

Higher Education Issues Committee and Part-Time Faculty Committee

6. Support universal distance learning training standard in the community colleges

Part-Time Faculty Committee

7. Support faculty training that is transferable and equitable in the community colleges

Part-Time Faculty Committee

EDUCATION FINANCE

8. Rise Up, Recover, Rebuild: Tax wealthiest Californians and pandemic profiteers – invest in California

Executive Council

9. In favor of a wealth tax to fund a just recovery for California

Labor and Climate Justice Education Committee

10. Reform of the Social Security Act to eliminate WEP and GPO

San Francisco Community College District Federation of Teachers, AFT Local 2121

HEALTH CARE, RETIREMENT AND BENEFITS

11. Prioritize assignments so vulnerable teachers can work from home

Safe and Supportive Schools Committee

12. Support for HEPA filtration in offices, schools, and colleges

AFT College Staff Guild, AFT Local 1521A

13. Maintaining contact lists of retirees

Retirement Policy Committee

14. Covid-19 testing and vaccines for California public school students and employees

Berkeley Federation of Teachers, AFT Local 1078

SOCIO-POLITICAL

15. In Support of the PRO Act – protecting the right to organize

Labor and Climate Justice Education Committee

16. Establish annual Black Lives Matter at School Week of Action in California

United Teachers Los Angeles, AFT Local 1021 and the Civil, Human, and Women's Rights Committee

17. In support of putting green schools at the heart of California's just transition

Labor and Climate Justice Education Committee

18. Recognizing the Armenian Genocide

United Teachers Los Angeles, AFT Local 1021 and the Civil, Human, and Women's Rights Committee

19. Providing universal broadband access is essential

Educational Technology Committee

20. Dismantling systemic racism

Ethnic Diversity in Leadership Committee

21. Reverse Trump's racist immigration policies and expand protections for undocumented immigrants

Berkeley Federation of Teachers, AFT Local 1078

Amendment 1

Per Capitas and Staff Funding Program

Submitted by the Executive Council

Constitution

Article II: Finance, Sections 1 and 7 of the CFT Bylaws are amended to read:

Section 1. Per Capitas

a. Per Capita

- 1) Effective September 1, ~~2019~~ 2021, the per capita for active members and non-member fee payers of the CFT will be ~~\$526.14~~ \$45.41 (12 monthly payments of ~~\$43.84~~ 45.45) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
- 2) Effective September 1, ~~2020~~ 2022, the per capita for active members and non-member fee payers of the CFT will be ~~\$537.74~~ \$45.41 (12 monthly payments of ~~\$44.81~~ 45.45) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
- 3) Non-bargaining agent members and members-at-large will be AFT and CLF per capita tax plus 40% of CFT full-time per capita tax.
- 4) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in this section.

b. Classes of Membership

- 1) Local may establish a class of members which shall consist of members whose salary is less than \$50,000. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate. Effective September 1, 2021, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 2) Each local shall pay on behalf of members and agency fee non-members who receive less than \$15,490 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 3) Each local shall pay on behalf of members and non-member fee payers who receive less than \$9,405 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capita as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capita.
The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.
- 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
- 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed from the representation certification date until their first contract is ratified.

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Section 7. Staff Funding Program

a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations, grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.

b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT equal to the following formula:

1) **Staff Funding Base**

a) Effective September ~~2019~~ 2021, the Staff Funding Base shall be \$ ~~19.70~~ 20.42.

b) Effective September ~~2020~~ 2022, the Staff Funding Base shall be \$ ~~20.13~~ 20.42.

2) **Unit size 1000 or fewer:** Locals and councils of locals with a total unit or units of 1000 or fewer shall receive a staff funding program from the CFT equal to seventy percent (70%) of staff funding base of the full-time equivalency (FTE) of per capita paid to the CFT by the local or council of locals on a monthly basis.

3) **Unit size above 1000:** Locals and councils of locals with a total unit or units above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60%) of staff funding base of the FTE of per capita paid to the CFT by the local or council of locals on a monthly basis.

4) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of staff funding base of the FTE of per capita paid for non-certificated employees of the unit.

Amendment 2

Staff Funding adjustment

Submitted by the Executive Council

Constitution

Article II: Finance

Section 7. Staff Funding Program

a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations, grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.

b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT equal to the following formula:

1) Staff Funding Base

a) Effective September 2019, the Staff Funding Base shall be \$19.70.

b) Effective September 2020, the Staff Funding Base shall be \$20.13.

2) Category 1 Unit size 1000 or fewer: Locals and councils of locals with full-time equivalency (FTE) of per capita paid to the CFT a total unit or units of 1000 or fewer shall receive on a monthly basis a staff funding program from the CFT equal to seventy percent (70%) of Staff Funding Base of the ~~full-time equivalency (FTE)~~ of per capita paid to the CFT by the local or council of locals ~~on a monthly basis~~.

3) Category 2 Unit size above 1000: Locals and councils of locals with FTE of per capita paid to the CFT a total unit or units above 1000 shall receive a staff funding program on a monthly basis from the CFT equal to the higher amount of the following:

a. Category 1 for 1000 FTE or

b. sixty percent (60%) of Staff Funding Base of the FTE of per capita paid to the CFT by the local or council of locals on a monthly basis.

4) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of Staff Funding Base of the FTE of per capita paid for non-certificated employees of the unit.

Resolution 1

Rise up, Recover, Rebuild: A Vision for the Future of Public Education

Submitted by the Executive Council

Resolution

1 **Whereas**, public education is a ladder of opportunity and a place to develop the muscle of civic
2 participation, where we both embrace America’s diversity and forge a common identity rooted in social
3 justice; and

4 **Whereas**, the AFT’s founding motto is “Democracy in education, and education for democracy,” which
5 was frequently invoked by Martin Luther King, Jr., Bayard Rustin. and Al Shanker; and

6 **Whereas**, we are in the midst of multiple and intersecting crises that have been exacerbated by a global
7 pandemic, a longstanding economic crisis for working people, a healthcare system that fails large
8 segments of our society, a long overdue reckoning with systemic racism, and a climate crisis, all of which
9 confront our public education system; and

10 **Whereas**, over the past year, our world, our country, our communities, and our schools have been
11 devastated by the COVID-19 pandemic, the impacts of which have been disproportionately felt by Black
12 and brown communities, with over 2 million deaths worldwide, and over 500,000 deaths in the United
13 States, and 50,000 in California alone; and

14 **Whereas**, California’s schools educate the most racially and ethnically diverse population in the nation
15 and must be provided with the resources to do so equitably and effectively; and

16 **Whereas**, a majority of California’s children rely on public schools for free or reduced-priced meals and a
17 third of college students in California face food and housing insecurity; and

18 **Whereas**, school workers, teachers, counselors, librarians, nurses, bus drivers, custodians, secretaries,
19 tenure faculty, college and university faculty, early childhood educators, and every worker in the field of
20 education are experiencing an ongoing deprofessionalization and casualization of their jobs; and

21 **Whereas**, 40 years ago, California was a leader among U.S. states in education funding; but now, California
22 has grown to be the fifth largest economy in the world while funding for education has plummeted to the
23 bottom half of U.S. states as California’s population has become more diverse; and

24 **Whereas**, according to the California Budget & Policy Center, the state of California and its cities and
25 counties spend \$50 billion annually on local law enforcement, the criminal legal system, and incarceration
26 in state prisons and county jails, which is about three times what California spends from its General Fund
27 on higher education (community colleges, CSU, and UC) and is roughly equivalent to state General Fund
28 support for K-12 education; and

29 **Whereas**, the voters of California have time after time have prioritized public education by voting to
30 secure and increase funding starting with the establishment of Proposition 98 and followed by the passage
31 of Propositions 30 and 55; and

32 **Whereas**, getting “back to normal” will not suffice, as the pre-pandemic public education system was
33 already underfunded and struggling to meet the needs of California’s students, workers, communities, and
34 social institutions; and

35 **Therefore, be it resolved**, that we must fight for long-term investment in our public schools, this *Vision*

36 *for the Future of Public Education* highlights the priority that public education can and should be so that
37 as we recover from the COVID-19 pandemic and build for a stronger future, our public education system
38 is resourced appropriately and with a strong enough foundation to take on the challenges of the past, the
39 present, and the future; and

40 **Be it further resolved**, that the *Vision for the Future of Public Education* must include the following:

- 41 • Investment in early childhood education that provides a fully funded pre-K environment for all
42 children starting at age three.
- 43 • Educational add-on programs for students including a return to robust summer school programs,
44 as well as before- and after-school programs that can close learning gaps, provide additional
45 opportunities, give tutoring, and/or add socio-emotional learning.
- 46 • Real investment throughout our higher education institutions to bring graduates into the teaching
47 profession without the burden of debt, while prioritizing diversity of the profession.
- 48 • Accessible wraparound services through community schools to provide both physical and socio-
49 emotional care for all students.
- 50 • The expansion of broadband networks to provide affordable and reliable online infrastructure and
51 technological resources for students and staff to succeed, regardless of socioeconomic status or
52 zip code.
- 53 • Increased staffing to ensure healthy and sustainable case loads, class sizes, cleaning
54 responsibilities, and student-to-teacher/counselor/nurse ratios.
- 55 • Facilities maintenance and new construction funds to ensure our older buildings are safe, healthy,
56 and environmentally sustainable, including upgrading school ventilation systems and adopting
57 other green technologies.
- 58 • Full funding of special education mandates, using both federal IDEA dollars and state funding.
- 59 • Full funding for low-income students through the Local Control Funding Formula and Title 1
60 funds.
- 61 • Requirements to expand anti-racism curricula for staff training and students to ensure that racial
62 and social justice curriculum is centered, not marginalized, at all levels of education.
- 63 • Expansion of free, healthy meals to students to address food and nutrition insecurity for all
64 students without cost and without stigma.
- 65 • A post-secondary investment to make our community colleges free and our universities
66 affordable for all Californians.
- 67 • Equitable opportunities for all students, especially first-generation, low-income, and students of
68 color, to have access to an affordable, higher education experience.
- 69 • Continuation and expansion of equity-based funding so that the neediest populations have the
70 same opportunities to succeed as the wealthiest ones.
- 71 • Measures to re-professionalize the education sector by protecting academic freedom, providing
72 job security, healthcare, and wages and benefits that align with the critical role that public
73 education plays in a functioning democracy.
- 74 • To be less reliant on part-time workers and prioritize hiring full-time teachers, faculty, and staff,
75 which provides a greater continuity of care for all of California's students.
- 76 • The commitment to support a public, pre-K through university education system that prioritizes a
77 commitment to recruit and retain the best and brightest from all communities, which provides
78 stability for the working families who depend on public education jobs and for the students they
79 serve.
- 80 • A path for California to again be a leader in world-class education that can only be matched by

81 the funding from the fifth largest economy in the world.
82 **Be it finally resolved,** that the CFT will prioritize this *Vision for the Future of Public Education* as the
83 focus of our education policy work both as we recover from the COVID-19 pandemic and during the
84 years to follow because California should be a leader in providing the best public education system in the
85 country, and only by prioritizing students, educators, and classified professionals will this vision become a
86 reality.

Resolution 2

Mental health and social emotional learning for all students

Submitted by the PreK-12 Education Issues Committee

Professional Issues: EC/TK-12

1 **Whereas**, California Surgeon General Dr. Nadine Burke-Harris has published on the acesaware.org
2 website, “A consensus of scientific research demonstrates that cumulative adversity, especially when
3 experienced during critical and sensitive periods of development, is a root cause to some of the most
4 harmful, persistent, and expensive health challenges facing our state and nation;” and
5 **Whereas**, generational trauma has been well documented through many studies of Holocaust
6 survivors, Armenian Genocide survivors and their descendants, descendants of enslaved Africans, the
7 experience of indigenous peoples, and tragically so many others; and
8 **Whereas**, many victims of personal trauma and abuse, as well as their descendants, cope with many
9 of the same issues found with generational trauma; and
10 **Whereas**, teaching the awareness of mental health and social emotional content will provide
11 California’s students tools to help process the impact of trauma for themselves and others moving
12 forward, and
13 **Whereas**, mental health is cited in the California State Standards throughout grade levels; and
14 **Whereas**, mental health and social emotional learning have not been a focus in our schools due to a
15 lack of resources;
16 **Therefore, be it resolved**, that the CFT advocate for mental health and social emotional learning to be an
17 integral topic of study across all grades TK-6 and within the health education requirements for grades 7-
18 12.

Resolution 3

Align school field trips, curricular excursions to CFT values

Submitted by United Teachers Los Angeles, AFT Local 1021 and the Civil, Human, and Women's Rights Committee

Professional Issues: EC/TK-12

- 1 **Whereas**, field trips and curricular excursions are part of the approved curriculum and standards within
- 2 districts in the state of California, and should not cause harm to students; and
- 3 **Whereas**, these trips are taxpayer funded;
- 4 **Therefore, be it resolved**, that CFT call on school districts to reevaluate approved field trip and curricular
- 5 excursion locations to assure they align with CFT's statements and positions on Black Lives Matter,
- 6 undocumented immigrants, and other marginalized communities within our schools; and to remove sites
- 7 that don't align with these values and cause harm to our students.

Resolution 4

Rise Up, Recover, Rebuild: A New Deal for Higher Education

Submitted by the Executive Council

Professional Issues: Higher Education

1 **Whereas**, the fiscal crisis in higher education has been decades in the making, and the recent public health
2 and economic crises have been used to justify further austerity measures that already undermine the ability
3 of educators to research and teach, and classified professionals to work and support successful educational
4 opportunity; and

5 **Whereas**, these austerity measures have also impacted our communities making access to high-quality,
6 affordable education out of reach for too many, and thereby lessening the ameliorative impact of
7 scholarship on economic and racial inequality; and

8 **Whereas**, higher education is not simply a pipeline for future workers but a public good that can advance
9 our common interest and strengthen our democracy by engaging the experiences and perspectives of a
10 diverse people to create knowledge and leaders who can address the social, environmental, health,
11 economic, and civic challenges of our time; and

12 **Whereas**, all scholarly research has value, whether it be social, economic or cultural and thus drives
13 innovation, prepares us for the challenges of our world and advances us as a society; and

14 **Whereas**, the education enterprise is a major driver of the economy as institutions employing millions of
15 classified professionals, support staff, and other professional workers, thus supporting local communities
16 and local businesses within those communities; and

17 **Whereas**, the talents and abilities of educators and classified professionals is maximized where academic
18 freedom is protected and encouraged, and participation in decision-making at all levels of the institution is
19 open to those it impacts most; and

20 **Whereas**, everyone who works on a college or university campus is entitled to dignity and respect, a
21 voice on the job, and fair wages and benefits that allow them to focus on the mission of education; and

22 **Whereas**, the current system of higher education supporting a democracy for the common good and as an
23 engine for social mobility has failed to work successfully thus far, it has greatly exacerbated the economic
24 and racial inequities already existing among students and communities, and

25 **Whereas**, AFT, AAUP, the Roosevelt Institute, and the Scholars for a New Deal for Higher Education
26 have developed a campaign called the *New Deal for Higher Education* (ND4HE) centered on structural
27 and foundational provisions that will:

- 28 • Prioritize teaching, research, and student success;
- 29 • Support all students access to higher education regardless of their ability to pay;
- 30 • Ensure job security, equitable pay, professional voice, and sustainable careers for all educators
31 and classified professionals working within higher educational systems;
- 32 • Create and sustain academic environments free from racism, sexism, and other bigotries that
33 prevent learning, degrade research, and perpetuate inequality; and
- 34 • Cancel student debt for borrowers who have unjustly shouldered the burden of financing higher
35 education the last 50 years; and

36 **Whereas**, the ND4HE Campaign addresses tuition costs, institutional funding, and student debt relief,
37 while pursuing reforms related to racial injustice and inequities, labor practices, academic freedom and
38 governance, federal research funding, technical and vocational education, and a host of other challenges

39 that have diminished our national capacity to educate our communities; and
40 **Whereas**, the ND4HE Campaign strives to create and restore a public higher education that is an
41 accessible, affordable, and equitable while also focusing on making an anti-racist profession worth
42 joining;
43 **Therefore, be it resolved**, that the CFT endorse the New Deal for Higher Education Campaign which
44 seeks to recenter our public colleges and universities as a common good; and
45 **Be it further resolved**, that the CFT will join the growing coalition of organizations that have already
46 endorsed ND4HE; and
47 **Be it further resolved**, that the CFT will prioritize our advocacy around this campaign by mobilizing its
48 members around the campaign specifically to call for the immediate reauthorization of the federal Higher
49 Education Act and to create other federal higher education policies that establish stable and dedicated
50 public funding streams and accountability for higher education; and
51 **Be it finally resolved**, that the CFT encourage its local leaders to support this campaign locally by
52 informing students, staff, and administrators to adopt and support these campaign demands and to take
53 actions to urge our state and federal legislators to renew this country's capacity to educate its citizenry.

Resolution 5

Mandate unified health benefits for part-time community college faculty

Submitted jointly by the Higher Education Issues Committee and the Part-Time Faculty Committee
Professional Issues: Higher Education

- 1 **Whereas**, the success of our students depends on the health of faculty; and
2 **Whereas**, part-time community college faculty and their eligible partners and dependents should have
3 continuous access to health insurance benefits; and
4 **Whereas**, the conditions for establishing initial eligibility for health insurance and maintaining eligibility
5 vary widely among districts and are based on various collective bargaining agreements; and
6 **Whereas**, eligibility is often difficult to attain, and continuing eligibility is uncertain and dependent on
7 consistent assignments; and
8 **Whereas**, a California state fund that reimburses districts up to as much as 50% of the district expense for
9 providing eligible adjunct faculty access to health insurance is legislated in the Part-Time Community
10 College Faculty Health Insurance Program (California Education Code, Sections 87860-87868) but is
11 underfunded;
12 **Therefore, be it resolved**, that the CFT advocate for a mandate that part-time California community college
13 faculty are provided access to health benefits through their employer; and
14 **Be it finally resolved**, that the CFT advocate for the California Community College Chancellor's Office
15 to ensure funding for districts to provide health insurance for all part-time faculty, with a gradual increase
16 in support from the Chancellor's Office so that part-time faculty have ongoing access to healthcare
17 benefits with decreasing cost to individual members.

Resolution 6

Support universal distance learning training standard in the community colleges

Submitted by the Part-Time Faculty Committee

Professional Issues: Higher Education

- 1 **Whereas**, many contingent faculty work at multiple institutions of higher education; and
2 **Whereas**, community colleges and universities regularly hire contingent faculty; and
3 **Whereas**, contingent faculty are required to hold the same academic qualifications and credentials as their
4 full-time colleagues; and
5 **Whereas**, qualified contingent faculty are rehired for years; and
6 **Whereas**, contingent faculty have significant familiarity with the academic standards, curriculum,
7 personnel, and culture of the institutions in which they work, thereby aiding in student success initiatives
8 and other institutional goals; and
9 **Whereas**, due to the pandemic, all faculty are expected to be proficient in remote instruction delivery; and
10 **Whereas**, there are clearly established standards set by the Online Education Initiative; and
11 **Whereas**, districts and institutions set their own proficiency standards and may not recognize reciprocity; and
12 **Whereas**, contingent faculty teaching at multiple institutions may be expected to undergo different
13 trainings to be certified to teach distance education courses at each institution;
14 **Therefore, be it resolved**, that CFT advocate to the Chancellor's Office and the State Academic Senate
15 for districts to establish reciprocity agreements with other institutions to accept training from other
16 institutions; and
17 **Be it further resolved**, that CFT advocate to the Chancellor's Office and the State Academic Senate for
18 one universally accepted training for proficiency in remote delivery be adopted statewide; and
19 **Be it finally resolved**, that CFT support legislation that would require higher education institutions to
20 appropriately and equitably compensate faculty who participate in remote education training.

Resolution 7

Support faculty training that is transferable and equitable in the community colleges

Submitted by the Part-Time Faculty Committee

Professional Issues: Higher Education

- 1 **Whereas**, many contingent faculty are employed at multiple institutions of higher education and represent
2 the majority of the faculty; and
3 **Whereas**, contingent faculty are required to hold the same academic qualifications and credentials as their
4 full-time colleagues; and
5 **Whereas**, many qualified contingent faculty continue to be rehired each academic term over many years;
6 and
7 **Whereas**, many institutions set their own training programs and may not recognize reciprocity;
8 **Therefore, be it resolved**, that the CFT advocate at the state Chancellor's Office to ensure that any
9 training required or recommended by the Chancellor's Office be equitable and transferable between
10 colleges and districts; and
11 **Be it finally resolved**, that CFT supports legislation that state or federal mandated training be
12 compensated equitably and transferable between colleges and districts.

Resolution 8

Rise, Recover, Rebuild: Tax wealthiest Californians and pandemic profiteers — invest in California

Submitted by the Executive Council

Education Finance

1 **Whereas**, California is experiencing multiple and intersecting crises that preceded but have been
2 exacerbated by a global pandemic: an economic crisis for working people, a healthcare system that is
3 failing large segments of our society, a long overdue reckoning with systemic racism, and a climate crisis;
4 and

5 **Whereas**, the Great Recession has had long-lasting consequences for California’s public schools and
6 colleges from which we had not yet recovered when the pandemic began, hurting a generation of students
7 as critically needed teachers were pushed out of the classroom and our schools, colleges, and universities
8 lost thousands of classified employees and faculty whose jobs were cut; and

9 **Whereas**, since the pandemic began in March 2020, U.S. billionaires have accumulated an additional \$1.1
10 trillion in wealth, which is enough to cover the full cost of the relief for working people included in
11 President Biden’s first proposed stimulus package and leave these billionaires as wealthy as they were a
12 year ago; and

13 **Whereas**, one in four of these billionaires call California home and their collective wealth, which was
14 \$1.2 trillion in January 2021, increased by \$503 billion since the start of the pandemic; and

15 **Whereas**, today California is the fifth largest economy in the world by GDP, but after school funding was
16 gutted in 1978 when a corporate property tax loophole was created, California’s per student spending on
17 instruction fell from 7th in the nation in 1977 to 41st in the nation by 2016; and

18 **Whereas**, during this same period of disinvestment in public education California’s demographics shifted
19 from a state where nearly 8 in 10 residents were white (in 1970) to a highly diverse state that in 2019 was
20 only 37% white; and

21 **Whereas**, as California’s economy begins to recover from the pandemic-driven recession, the budget
22 must vigorously reinvest in the communities most harmed by COVID-19, including students, essential
23 workers, and the healthcare system and public health networks that have helped California mitigate the
24 worst of the pandemic; and

25 **Whereas**, the pandemic is having a disproportionate and more deadly impact on communities of color —
26 especially Black and Latinx communities — an equitable and racially just recovery will require both more
27 resources and an equitable distribution of those resources; and

28 **Whereas**, despite the pandemic profits for the wealthy, the COVID-19 pandemic has devastated
29 California’s economy and the state unemployment rate grew to 9% in December 2020, several points
30 higher than the national average, with 1.7 million Californians still unemployed; and

31 **Whereas**, now is the time to make the wealthiest Californians pay their fair share and to bring long-
32 needed reform to the broken tax system or else accept that the pandemic’s legacy will be to further widen
33 a racialized economic divide between the haves and have nots; and

34 **Whereas**, CFT was a founding member of the Millionaires Tax ballot initiative that evolved to become
35 the historic Proposition 30 and successor Proposition 55, both of which passed overwhelmingly to help
36 fund our TK-14 education system; and

37 **Whereas**, CFT is a founding member of the Schools and Communities First campaign, formed to
38 eliminate the commercial property tax loophole and to provide needed funding for our schools and
39 community services; and
40 **Whereas**, CFT is a founding member of the Commit to Equity campaign, formed to advocate against
41 budget cuts that hurt our schools, healthcare, and child care when we need them the most and to advocate
42 for taxing the privileged for essential revenue; and
43 **Whereas**, CFT last year co-sponsored legislation including a wealth tax (AB 2088, Bonta, D-Oakland)
44 and a millionaires tax (AB 1253, Santiago-D-Los Angeles);
45 **Therefore, be it resolved**, that the CFT will continue to be a fierce advocate and a leader in the fight for
46 progressive taxation which includes a wealth tax, capital gains tax, transaction tax, or a millionaires
47 income tax, to provide a just and equitable society through funding California’s public education system
48 and community services; and
49 **Be it further resolved**, that CFT will work with coalition partners — including labor partners, education
50 partners, and community partners — to further this fight of progressive taxation through communication,
51 mobilization, and legislation, and, if necessary, through direct voter advocacy and the ballot initiative
52 process.

Resolution 9

In favor of a wealth tax to fund a just recovery for California

Submitted by the Labor and Climate Justice Education Committee

Education Finance

1 **Whereas**, the COVID-19 crisis and subsequent economic collapse along with the national uprising against
2 police brutality and systemic racism have cast a glaring light on the nature of inequality in the United
3 States within healthcare, criminal justice, the economy, and public education; and
4 **Whereas**, as most Americans have struggled economically the wealthy have prospered at their expense; and
5 **Whereas**, the Institute for Policy Studies has documented that billionaire wealth has boomed while over
6 70 million people have filed for unemployment insurance since March of 2020; and
7 **Whereas**, the percentage of taxes paid by billionaires has fallen 79% since 1980; and
8 **Whereas**, from March 2020 to the present U.S. billionaires' total wealth has increased by a trillion
9 dollars, or 36%, during the largest economic downturn since the Great Depression; and
10 **Whereas**, state budgets, including California's, have been forced into a precarious situation due to the
11 lack of significant aid to states and municipalities from the federal government; and
12 **Whereas**, California's 165 billionaires' net worth has increased during the pandemic by \$235 billion,
13 more than the entire California state budget; and
14 **Whereas**, California's public schools face a precarious future of austerity if long-term revenue streams
15 are not addressed; and
16 **Whereas**, social services and the safety net that serve the most needy students will also be in jeopardy
17 unless the state budget is bolstered; and
18 **Whereas**, the suffering of millions of Californians during a time of national crisis is not justifiable while
19 the most fortunate among us are enjoying historic gains in wealth; and
20 **Whereas**, a billionaire wealth or net worth tax could easily bring in many billions of dollars a year in new
21 tax revenues; and
22 **Whereas**, these resources would help underwrite a just recovery for California that could ensure
23 opportunity, educational equity, and good health for all Californians; and
24 **Whereas**, the CFT has a long, proud tradition of supporting social justice and progressive taxation to
25 serve that end;
26 **Therefore, be it resolved**, that the CFT will advocate with the California Legislature, the governor, and
27 the public for a wealth tax on the richest Californians to fund a just recovery for the state of California

Resolution 10

Reform the Social Security Act to eliminate WEP and GPO

Submitted by the San Francisco Community College District Federation of Teachers, AFT Local 2121

Education Finance

1 **Whereas**, Social Security was established in 1935, during the Great Depression, to provide for America’s
2 retirement security and to provide for those in need, for survivors of deceased workers and disabled
3 workers and their families; and

4 **Whereas**, in some 15 states in the United States including California, large parts of their public sector
5 employees are not covered by Social Security; and

6 **Whereas**, the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) of the
7 Social Security law mandate significant reductions in Social Security benefits for participants and
8 surviving spouses in public retirement systems whose employment is not covered by Social Security; and

9 **Whereas**, more than 1 million teachers, school support personnel, police officers, firefighters and other
10 public employees have seen their Social Security benefits reduced or eliminated because they receive
11 pensions for non-Social Security-covered employment, with more than 75,000 more public employee
12 retirees annually added to this number; and

13 **Whereas**, cutting earned Social Security benefits discourages qualified people from becoming the
14 teachers and public servants we need; the offsets also rob communities of the higher income many seniors
15 could contribute; and

16 **Whereas**, in December 2020, the Social Security Administration reported that 716,662 people were
17 affected by the GPO, equal to about 1% of all beneficiaries, and 71% of these beneficiaries had their
18 benefits fully offset — that is, they were eliminated for over 500,000 people — while for 29% there was a
19 partial loss of spousal or widow(er)’s benefits; and

20 **Whereas**, in December 2020, the SSA reported that about 1.9 million people were affected by the WEP,
21 some 3% of all Social Security beneficiaries, and though in the government’s view, the maximum
22 reduction is 50% of what is called the non-covered pension, these people are being deprived of money that
23 they had rightly earned, since they qualified for Social Security benefits through covered employment, and
24 the maximum WEP reduction of \$463 (in 2019) comes to over \$5,000 per year; and

25 **Whereas**, the WEP (1983) and the GPO (1977) have been proposed for elimination in every
26 congressional session since at least 1995, thus far unsuccessfully, but former Vice President Biden, in
27 the *Joe Biden Plan for Older Americans*, acknowledged that “current rules penalize teachers and other
28 public sector workers who either switch jobs or who have earned retirement benefits from various
29 sources,” and in order to “eliminate penalties for teachers and other public sector workers,” his plan “will
30 also get rid of the benefit cuts for workers and surviving beneficiaries who happen to be covered by both
31 Social Security and another pension” since he believes that “these workers deserve the benefits they
32 earned;” and

33 **Whereas**, the Social Security Fairness Act of 2019, H.R. 141, was a bipartisan bill introduced by
34 Congressman Rodney Davis (R-Illinois), who is seeking to eliminate the WEP and the GPO, and the bill
35 he introduced, although it gathered 264 cosponsors during the last session of Congress, did not get out of
36 committee or to the floor; and

37 **Whereas**, the Social Security Fairness Act of 2021, H.R. 82, introduced once again by Congressman
38 Rodney Davis, who is seeking to expand the number of cosponsors in this Congress and finally

39 accomplish the elimination of the WEP and the GPO, especially in light of the support for a comparable
40 goal expressed by now-President Biden; and

41 **Whereas**, the organization, Social Security Fairness, whose goal is to repeal the GPO and WEP, which
42 penalizes one-third of all educators and one-fifth of all public employees, has been a dedicated supporter
43 and has identified the following allies from California for its campaign (organizations from other states
44 can be found on the SSF website), including the:

- 45 • CFT
- 46 • California Teachers Association
- 47 • California Retired Teachers Association (CalRTA)
- 48 • CTA/NEA Retired
- 49 • San Jose Retired Employees Association
- 50 • United Teachers of Los Angeles (and UTLA-Retired)
- 51 • California Alliance for Retired Americans

52

53 Among the 52 current sponsors are the following ten representatives from California, all Democrats:

- 54 • Pete Aguilar
- 55 • Julia Brownley
- 56 • Anna Eshoo
- 57 • John Garamendi
- 58 • Josh Harder
- 59 • Ro Khanna
- 60 • Alan Lowenthal
- 61 • Grace Napolitano
- 62 • Paul Ruiz
- 63 • Mark Takano

64

65 **Therefore, be it resolved**, that the CFT encourage the Biden administration to follow up on its intentions
66 to preserve and strengthen Social Security, ensuring that it, along with its Congressional allies, put a plan
67 in place to adequately fund the Social Security Trust Fund; and

68 **Be it finally resolved**, that the CFT support H.R. 82, advocate for further support from other members of
69 the California congressional delegation, and thereby continue to work to abolish the Windfall Elimination
70 Provision and the Government Pension Offset of the Social Security Act in order to once again achieve
71 fair treatment for educators, first responders, and other public employees so that they can use the funds
72 they have earned and planned for in order to enjoy the type of carefree and peaceful retirement that they
73 deserve.

Resolution 11

Prioritize assignments so vulnerable teachers can work from home

Submitted by the Safe and Supportive Schools Committee

Health Care, Retirement and Benefits

- 1 **Whereas**, COVID-19 is a serious health threat and has already killed over 40,000 people in California
2 alone, and
3 **Whereas**, COVID-19 is an airborne illness making enclosed spaces with multiple people in the room
4 highly risky, and
5 **Whereas**, Cal/OSHA guidelines do not have an accountability system that is quickly responsive to school
6 safety, and
7 **Whereas**, many health conditions prevent people from being able to receive the COVID-19 vaccine, and;
8 **Whereas**, people who are 65 years of age and older and people with certain underlying health conditions
9 are more likely to die if they contract COVID-19;
10 **Therefore, be it resolved**, that the CFT support members who are unable to receive a COVID-19 vaccine
11 to receive first priority for assignments that allow them to work from home and/or remotely with the least
12 amount of physical contact with other people; and
13 **Be it finally resolved**, that the CFT support members who are 65 and older, and people with certain
14 underlying conditions who are more likely to die if they contract COVID-19, in receiving first priority for
15 assignments that will allow them to work from home and/or remotely with the least amount of physical
16 contact with other people.

Resolution 12

Support for HEPA filtration in offices, schools, and colleges

Submitted by the AFT College Staff Guild, Local 1521A

Health Care, Retirement and Benefits

- 1 **Whereas**, the Environmental Protection Agency has identified that High Efficiency Particulate Air
2 (HEPA) systems can help in the reduction of airborne viruses; and
3 **Whereas**, schools, colleges, worksites, and offices usually have Heating, Ventilation and Air
4 Conditioning (HVAC) units and personnel to service these units; and
5 **Whereas**, along with source control cleaning and sanitization, HEPA filtration would decrease student
6 and employee risk of exposure;
7 **Therefore, be it resolved**, that each school, college, or site that has students, instructors and/or staff
8 present, have air filtered through an HVAC system with HEPA filters; and
9 **Be it further resolved**, that pre-filters be changed on a weekly schedule and HEPA filters changed at least
10 every two weeks; and
11 **Be it finally resolved**, that the CFT support HEPA filter placement in each school, college, or site where
12 students, staff, and instructors are present or may be present.

Resolution 13

Maintain contact lists of retirees

Submitted by the CFT Retirement Policy Committee

Health Care, Retirement and Benefits

- 1 **Whereas**, all retirees who were CFT members in good standing when they retired are AFT members for
2 life, and
- 3 **Whereas**, benefits provided by the state of California and by local school and college districts can change
4 after someone retires and retirees need to be informed of these changes, and
- 5 **Whereas**, retired member activists have had their talents enriched by decades of effective dedicated
6 service and productive labor activism, and
- 7 **Whereas**, retired members are often a readily available, invaluable resource to local unions for their
8 institutional memory, their understanding of issues affecting the working conditions of bargaining unit
9 members, their organizational experience and expertise, and
- 10 **Whereas**, retired members are well situated to assist their parent locals with membership recruitment,
11 bargaining and strike support, other organizing activities and political action, and
- 12 **Whereas**, locals already have the contact information for active members at the time of their retirement, and
- 13 **Whereas**, the development and maintenance of retiree contact lists greatly facilitates the creation and
14 chartering of new retiree chapters which is a goal of both the AFT and CFT, and
- 15 **Whereas**, the interests of local union members, retiree chapters, and their communities are best served
16 when they work together to realize and demonstrate solidarity;
- 17 **Therefore, be it resolved**, that all CFT locals should maintain a list of their retirees, along with their
18 contact information using the AFT Connect database, and
- 19 **Be it further resolved**, that this list should be updated each year as a new group of members retire, and
- 20 **Be it further resolved**, that this list should be forwarded to CFT leadership each July, and
- 21 **Be it finally resolved**, that the locals should contact each retiree at least once each year (probably by
22 email) to keep contact information up to date and to maintain the link between the local and its retirees.

Resolution 14

COVID-19 testing and vaccines for California public school students and employees

Submitted by the Berkeley Federation of Teachers, AFT Local 1078

Health Care, Retirement and Benefits

1 **Whereas**, knowledge is power, and during a pandemic it can mean the difference between life and death
2 of a student, a teacher, a parent, grandparent, or loved one; and
3 **Whereas**, numerous studies in the United States and around the world have found that children not only
4 get infected from COVID-19, but also play an important role in spreading it. Asymptomatic infected
5 people of all ages are especially inadvertent spreaders of the virus; and
6 **Whereas**, there is nothing new about vaccination requirements for schools, and by enforcing some of the
7 strictest vaccination requirements for students and school employees in the nation, California stopped
8 measles outbreaks and other highly infectious diseases from resurging and debilitating students; and
9 **Whereas**, a robust COVID-19 testing system is not enough to eradicate the pandemic, the World Health
10 Organization argues that “a substantial portion of the population” must be vaccinated in order to
11 successfully defeat a pandemic. Figures of 66% to 95% of the population have been cited as the
12 percentage goal; and
13 **Whereas**, to date only a small portion of the American population has been vaccinated, and there are
14 many people who are understandably skeptical for a variety of valid reasons. Yet the danger of death by
15 COVID-19, or even serious or long-term illness, is greater than ever;
16 **Therefore, be it resolved**, that the CFT call on Governor Newsom to promote legislation requiring
17 COVID-19 testing of all public school employees and students and the funding to make that possible; and
18 **Be it finally resolved**, that the CFT encourage all teachers and school support staff to get vaccinated for
19 COVID-19, and encourage students to get vaccinated as soon as a safe and effective COVID-19 vaccine
20 for children becomes widely available.

Resolution 15

In support of the PRO Act — protecting the right to organize

Submitted by the Labor and Climate Justice Education Committee

Socio-Political

1 **Whereas**, opinion research consistently shows that a majority of American workers would join a union in
2 their workplace if they did not fear getting fired during an organizing campaign; and
3 **Whereas**, the National Labor Relations Act, meant to protect workers in collective action and enable them
4 to organize, has been gutted by adverse court decisions and legislative reforms favoring employers over
5 the years; and
6 **Whereas**, the ability of the National Labor Relations Board to perform its original mission of protecting
7 the right of workers to organize has been severely compromised, such that most private sector unions have
8 given up serious efforts to organize, and when they do attempt to organize they are subject to
9 extraordinary barriers to success; and
10 **Whereas**, private sector union density, once one-third of the working class, is today, after decades of
11 continuous decline, just over 6%, and
12 **Whereas**, without strong private sector unions in alliance with public sector unions the entire labor
13 movement is weakened; and
14 **Whereas**, over the past 40 years, as overall labor movement density has been cut in half, from 20% to
15 10%, the consequence has been severe cuts to public education and vital social program funding, and an
16 enormous increase in economic inequality; and
17 **Whereas**, H.R. 2474, the Protecting the Right to Organize Act (PRO Act), would provide critical labor
18 law reforms that would allow unions to organize in the private sector once again with a reasonable
19 assurance of success; and
20 **Whereas**, the PRO Act has already passed the House of Representatives; and
21 **Whereas**, the Senate now has a slim majority of Democrats for the next two years, and provides the
22 opportunity for the first time since 2010 for passage of labor law reform;
23 **Therefore, be it resolved**, that the CFT go on record in support of the PRO Act, share information about
24 the PRO Act with its locals and allies within the community, and work with the labor movement to
25 support its passage; and
26 **Be it finally resolved**, that this resolution be brought before the California Labor Federation, AFL-CIO,
27 and the American Federation of Teachers, for similar action.

Resolution 16

Establish annual Black Lives Matter at School Week of Action in California

*Submitted by United Teachers Los Angeles, AFT Local 1021 and the Civil, Human, and Women's Rights Committee
Socio-Political*

1 **Whereas**, a national movement of teachers, parents, administrators, scholars, and pupils have come
2 together to proclaim an annual week of action, affirmation, and solidarity during the first week in
3 February called Black Lives Matter at School Week of Action; and
4 **Whereas**, CFT recognizes February as Black History Month and urges all individuals to join in
5 celebrating the accomplishments of Black and African Americans during Black History Month; and
6 **Whereas**, CFT also encourages its members to recognize the many talents of Black and African
7 Americans and the achievements and contributions they make to their communities to create equity and
8 equality for education, economics, and social justice; and
9 **Whereas**, the annual Black Lives Matter at School Week of Action coincides with and augments Black
10 History Month, occurs annually during the first week of February, and this year is February 1 to 5,
11 inclusive; and
12 **Whereas**, schools should be places for encouraging equity, fostering understanding, and creating
13 pathways to freedom and justice for all people; and
14 **Whereas**, the Black Lives Matter at School Week of Action is intended to highlight, uplift, and affirm the
15 rich history and contributions of Black and African Americans and to cultivate in Black and African
16 American pupils a sense of pride, self-worth, and self-love; and
17 **Whereas**, the Black Lives Matter at School Week of Action is further intended to encourage ongoing
18 critical reflection and courageous conversations concerning systemic racism, social injustice, and racial
19 and ethnic bias, and to affirm the right of Black and African American pupils to be treated with respect
20 and dignity within schools and communities; and
21 **Whereas**, the Black Lives Matter at School Week of Action movement started as a day of action in
22 Seattle during the fall of 2016, when thousands of educators in the city came to school on October 19,
23 2016, wearing shirts that said, "Black Lives Matter: We Stand Together," and hundreds of families and
24 pupils did too. This action attracted national news, helping it spread to the city of Philadelphia;
25 **Therefore, be it resolved**, that the CFT recognizes an annual week of action during the first week of
26 February each year in the state of California called "Black Lives Matter at School Week of Action," and
27 encourages educators, school staff, community members, and pupils to participate in related educational
28 opportunities, cultural events, and expressions of unity.

Resolution 17

In support of putting green schools at the heart of California's just transition

Submitted by the Labor and Climate Justice Education Committee

Socio-Political

1 **Whereas**, in the wake of California's most recent catastrophic wildfires Governor Newsom issued an
2 executive order that directed the state to develop a Just Transition Roadmap by July 15, 2021; and
3 **Whereas**, the California Labor and Workforce Development Agency and the Office of Planning and
4 Research in consultation with the Department of Finance and other state agencies is developing this
5 roadmap consistent with the recommendations in "Putting California on the High Road: A Jobs and
6 Climate Action Plan for 2030 Pursuant to Assembly Bill 398;" and
7 **Whereas** that report establishes the basic principle that the high road to a just transition is not just creating
8 green jobs but also good paying *union* green jobs; and
9 **Whereas** the vast majority of California's thousands of school campuses from TK-12 through higher
10 education have not been adequately updated to make them sufficiently "green" to be a part of a transition
11 to a sustainable future; and
12 **Whereas** all existing California educational institutions should be part of a transition that reduces
13 degradation to the environment, maximizes energy efficiency, radically reduces our collective carbon
14 footprint, and provides a healthy learning and work environment for students, educators, and staff; and
15 **Whereas** transforming existing educational infrastructure and all new construction of public schools and
16 campuses could provide thousands of new climate sustaining, good paying, union jobs in the construction,
17 renovation, and maintenance of these buildings and spaces; and
18 **Whereas** the CFT is already on record in support of a Green New Deal and a robust climate justice
19 agenda including progressive taxation to fund such efforts;
20 **Therefore, be it resolved**, that the CFT will publicly advocate with the governor's office, the Legislature,
21 and general public that greening our state's public schools should be at the heart of a just transition to a
22 sustainable future.

Resolution 18

Recognizing the Armenian Genocide

Submitted by United Teachers Los Angeles, AFT Local 1021 and the Civil, Human, and Women's Rights Committee
Socio-Political

- 1 **Whereas**, 1.5 million people were massacred by the Turkish government beginning in 1915; and
- 2 **Whereas**, the U.S. Congress formally passed resolutions recognizing the Armenian Genocide in 2019; and
- 3 **Whereas**, Turkey has continually denied the genocide:
- 4 **Therefore, be it resolved**, that the CFT will formally recognize the Armenian Genocide; and
- 5 **Be it further resolved**, that the CFT will call on the president of the United States to formally recognize
- 6 the Armenian Genocide; and
- 7 **Be it finally resolved**, that the CFT will publish an article educating members on the Armenian Genocide,
- 8 including classroom resources.

Resolution 19

Providing universal broadband access is essential

Submitted by the Educational Technology Committee

Socio-Political

- 1 **Whereas**, access to universal broadband internet is essential for all students, staff, and faculty; and
2 **Whereas**, educational opportunities are increasingly available and driven through digital means; and
3 **Whereas**, strong internet access is a key component to successful distance learning, as well as in-person
4 learning; and
5 **Whereas**, all students deserve equal access to quality digital education resources no matter their income or
6 location of residence; and
7 **Whereas**, many students are excluded from the benefits of digital platforms and events due to lack of
8 appropriate and quality broadband access; and
9 **Whereas**, access to quality broadband internet is an essential utility, and the practice of providing low-cost
10 or subsidized access to essential utilities has already been established within the state of California;
11 **Therefore, be it resolved**, that, CFT will encourage legislation to provide universal broadband internet
12 access especially for low-income and disadvantaged student populations.

Resolution 20

Dismantling systemic racism

Submitted by the Ethnic Diversity in Leadership Committee

Socio-Political

- 1 **Whereas**, CFT strongly believes in combating racism and advocating for social justice and has publicly
2 announced support of the Black Lives Matter national movement; and
- 3 **Whereas**, CFT has an obligation to address structural racism by not only condemning racism and white
4 supremacy, but also by proactively working toward systemic change to end white supremacy, anti-Black
5 racism, and institutional racism in the California education system; and
- 6 **Whereas**, teachers, instructors, professors, administrators, and staff of color (especially Black people) are
7 only a fraction of the total employees on schools and college campuses; and
- 8 **Whereas**, programs for hiring and retention of employees of color should be established and supported;
9 and
- 10 **Whereas**, Black students continue to receive academically inferior education relative to their historical
11 achievements and contributions; and
- 12 **Whereas**, white and other students are affected by culturally biased curriculum; and
- 13 **Whereas**, students of color have a higher suspension, expulsion, and dropout rate; and
- 14 **Whereas**, young Black men continue to be incarcerated at alarming rates compared to their white
15 counterparts and also have the lowest enrollment numbers on high school and college campuses; and
- 16 **Whereas**, CFT leadership, staff, and union officers (statewide through local unions) should be
17 representative of the students and communities we serve;
- 18 **Therefore, be it resolved**, that the Ethnic Diversity in Leadership Committee recommends that:
- 19 • CFT work toward passing legislation that would mandate Ethnic Studies requirements for
20 secondary schools and universities;
- 21 • CFT ensure the ethnic diversification of its leadership and staff so that it will be more reflective of
22 the schools and communities we represent;
- 23 **Be it further resolved**, that CFT encourage local leaders to work to increase the hiring of faculty,
24 administrators, and staff of color in school districts throughout California; and
- 25 **Be it finally resolved**, that CFT support legislation to increase ethnic diversity within the ranks of school
26 employees.

Resolution 21

Reverse Trump's racist immigration policies and expand protections for undocumented immigrants

Submitted by the Berkeley Federation of Teachers, AFT Local 1078

Socio-Political

1 **Whereas**, the bold leadership of immigrants and refugees has inspired millions of people around the
2 world to take action and join the movement for human dignity and social equality. We live in a historic era
3 with immigration being one of the defining political issues of our time. Millions of people are crossing
4 national borders in the largest wave of global human migration since World War II; and

5 **Whereas**, Donald Trump enforced some of the most vicious attacks against immigrants on U.S. soil: the
6 Muslim ban, immigrant children placed in cages and separated from their families, closing the border to
7 asylum seekers and forcing them to “Remain in Mexico” and wait years to be processed in abject
8 conditions, forcing migrant children and their parents to risk death by COVID-19 as prisons and ICE
9 detention facilities become hotspots; and

10 **Whereas**, last summer's Supreme Court ruling in favor of Deferred Action for Childhood Arrivals
11 (DACA) is a credit to the great strength and popularity of the new civil rights movement that swept the
12 nation demanding justice for George Floyd and an end to racist police brutality. It also reflects the strength
13 of support for “Dreamers,” immigrant youth whose massive walkouts and marches won DACA in the first
14 place. In 2006, millions across the country, led by young immigrants, took to the streets and defeated
15 draconian anti-immigrant legislation within weeks. “The sleeping giant had woken.” In 2020, young
16 people stood up against all forms of racism and are now leading the nation again; and

17 **Whereas**, we cannot rely on Congress to act on their own, and we have seen the Democrats and
18 Republicans use immigration as a political football in every election campaign for well over a decade.
19 Despite promises of “comprehensive immigration reform” from Democratic and Republican presidents
20 alike, they have yet to pass anything substantive. We have no time to waste; and

21 **Whereas**, while reactionary governments are building walls and passing racist laws to keep out
22 immigrants and refugees, there is an international movement of hundreds of thousands of immigrants and
23 refugees from the Middle East, Africa, Mexico, South and Southeast Asia, and Central America who are
24 breaking down borders every day, including thousands in migrant caravans making their way through
25 Central America and Mexico, fleeing the devastation caused by hurricanes Eta and Iota, as well as the
26 COVID-19 pandemic. Thousands of immigrants are making dangerous journeys to escape war, genocide,
27 anti-gay persecution, and unlivable conditions caused by global warming and U.S. and European
28 imperialist policies; and

29 **Whereas**, immigrant communities and youth are among the most dynamic forces for progress in America
30 with the potential to make the promise of freedom, democracy, and equality a reality; and

31 **Whereas**, while we celebrate the executive orders issued by President Joe Biden on his first day in office
32 to protect DACA, end the “Muslim ban,” and halt construction on Trump's border wall, there are millions
33 of undocumented immigrants in this country who live here, work here, and contribute to this nation. Their
34 fate is not predetermined; and

35 **Whereas**, as a union of educators and classified professionals, we recognize the vital role of immigrant
36 students and families in our schools, institutions, and in our unions. We embrace the ways that
37 internationalism and diversity strengthen the cause of democracy. We are highly cognizant of the urgency

38 of this moment in history. Victory depends on our continued leadership and action;
39 **Therefore, be it resolved**, the CFT calls on the Biden-Harris administration to abolish all Trump’s
40 vicious xenophobic policies, including the expansion of DACA, restoring and expanding Temporary
41 Protective Status, abolishing Trump’s Remain in Mexico policy, defending the rights of asylum seekers
42 and reuniting immigrant children separated from their families as a result of Trump’s child separation
43 policy; and
44 **Be it further resolved**, the CFT calls for Congress to take swift action to pass the DREAM Act and pass
45 legislation that provides full citizenship rights and a pathway to citizenship for all immigrants,
46 documented and undocumented, with no increased militarization at the border; and
47 **Be it further resolved**, the CFT calls for an end to deportations, for the release of all immigrants in
48 detention, and to shut down all immigrant detention centers, which are now COVID-19 death traps for
49 immigrants. We affirm our fervent support for open borders and asylum for all refugees fleeing war-torn
50 countries and political persecution; and
51 **Be it finally resolved**, the CFT stands with the proud and growing movement that has filled the streets to
52 end the racist war of the police and ICE against Black and brown people, and that the CFT pledges to
53 continue to play a leading role in movement struggles for the dignity and rights of immigrants.