



## Per capita

*Article II, Sections 1 and 6, of the By-laws are amended to read:*

### **Section 1. Per Capitas**

- a. Effective September 1, 2006 the per capita for active members of the CFT will be:
1. Regular rate members earning \$26,000 or more – \$361.04 (monthly payment of \$30.09)
  2. Non-bargaining agent members participating in the CFT staff funding program pursuant to Article II, Section 1 – By-Laws and earning \$26,000 or more – \$361.04 (monthly payment of \$30.09)
  3. Regular rate agency fee non-members earning \$26,000 or more – \$361.04 (monthly payment of \$30.09)
  4. Non-bargaining agent members earning \$26,000 or more – \$288.42 (monthly payment of \$24.03)
  5. The per capita increase will not apply to CFT locals which have not yet secured an initial contract. Such exempt locals shall begin paying the per capita increase immediately upon member ratification of their initial contract.

*Subsections b–g remain the same*

### **Section 6. Staff Funding Program**

- a) Upon notification to the CFT, on or before July 1 proceeding the budget year for which the staff funding program is to commence, any local or councils of locals that directly employs and compensates one or more professional staff persons shall receive a staff funding program from the CFT equal to the following formula:
- 1) 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 the first \$16.65 of the per capita paid to the CFT by the local or council of locals on a monthly basis.
  - 2) Unit size – Above 1000: Locals and councils of locals with a total unit or units of above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60%) of the first \$16.65 of the per capita paid to the CFT by the local or council of locals on a monthly basis.

- 3) All locals and council 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 the first \$16.65 of the per capitas paid for non-certificated employees of the unit.
- b) The base on the Staff Funding Program shall be automatically adjusted on September 1 of each year by the percentage increase in per capitas as set forth in Section 2 of this article.

*Subsection c-h remain the same.*



## **Examine sanctions on student athletic programs**

**Whereas**, the CFT recognizes the need for safe schools and extracurricular sports programs to help maintain a safe school environment, and

**Whereas**, after-school sports programs are a deterrent to crime and encourage positive behavior for both students and community, and

**Whereas**, the Salinas High School (SHS) of the Salinas Union High School District (SUHSD) athletic sports programs are currently under sanction by the Central Coast Section of the California Interscholastic Federation (CCS/CIF) for violating the Internal District Attendance Boundaries by allowing otherwise ineligible players to participate in competitive sports competitions at SHS, and

**Whereas**, SUHSD is appealing the decision of the CCS/CIF to suspend all post-season sports programs from participating in post-season competition, and

**Whereas**, innocent, academically qualified SHS students suffer unintended consequences through no fault of their own by being prohibited from participating in any post-season competition,

**Therefore, be it resolved** that the CFT sponsor a Student Athletic Sanction task force to examine the ramifications of school-wide sports program sanctions on the student body and surrounding community, and

**Be it further resolved** that the CFT invite the California Interscholastic Federation (CIF) to co-sponsor or participate in a community forum to address win-win solutions to avoid penalizing the overwhelming majority of students who had no role in the events which led to the sanctions brought forth by the CCS/CIF.



## **Require mandatory Williams Settlement postings at school sites**

**Whereas**, the CFT believes students, parents, community members and site personnel have a right to know of any reportable unsafe conditions that jeopardize their safety, and

**Whereas**, each K–12 school site is required to report unsafe conditions, and the plan to repair them, in accordance with the Williams Settlement and accompanying legislation, and

**Whereas**, this report is not required to be posted at the school site in a location accessible to all students, parents, community members and site personnel,

**Therefore, be it resolved** that the CFT seek appropriate measures (such as, but not limited to, legislation, regulation, etc.) to require each school site to post in a location accessible to all students, parents, community members and site personnel the Williams Report identifying unsafe conditions at the school site, and

**Be it further resolved** that the Williams Inspection Team verify that this report is posted as part of their report.



## **Require Heimlich Maneuver posters in California schools**

**Whereas**, students and staff members are vulnerable to choking on their food while at school, which can lead to serious injury and even death, and

**Whereas**, the Heimlich Maneuver is a relatively easy to administer technique that is extremely effective in dislodging food that has blocked a person's airways,

**Therefore, be it resolved** that the CFT seek appropriate measures (such as, but not limited to, legislation, regulation, etc.) to require that a poster illustration of the Heimlich Maneuver be posted in all student and staff cafeterias and lounges in California's K-12 public schools.



## **Mandate ratio for classified security staff to students**

**Whereas**, safe campuses require effective monitoring which is facilitated by full time, qualified classified security personnel, and

**Whereas**, many California K–12 public schools and/or districts have in the past and are presently considering reducing and/or eliminating full-time qualified classified security personnel to save health and welfare costs at the expense of school safety,

**Therefore, be it resolved** that the CFT sponsor legislation to mandate a minimum ratio of one full-time, qualified classified security employee for every 500 students in each California middle school and comprehensive high school.



## Teaching labor history, the world of work, and economic justice

**Whereas**, the members of the CFT Labor in the Schools Committee have spent years writing and developing standards-based curricula, lesson plans and other materials for teaching about labor history and the world of work, and

**Whereas**, these curricula have been in use not only in California but in schools throughout the country, and

**Whereas**, standardized tests increasingly drive K–12 instruction, but few if any test questions relating to labor history, the world of work, and economic justice have made their way onto the tests, despite the existence of a number of California History/Social Science academic standards, as well as Education Code sections, that call for instruction about labor history and the world of work, and

**Whereas**, a typical high school United States history textbook includes in its 800 pages just seventeen paragraphs on unions, labor leaders, and the labor movement, and

**Whereas**, it has become increasingly difficult in the past few years for teachers to address such issues in their classrooms, making it harder and in some cases impossible for labor curricula, no matter their quality or importance, to actually be taught,

**Therefore, be it resolved** that CFT continue to encourage teachers to teach about the world of work and labor history, and

**Be it further resolved** that CFT work to place a representative on the appropriate state body that reviews and approves the questions that appear on standardized tests such as STAR and the California High School Exit Exam, and

**Be it further resolved** that CFT work to insure that questions relating to labor history, the world of work, and economic justice appear on such tests, and

**Be it finally resolved** that, if necessary, CFT will explore with its attorneys the possibility of a lawsuit against the appropriate parties, including the California Board of Education and the companies that develop the tests, on the grounds that the tests are in violation of Education Code section 60040 (c), which mandates that,

When adopting instructional materials for use in the schools, governing boards shall include only instructional materials which, in their determination, accurately portray the cultural and racial diversity of our society, including: ... (c) The role and contributions of the entrepreneur and labor in the total development of California and the United States.



## **Build coalition support to amend the No Child Left Behind Act**

**Whereas**, No Child Left Behind (NCLB) has been used by the Bush Administration and reactionary forces to undermine public education, and

**Whereas**, public school educators and their students suffer daily under the educationally unsound constraints and demands of NCLB, and

**Whereas**, a growing number of public schools face punitive sanctions as a result of their Program Improvement status, and

**Whereas**, the teacher union movement must respond to NCLB in a comprehensive manner that challenges and dramatically amends the worst aspects of the current legislation, and

**Whereas**, NCLB comes up for renewal in 2007,

**Therefore, be it resolved** that the CFT develop a comprehensive action plan to amend NCLB while raising our own demands for improving public education, and

**Be it further resolved** that the CFT work to build the broadest coalition possible to amend NCLB by reaching out to the California Teachers Association, organized labor and parent and community groups, and

**Be it finally resolved** that the CFT give periodic updates and progress reports to its locals and members on the efforts to build a coalition to amend NCLB.



## Honor Paul Cole's vision

**Whereas**, Paul Cole served the teaching profession, public education, teacher unionism and the broader labor movement steadfastly for decades, and

**Whereas**, Paul Cole, in his work as AFT Vice President and Secretary-Treasurer of the New York State AFL-CIO, not only understood and supported labor education but vigorously pursued its expansion at every opportunity, and

**Whereas**, Paul Cole knows that the survival of the labor movement depends on an effective labor education program for the next generation of workers, and

**Whereas**, Paul Cole's American Labor Studies Center is an excellent virtual clearinghouse of information on teaching about labor, and

**Whereas**, the house of the 19th century glove-makers' union leader, Kate Mullany, was purchased in Troy, New York with Congressional funds appropriated with the support of Hillary Clinton at the urging of Paul Cole, for the purpose of establishing a labor history museum, and

**Whereas**, Paul Cole has been, and continues to be, the most enthusiastic and effective advocate of labor in the schools in the country,

**Therefore, be it resolved** that the CFT congratulate Paul Cole on the occasion of his retirement and thank him for his exemplary service to public education and the labor movement, and

**Be it further resolved** that the CFT support in every way possible the furtherance of Paul Cole's vision of accessible labor education for all workers and students.



## Promote healthy standards for school children

**Whereas**, obesity rates in children ages 6–11 more than doubled between the late 1970s and 2000, rising from 6.5 percent to 15.3 percent, and

**Whereas**, obesity rates in adolescents more than tripled between the late 1970s and 2000, rising from 5.0 percent to 15.5 percent, and

**Whereas**, children with obesity are more likely to suffer from other ailments, including diabetes, sleep apnea, high blood pressure and mental health problems associated with low self-esteem, and

**Whereas**, hospitalizations among children and adolescents for diseases associated with obesity reached \$127 million in 1999, and

**Whereas**, half of all children and adolescents who are overweight will become overweight adults, and

**Whereas**, unhealthy children miss more school days than healthy children, limiting their ability to learn, and

**Whereas**, schools are logical places for children to learn healthy eating and physical activity habits, and

**Whereas**, school districts that sell only healthy snacks and beverages in vending machines do not lose needed revenue, and

**Whereas**, the federal government predicts that obesity will soon overtake tobacco as the leading cause of preventable death,

**Therefore, be it resolved** that the CFT work with school districts to promote healthy lifestyle habits of students and staff, and

**Be it further resolved** that the CFT aggressively promote physical education in accordance with California standards for physical strength and physical activity programs in every public school, and

**Be it further resolved** that the CFT encourage school district nutritionists and school nurses to collaborate to determine the most healthy meal choices for schools, and

**Be it further resolved** that CFT work with its members to educate parents about the challenges of childhood obesity, and

**Be it further resolved** that the CFT lobby for state legislation that ensures that the following minimum standards for food and beverages sold or served in school meals are enforced: Each food item, excluding beverages, should meet the following standards:

- Not more than 30 percent of total calories derived from fat (excepting nuts and seeds)
- Not more than 10 percent of total calories derived from saturated fat
- Not more than 35 percent of total weight composed of sugar (excepting fresh fruits and fresh vegetables)

and

**Be it finally resolved** that CFT work to ensure that only the following beverages, whether served with meals or in vending machines, would be allowed in schools:

- Water
- Milk, including chocolate milk, soy milk, rice milk and other similar dairy or nondairy milk
- 100 percent fruit juice
- Fruit-based beverages that contain at least 50 percent fruit juice and have no added sweeteners



## Stop UC's Social Security scam

**Whereas**, the University of California system, many community colleges and K-12 districts do not make Social Security payments for their part-time employees, including many lecturers represented by UC-AFT who work less than 50 percent over any part of a year and who therefore do not qualify for its retirement system, and

**Whereas**, the university instead, withholds 7.5 percent of the part-time lecturers' own earnings and designates these funds as their retirement "contribution," thereby satisfying legal requirements that it provide a "pension plan" for all its employees that functions as an alternative to Social Security, and

**Whereas**, the university provides no matching funds to this "contribution" and returns it in the event of a break in service, so that the part-time employee actually accrues no retirement benefits at all, and

**Whereas**, the University of California has, since the 1970s, taken advantage of this shocking loophole in federal retirement and tax law that allows it to avoid making any Social Security contributions or pay for any other retirement benefit for all of its part-time employees who do not qualify for the UC retirement system, and

**Whereas**, this practice of denying Social Security benefits for work done by part-timers at the University of California is yet another example of how the system exploits its lower-paid employees, while providing lavish compensation to its executives,

**Therefore, be it resolved** that CFT demand the University of California end its participation in this retirement scam that denies Social Security benefits to its part-time employees, and

**Be it further resolved** that the CFT demand the University of California immediately begin making Social Security contributions for its part-time employees who are not allowed to participate in the UC retirement system, including many UC-AFT lecturers, and

**Be it finally resolved** that the CFT demand that community college and K-12 districts make Social Security contributions an available option for part-time employees.



## **Support AB 1209 to allow injured workers access to medically necessary care**

**Whereas**, some insurance companies are inappropriately limiting medical care for injured workers, and

**Whereas**, insurance companies are able to limit necessary medical care because of changes made by AB 227, SB 228 (2003) and SB 899 (2004), and

**Whereas**, one of the legislative changes has been the imposition of a 24-visit lifetime cap on chiropractic, physical therapy and occupational therapy, and

**Whereas**, there is no similar cap on the number of medications an injured worker can purchase or number of visits for other health care services, and

**Whereas**, any cap on patient care is not consistent with the goal of making medical care provided to injured workers consistent with what scientific evidence has been proven to be the most effective treatment, and

**Whereas**, the cap has no scientific evidence to support it and is in fact an arbitrary number, and

**Whereas**, in some cases scientific evidence supports going beyond the cap, and

**Whereas**, medical necessity under the workers' compensation system is determined by the American College of Occupational and Environmental Medicine (ACOEM) guidelines, and

**Whereas**, the ACOEM guidelines are evidence-based and adequately control utilization for all medical care, and

**Whereas**, AB 1209 by Assemblymember Leland Yee would eliminate the 24-visit cap and allow ACOEM to control for overutilization,

**Therefore, be it resolved** that CFT support AB 1209 by Assemblymember Leland Yee.



## **Allow continuation of treatment when injured worker benefits are exhausted**

**Whereas**, some insurance companies are inappropriately limiting medical care for injured workers, and  
**Whereas**, insurance companies are able to limit medical care as a result of legislative changes made by AB 227, SB 228 (2003) and SB 899 (2004), and

**Whereas**, medical necessity under the workers' compensation system is determined by the American College of Occupational and Environmental Medicine (ACOEM) guidelines, and

**Whereas**, the California Health and Safety and Workers' Compensation-commissioned RAND study reported that ACOEM is not valid or comprehensive when it comes to physical medicine and may not allow for care that is supported by scientific evidence, and

**Whereas**, it is sometimes medically necessary for care outside the ACOEM guidelines and 24-visit cap, and

**Whereas**, it is illegal for an injured worker to pay cash for treatment of an industrial injury because the system was set up to pay for all medical care that is medically necessary, and

**Whereas**, individuals with private health care insurance are allowed to pay for medical services when their benefits have been exhausted or denied, and

**Whereas**, now that medical benefits are limited under workers' compensation, an individual should be allowed to pay for medical services when their benefits are exhausted or denied, and

**Whereas**, practicing doctors of chiropractic, physical therapists, and occupational therapists risk breaking the law and possibly losing their licenses by providing this care past the 24 visits, and

**Therefore, be it resolved** that CFT support legislation that would allow for the payment by private insurance and cash by an injured worker when the medical benefits have been denied or exhausted.



## **Restore injured worker benefits**

**Whereas**, workers' compensation premiums have increased at the same time that coverage has been severely cut back, and

**Whereas**, limitations have been imposed restricting virtually all areas of treatment and patient care, and

**Whereas**, patients' rights to choose their own doctors have been further limited, and

**Whereas**, the lack of proper and timely care may lead to a worsening of the original medical condition and permanent disability,

**Therefore, be it resolved** that the CFT support legislation to restore full protection for health care and rehabilitation for workers injured at work.



## **Allow probationary status for part-time certificated employees**

**Whereas**, California Education Code Section 44918 defines the right of a substitute or temporary certificated employee to attain probationary status as requiring them to have worked for “at least 75 percent of the number of days the regular schools of the district were maintained in that school year,” and

**Whereas**, a number of school districts in California have adopted “block scheduling,” and

**Whereas**, it is possible for certificated employees to work up to 60 percent of a Full-Time-Equivalent (FTE) and work only every other day of the school year and, therefore, never work for more than 50 percent of the number of days of the school year, and

**Whereas**, this can cause certificated employees to be indefinitely held in temporary status and never move to probationary and thence to permanent status,

**Therefore, be it resolved** that the CFT assertively pursue legislation that will amend Education Code Section 44918, and any other relevant Education Code provisions, to allow part-time certificated employees working in school districts with block scheduling to attain probationary status when employed for at least 50 percent of a FTE, using a block schedule of the district.



## Support equitable community college non-credit funding

**Whereas**, educationally disadvantaged students need the full services of a community college – highly qualified counselors, full-time faculty, library resources, small classes, tutoring, and a full educational schedule – along with the flexibility provided in noncredit programs, and

**Whereas**, 30 percent of students statewide who receive AA/AS degrees will have taken noncredit classes by the time they graduate (35 percent among African-American and Latino students), and

**Whereas**, currently 40 percent of African-Americans starting ninth grade don't finish high school, and

**Whereas**, the California High School Exit Exam (CAHSEE), required for a high school diploma will exacerbate the need for other avenues of education for young adults to become effective members of the workforce, and

**Whereas**, students who drop out of high school or fail the CAHSEE are usually not sufficiently prepared to go straight into credit classes at the community college level, and

**Whereas**, a high percentage of students representing ethnic minority groups begin their postsecondary educational careers in noncredit programs, and

**Whereas**, noncredit community college programs serve students most in need of survival pre-vocational, vocational, and survival skills, and

**Whereas**, noncredit programs meet the needs of California's workers who change careers as a result of economic forces and the needs of immigrants beginning their workforce and educational careers through ESL instruction and other noncredit programs, and

**Whereas**, the state reimburses districts for non-credit students at only 53 percent of that of community college credit students (the lowest rate per student of any public education program in California), even though the costs of educating students in noncredit mode approach the costs of educating students in the credit mode,

**Therefore, be it resolved** that the CFT sponsor legislation to get the state to allocate funds sufficient to correct the inequitable funding of community college noncredit programs.



## Explore alternatives for evaluating and accrediting community colleges

**Whereas**, the California community colleges comprise over 99 percent of the colleges that the Accrediting Commission for Community and Junior Colleges-Western Association of Schools and Colleges (AACJC-WASC) “serves” in its area in terms of aggregate size (its service area is limited to California, Hawaii and other Pacific islands), and

**Whereas**, AACJC-WASC is a private organization that is accountable to no one it serves and is loosely supervised only by another private organization, the Council for Higher Education Accreditation, and

**Whereas**, all commissioners and evaluators are appointed either by staff or by other commissioners, and

**Whereas**, some accreditation teams have not included faculty participants at all (as occurred within the recent Compton College accreditation process), and

**Whereas**, AACJC-WASC routinely evaluates and makes recommendations regarding issues that are within the scope of collective bargaining and may be in conflict with existing California law, and

**Whereas**, AACJC-WASC accreditation teams often operate without input from union representatives, and

**Whereas**, the threat of denial or termination of accreditation by AACJC-WASC often causes colleges to implement changes that reflect the current biases of the accreditation team, which may not be based on evidence related to the positive improvement in quality of a college, and

**Whereas**, denying or terminating accreditation is tantamount to killing an educational institution (as is presently happening to Compton College), and

**Whereas**, AACJC-WASC has arbitrarily denied accreditation to Compton College without sufficient cause and without taking into account either the satisfactory level of instruction at this institution or the terrible effects the termination of accreditation will have on the students and the entire community,

**Therefore, be it resolved** that CFT advocate that the California Community College System Office and other appropriate bodies investigate the operations of AACJC-WASC and consider possible alternatives for evaluating and accrediting the state’s community colleges.



## **Allow part-time faculty as full Faculty Senate members**

**Whereas**, Section 87482.8(d) of the California Education Code provides that:

Part-time faculty should be considered to be an integral part of their departments and given all the rights normally afforded to full-time faculty in the areas of book selection, participation in department activities, and the use of college resources, including, but not necessarily limited to, telephones, copy machines, supplies, office space, mail boxes, clerical staff, library, and professional development.

and,

**Whereas**, California Code of Regulations, Title 5, Division 6, Chapter 4, Subchapter 2, Article 2, Section 53202(d) provides that:

The full-time faculty may provide for the membership and participation of part-time faculty members in the academic senate.

and,

**Whereas**, there appears to be an inconsistency between the above provisions of law in that on the one hand part-time faculty is considered to be equal to full-time faculty and on the other full-time faculty is given a more privileged position in college governance, and,

**Whereas**, a statute enacted by the Legislature has greater legal authority than does a regulation established by the Board of Governors, and,

**Whereas**, the CFT desires to foster the concept of one faculty at community colleges in the state of California wherein some faculty members have a greater teaching load than others, and

**Therefore, be it resolved** that the CFT hereby declares its commitment to fostering one faculty among California community colleges and pledges itself to the task of facilitating changes so that all community colleges will share this vision,



## **Oppose mayoral and state district takeovers**

**Whereas**, the CFT defends public education and democratic control of our schools by locally elected schools boards, and

**Whereas**, in Oakland, State Administrator Randolph Ward continues to push racist, anti-student, and anti-teacher attacks on the public schools that the community opposes and no elected school board would ever get away with, and

**Whereas**, in Los Angeles, Mayor Antonio Villaraigosa has announced his intention to take over the Los Angeles Unified School District (LAUSD), and

**Whereas**, taking away the right of the people of Oakland and Los Angeles to vote for their own school board representatives is not an acceptable solution in the fight to improve educational opportunities and it will degrade, not expand, educational resources and opportunities,

**Therefore, be it resolved** that the CFT opposes mayoral takeover of the LAUSD or any other school district and calls for an immediate end to the Oakland school takeover and will write a public letter to this effect.



## **Defend LAUSD's desegregation plan**

**Whereas**, the Los Angeles Unified School District's (LAUSD) right to maintain integrated magnet schools and integrated teaching staffs is being challenged by Ward Connerly and his attorneys in the right-wing Pacific Legal Foundation, and

**Whereas**, these desegregation programs were designed to break down racial isolation and ethnic divisions that are byproducts of residential segregation, and

**Whereas**, students, parents, teachers and staff are intervening in defense of LAUSD's desegregation plans, and over the next year a court will decide whether LAUSD is legally permitted to maintain them, and

**Whereas**, CFT joined with the students, parents, teachers, staff and community in Berkeley who successfully defeated a similar attack two years ago,

**Therefore, be it resolved** that the CFT defends the LAUSD desegregation plans, and

**Be it further resolved** that the CFT join with students, parents, teachers and staff in the United for Equality and Affirmative Action Legal Defense Fund in legally defending the desegregation plans and will write a public letter in support of the student interveners.



## Support reordering of U.S. policy in Iraq

**Whereas**, the premises offered by the U.S. government to justify the invasion and occupation of Iraq have been exposed as lies: there were no weapons of mass destruction found in Iraq; there is no connection between Al Qaida and the Saddam Hussein regime; and there was no imminent threat from Iraq to the safety of the United States and the administration had no reasonable evidence to warrant a claim that there was, and

**Whereas**, the cost of the war in human life continues to be high: as of January 2006, more than 2,200 U.S. soldiers have died and 16,000 have been severely injured, the majority of casualties occurring *after* the end of “major combat” in May 2003; the number of civilian casualties, as is typical in modern wars, is many times greater than the number of military deaths, with estimates of the Iraqi civilian death toll ranging from 30,000 to 98,000, with many more severely injured; and deaths and injuries continue to mount, and

**Whereas**, the financial cost of the war has led directly to cuts in social and human services: as of December 2005, the war and occupation cost the United States approximately \$195 million *per day*, or more than \$8 million *per hour*, with the total cost approaching \$230 billion. This amount spent by the United States on the war could have paid for almost 4 million new public school teachers to be hired for one year, or for similar investments in health care, housing, jobs, or for the rebuilding of the Gulf States communities devastated by Hurricanes Katrina and Rita; California’s share of the cost of the war (nearly \$30 billion) alone could have funded over 500,000 public school teachers for one year, and

**Whereas**, we recognize the hardship undergone by U.S. military personnel, many of whom are members or family of members of unions, and a disproportionate number of whom are from poor and working-class families. The burden of the war – its deaths, injuries, psychological trauma, and lack of support for veterans – falls disproportionately on working people, poor people and people of color, thousands of whom enlisted because they had no access to other viable options for their lives, including affordable education, health care and decent jobs, and

**Whereas**, the war and the occupation have undermined the economic and social rights of the Iraqi people, producing grinding poverty for many, and an unemployment rate that had reached 70 percent in June 2004 and has persisted at high levels throughout the occupation, and

**Whereas**, Iraqi workers are struggling to maintain their labor movement, which has been one of the few entities that is both secular and non-denominational, and the United States has moved against labor

rights in Iraq, enforcing a 1987 Saddam Hussein law outlawing labor organizing, collective bargaining and strikes in the public sector – over 70 percent of Iraqi jobs – and privatizing formerly nationalized industries, issuing a decree allowing 100 percent foreign ownership of all Iraq business except oil. The beneficiaries of the privatization are primarily U.S.-based multinational corporations, many of them with ties to the Bush administration, and

**Whereas**, human rights in Iraq, consistently violated in the Saddam Hussein regime, have been violated again in the abuse and torture of Iraqi prisoners at the hands of U.S. military and intelligence personnel and private contractors, and

**Whereas**, the U.S. government policy on Iraq is founded on an unjustifiable intention and failure of implementation and integrity, and far from being, as claimed, a “war of liberation,” the U.S. action in Iraq is a war for empire, the result of a conscious policy to gain control over Middle East oil and expand U.S. dominance through the building of permanent U.S. military installations in Iraq and elsewhere in the Middle East, and

**Whereas**, war has made the United States more insecure,

**Therefore, be it resolved** that the CFT – as an organization that stands for the rights of working people, the promise of education, and the pursuit of knowledge – continue to oppose this war begun under false pretenses and inimical to the interests of working people, and that

**Be it further resolved** that the CFT reiterate its solidarity with the hundreds of labor organizations that have called for immediate withdrawal of all U.S. military forces, bases and operations from Iraq, and

**Be it further resolved** that the CFT urge American Federation of Teachers to call on the U.S. government to meet the physical, psychological and economic needs of returning and current veterans, including providing full health benefits and restoring services cut by the Bush administration, and

**Be it finally resolved** that the CFT call on the California Congressional and Senate delegations to work for a reordering of national policy and economic priorities toward peace, economic and racial justice, labor rights, true security, and human needs.



## **Endorse the minimum wage initiative campaign**

**Be it resolved** that the CFT endorse the most progressive minimum wage initiative campaign in California, giving preference to an initiative which includes a cost-of-living index, and devote resources to that campaign until such an initiative is passed.



## **Gathering signatures for an initiative to limit the use of eminent domain**

**Whereas,** the abuse of eminent domain powers to seize the property of one private owner and convey that property to another private owner for their economic gain and to increase a city's tax base has been brought to our attention by the *Kelo v. New London* U. S. Supreme Court decision and that this decision leaves it up to the states to put limits on eminent domain use and that our California Legislature has been unable to pass legislation to create these limits, and

**Whereas,** California public opinion polls are running 85–95 percent in favor of limiting eminent domain powers to pure public use and this indicates that any single Initiative gathering the required 600,000 legal signatures by May 1, 2006, will surely become law, and

**Whereas,** signatures are currently being gathered for both the Jarvis/McClintock and the Anderson initiatives that include “regulatory takings” compensation, which would destroy many environmental regulations and end rent control, leaving many seniors and working families, including many CFT members and the students we serve, with no affordable housing in San Francisco and other rent control cities across the state,

**Therefore be it resolved** that CFT will in a timely way contact and encourage all AFT members throughout California to join the all volunteer effort to gather signatures to make sure that the #1198 *Government Acquisition of Private Property. Initiative Constitutional Amendment* that is based on the language in the HR 4128, which that passed by a large bipartisan majority and has the support of the California Democratic Party, and simply limits eminent domain and does not destroy rent control and environmental regulations, will gather enough signatures to be placed on the ballot for November 2006.



## **Honoring seniority rights and union contracts in public education**

**Whereas**, the public school employee union members in New Orleans have been stripped of their rights and made unemployed by the Louisiana Legislature, and

**Whereas**, non-union and charter schools are replacing the public school system in New Orleans,

**Therefore be it resolved** that the CFT demands that the seniority rights of teachers and other educational workers be recognized and union contracts be honored at all public schools, and

**Be it further resolved** that undamaged schools be opened immediately, and damaged schools be repaired as rapidly as possible so that students and their families can return to live in New Orleans.