



Adopted Constitutional Amendments and Resolutions Convention 2005



Per capita

CFT By-Laws, Article II: Finance, Section 1

New subsection a follows.

- a. Effective September 1, 2005 the per capita for active members of the CFT will be:
 1. Regular rate members earning \$26,000 or more — \$325.04 (monthly payment of \$27.09).
 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 — \$325.04 (monthly payment of \$27.09).
 3. Regular rate agency fee non-members earning \$26,000 or more — \$325.04 (monthly payment of \$27.09).
 3. Non-bargaining agent members earning \$26,000 or more — \$259.65 (monthly payment of \$21.64).

Subsections b–f remain the same.



Per capita

CFT By-Laws, Article II: Finance, Section 1

Subsections a–f remain the same. New subsection g follows.

g. Education Defense Fund

Effective September 1, 2005, a special per capita of three dollars (\$3.00) monthly per member or non-objecting agency fee payer, or the proportional share of \$3.00 as determined in Article II, Section b, shall be paid by each local. Such monies shall be placed in an Education Defense Fund for the purpose of defending educational funding and defeating proposed negative revisions to pension funds, “merit pay” schemes, and other anti-education employee initiatives. This special per capita will not be considered “per capita paid to the CFT” for purposes of Article II, Section 6, Staff Funding Program. The Executive Council will adopt guidelines to implement this provision. This special per capita will sunset on September 30, 2007.



Staff funding program

CFT By-Laws, Article II: Finance, Section 6

Subsections a–d remain the same. The new subsection e follows.

- e. Conditions of Employment of formula-funded staff:
 - 1. The salary rate of any professional staff person provided for in this section shall not be less than the minimum compensation of the full-time employees he/she represents. The salary rate of any professional staff person representing only part-time employees shall not be less than the minimum compensation of the employees he/she represents. The professional staff person shall receive step increases comparable to and on the same timeline as those employees the staff person represents. Locals shall also provide salary column and step advancement to professional staff persons for job-related experience and training.
 - 2. The employee benefits of the staff person and other conditions of employment shall be at least comparable to those of the full-time employee he/she represents. The benefits and other conditions of employment of any professional staff person representing only part-time employees shall be at least comparable to the employees he/she represents. When any professional staff person is hired on a less than full-time basis, he/she will receive the pro-rata salary and benefits of the corresponding full-time position.
 - 3. The conditions of employment of the professional staff person shall be put to writing in the form of a mutually agreeable contract. The CFT and CFT locals shall seek to provide formula-funded professional staff a group benefits program that includes medical, dental, vision, long-term disability, and retirement benefits.

Subsections f–h remain the same.



Convention resolutions

CFT By-Laws, Article I: Conventions, Section 15

Previous language became subsection a. New subsection b follows.

- a. Resolutions for the convention may be introduced by locals, by the State Council, by the Executive Council, by CFT standing committees, by councils, or by convention committees. No resolution may be introduced later than six weeks prior to the opening of the convention except by two-thirds vote of the convention. Any resolution submitted by a local shall bear the signature of the two elected officers of the local, certifying that the resolution was approved by submission to the convention by the Executive Board or the membership of the local.
- b. Any resolution passed by the convention requesting CFT to donate more than \$1500 to other organizations or causes shall only serve as a recommendation to the Executive Council. The Executive Council will review the available funds and determine the exact amount above \$1500 to be donated. Any variance in the actual amount donated from the amount recommended by the convention shall be reported to the next convention with an explanation.



Increase part-time funds

Whereas, part-time temporary community college faculty in the state of California must hold the same level of education and provide the same preparation and grading time as full-time faculty but are paid considerably less for comparable work, have limited or no access to health benefits and are not fully paid to provide office hours to their students, and

Whereas, in fiscal year 2001-02 and continuing into 2002-03, the state of California provided \$57 million each year to provide for a beginning equalization of part-time community college faculty pay with the salaries of full-time faculty, which at that time was only approximately 25 percent of the appropriation needed to achieve the board of governor's stated policy goal of "comparable pay for comparable work," and

Whereas, this allocation of \$57 million was reduced by approximately 11 percent during the 2003-04 and 2004-05 fiscal years to \$50,828,000, reacting to anticipated reductions in part-time faculty assignments while the number of part-time faculty hours actually decreased by only 4 percent, and

Whereas, the health insurance reimbursement fund that was established in 1999 at a total of \$1 million was sufficient to fund 50 percent of the medical premiums for adjunct faculty who were working at 40 percent or more of a full-time position, it now only covers 13 to 20 percent of the cost of these premiums leaving part-time faculty to pick up the additional cost of this benefit, and

Whereas, the \$1 million office hour reimbursement fund, meant to offset district costs for providing paid time for adjunct teachers to meet with their students, has also been depleted by the increase of number of part-timers and districts utilizing this subsidy, and

Whereas, in light of recent retirement incentives provided by districts to full-time faculty and increased funding for growth, we can reasonably expect a further increase of part-time faculty teaching hours in the community college system over the next five years' which puts more pressure on these funding sources,

Whereas, the original intent was that there was to be \$80 million in the first year, \$160 million in the second year, and \$240 million in the third year; and that the fund be maintained at a minimum of \$240 million each year thereafter, and

Therefore, be it resolved that the California Federation of Teachers actively lobby for the part-time equity line item in the 2006-07 community college budget be increased to include the entire \$62 million required by the Community College Board of Governors in 2000 to meet the immediate salary disparity between full- and part-time faculty, increase the health insurance fund to a level that restores the 50 percent premium reimbursement and increase the office hour fund so that all students will have

access to their teachers outside classroom time, and that the second and third installments be included in the next two budget cycles, and

Be it further resolved that the CFT call on the board of governors, the Legislature, and the governor to reaffirm their commitment to part-time faculty in the California Community Colleges by providing an annual COLA increase on all of the three cited funds.



Governor's budget proposal

Whereas, California's six million students deserve high quality schools with well-trained educators, small class sizes, quality instructional materials, up-to-date textbooks and dynamic parental support, and

Whereas, Gov. Schwarzenegger made a promise to California's students and schools to ensure adequate school funding and to support voter-approved Proposition 98, and

Whereas, the governor's 2005–06 budget proposal does not fulfill his promise to California's students and undermines the education funding protections California voters supported, and

Whereas, California schools have suffered \$9.8 billion in cuts in the last several years resulting in school closures, increases in class size, lay offs of teachers and support staff, and a shameful shortage of librarians, counselors, nurses, custodians and groundskeepers throughout the state, and

Whereas, California schools have suffered millions of dollars in cuts in the last several years, hurting state and local efforts to increase parental involvement, ensure up-to-date textbooks and ensure ongoing teacher training and guaranteed small class sizes, and

Whereas, the governor's budget proposal breaks his commitment to students and schools despite the fact that state revenues are actually higher than projected when the agreement was approved, and

Whereas, a recent "Quality Counts 2005" report by *Education Week* notes that California ranked 44th in the nation in per pupil funding, and

Whereas, a recent study by the RAND Corporation corroborates these findings and notes California's K–12 school system has fallen from its position as a national leader 30 years ago, to its current ranking near the bottom in every objective category, and

Whereas, California voters approved—and continue to strongly support—Proposition 98 to protect schools and students from harmful budget cuts, and to establish a minimum level of education funding, and

Whereas, the governor's budget proposal goes against the will of the California voters,

Therefore, be it resolved that the California Federation of Teachers strongly oppose the governor's 2005–06 budget proposal and urge the governor to uphold the education funding protections the voters want, and

Be it further resolved that the California Federation of Teachers call on the governor and the Legislature to fully fund education according to the requirements of Proposition 98.



Support of SB 1419

Whereas, in 2002 legislation passed and signed into law Senate Bill 1419 to require accountability for districts and the public that plan outsourcing, contracting out or privatization of classified jobs, and

Whereas, classified employees and other school-related personnel provide a vital role in the delivery of education in our public schools and colleges, and

Whereas, the majority of our public school employees live and pay taxes in the communities in which they are employed, and

Whereas, the governor has made repeated attempts in the last year alone to undermine the protections afforded to our members under SB 1419 by way of proposed legislation, budget trailer bills, and the California Performance Review, and

Whereas, the governor has repeatedly threatened to undermine the same protections by way of numerous proposed initiatives potentially on a special election ballot in November 2005, and

Whereas, the California Federation of Teachers has actively and effectively fought as a member of the Coalition Against the Repeal of SB 1419 through legislative lobbying and political action, and

Whereas, the attack on the protections of SB 1419 continues to be spearheaded by “for profit” private special interests such as Laidlaw “transportation” and Sodexo “food services,”

Therefore, be it resolved that the California Federation of Teachers retain a leadership role as a partner of the Coalition Against the Repeal of SB 1419, in order to update locals and provide support as necessary to fight the repeal, and

Be it further resolved that the California Federation of Teachers make every effort to keep members informed of the progress of the initiative process, and

Be it finally resolved that the California Federation of Teachers aggressively educate and advocate to all members of the CFT and public, the dangers and realities of the attacks on the security of our jobs. This should include, but not be limited to an aggressive media campaign, training regimen, and development of a membership network for a call to action.



Adequacy lawsuits

Whereas, in its yearly comparison of the states “Quality Counts,” the nation’s newspaper of record on education issues *Education Week* ranked California as 44th of the 50 states in cost-of-living weighted dollars expended per child in K–12 education, and

Whereas, the comprehensive study of California’s public education system done by the RAND Corporation identified significant system inadequacies in California’s schools including the fact that California has the second largest class sizes in the nation, and

Whereas, this administration does not have the will to fund education in California adequately, and

Whereas, the recent “Williams case” settlement successfully prevailed in raising funding levels for California’s poorest, underfunded districts to combat the shortfall of textbooks, qualified teachers and safe and healthy school facilities, and

Whereas, California’s parents and students demand and deserve a free and appropriate education, and

Whereas, according to the December 2004 School Business Affairs, “adequacy lawsuits” have been brought in the majority of the 50 states with 75 percent of those lawsuits resulting in wins by the plaintiffs when the definition of adequacy is linked to state standards, and

Whereas, California is frequently identified as having standards of the highest academic difficulty and having financial support at the lowest possible levels,

Therefore, be it resolved that the CFT in partnership with others research and aggressively pursue an adequacy lawsuit against California’s governor to raise the current per pupil funding to a level that is adequate.



Uniform school safety guidelines task force

Whereas, California's K–12 students, faculty and staff are entitled to a healthy, safe and non-violent school environment that is critical to successful student achievement, and

Whereas, teachers and school support personnel in California's public schools are faced with both known and unknown threats of violence, vandalism and other potential criminal offenses, and

Whereas, public schools in California are legally required to have a uniform safe school plan and student discipline code in place in order to provide support and disciplinary guidelines for improvement or correction, and

Whereas, student codes are to be applied to all students by all teachers and school support personnel uniformly and fairly, and

Whereas, the results of a recent survey sampling from the CFT's 2004 QuEST West Conference shows that the vast majority of respondents believe that favoritism of some form does exist for some, yet not all students, and

Whereas, the results of the survey show that 84 percent of respondents strongly disagree that all school employees have the authority to enforce the code, and

Whereas, 75 percent of respondents believe that they have not been provided the training necessary to appropriately enforce their school's discipline code,

Therefore, be it resolved that the CFT establish a task force to work with the CFT Safe and Non-Violent Schools Committee to develop a set of uniform guidelines that would educate certificated and classified employees about the law and their rights pertaining to school safety procedures and discipline codes.



Preschool program ratios

Whereas, the California Federation of Teachers believes that preschool programs should maintain small class sizes with the appropriate staff:child ratios, and

Whereas, the state of California requires preschool programs to have an adult:child ratio of no fewer than one adult to eight students, and

Whereas, current research confirms that smaller class sizes result in greater developmental gains, and

Whereas, universal voluntary preschool has become a public and legislative priority,

Therefore, be it resolved that the California Federation of Teachers adopt policy and support legislation to ensure that all universal voluntary preschool programs are adequately funded to support the required adult:child ratio of no less than one to eight.



Professional development for preschool personnel

Whereas, the lack of an adequately trained and compensated early childhood workforce is the greatest obstacle to the creation of a quality preschool program, and

Whereas, current state and federal standards are requiring additional education, degrees, permits and other professional development, and

Whereas, early childhood educators with a high level of professional development are able to deliver a higher quality program resulting in increased student achievement, enhanced community respect and heightened/more effective collegial interaction with other educators at all levels, and

Whereas, additional program demands and dramatic increases in colleges tuition costs make workforce development nearly impossible,

Therefore, be it resolved that the California Federation of Teachers adopt a policy, sponsor and support legislation that ensures all early childhood employees have time, access and adequate funding to assist in the achievement of professional status, and

Be it further resolved, that the California Federation of Teachers endorse and adopt a policy which supports legislation that provides early childhood educators with compensation equivalent to other similarly credentialed educational professionals.



Highly qualified Supplemental Services

Whereas, all teachers in public schools are required to be NCLB (No Child Left Behind) compliant by 2005–06, and teachers in Title I schools are already required to be “highly qualified,” and

Whereas, students attending schools that are in Program Improvement (PI) because of NCLB requirements may access Supplemental Providers for tutoring paid for from that school’s Title I funds, and

Whereas, teachers working for supplemental providers are not required to be NCLB compliant; in fact states are prohibited from requiring that providers require teachers be “highly qualified,” and

Whereas, students who attend PI schools are the most at risk,

Therefore, be it resolved that California Federation of Teachers lobby, and urge AFT to lobby, the U.S. Department of Education to amend the regulations to require that Supplemental Providers hire only NCLB compliant teachers, and

Be it further resolved, that California Federation of Teachers’ policy reflect this position to require all providers of educational services be at least “highly qualified.”



Alternative high school diploma

Whereas, the state of California currently offers either a full diploma or a certificate of completion to students after they complete four years of high school, and

Whereas, this full diploma requires students to pass the California High School Equivalency Exam (CAHSEE) in addition to other Local Education Agency (LEA) requirements, and

Whereas, the state offers a “Certificate of Completion” to those students who meet attendance requirements but not the passage of CAHSEE or completion of other LEA requirements, and

Whereas, there is a body of students unable to meet all the requirements attached to a full diploma, and

Whereas, this segment of the student population is in jeopardy of dropping out, disrupting the learning environment and generally becoming disenfranchised and unemployable, and

Whereas, the business community has a need to recognize those students who have not passed the CAHSEE but are able to demonstrate certain basic competencies,

Therefore, be it resolved that there should be a “basic” diploma offered to those who:

- Pass core curriculum
- Meet requirements of essential standards
- Meet LEA credit requirements
- Take the CAHSEE as required by the LEA
- Meet IEP requirements, for those receiving special education services,

Therefore, be it further resolved that the California Federation of Teachers sponsor legislation that would require school districts to provide and offer an “alternative diploma” for those who are unable to pass the CAHSEE, but who meet the requirements of the LEA.



Support for Labor History Week

Whereas, the California Legislature passed and Gov. Davis signed AB 1900 in 2002, a CFT-sponsored bill to bring greater awareness of workers' rights, workplace safety and health issues, and labor history into public schools through the establishment of the first week in April as California Labor History Week, and

Whereas, the California Federation of Teachers was one of several unions that helped the California State Library research, design and print a California labor history map, and

Whereas, the map joins numerous products of the CFT Labor in the Schools Committee available to help teachers educate students about work, labor relations and labor history, and

Whereas, several California labor history-related events are taking place the first week in April, including an exhibit in the Los Angeles Maritime Museum on labor art in California history, and one on California labor history at the San Diego Public Library, as well as Collective Bargaining Institutes for high school students in San Francisco, Berkeley, and Oakland,

Therefore, be it resolved that the California Federation of Teachers urge its locals to publicize and participate in these events, and

Be it further resolved that California Federation of Teachers urge its locals to post the labor history map in their schools on prominent display for the duration of California Labor History Week.



Counter-offensive to attacks on education

Whereas, public education in California continues to be underfunded, and

Whereas, the current budget for the state continues and, perhaps, deepens this underfunding, and

Whereas, teachers retirement systems are under attack, and

Whereas, the No Child Left Behind legislation is a reactionary attack on teacher independence, public schools, and students' right to learn, and

Whereas, the No Child Left Behind legislation is underfunded and may nevertheless be extended, and

Whereas, the time is long past overdue for a militant response on a statewide basis,

Therefore, be it resolved that the California Federation of Teachers work in conjunction with the California Educational Coalition and the California Labor Federation and any and all other allied groups to develop a multi-pronged counteroffensive which includes, but is not limited to: media campaigns, new legislation, ballot initiatives, demonstrations, work slowdowns, sick-outs, and a potential statewide general strike, and

Be it further resolved that the resources of the California Federation of Teachers be brought to bear statewide to ensure that these attacks on public education are answered.



Support for K–12 adult education and community college non-credit programs

Whereas, K–12 adult education programs provide an indispensable service to many communities in California, especially underserved communities including the poor, immigrant and elderly, that is provided by no other source, and

Whereas, the threat of cutbacks statewide is worse than ever, both in the form of direct cutbacks and possible block grant configurations,

Therefore, be it resolved that the California Federation of Teachers work with the Legislature and the governor to defend all K–12 adult education and community college non-credit programs from cutbacks on the state level, and

Be it further resolved that the California Federation of Teachers advocate for increased funding for K–12 adult education programs, and

Be it finally resolved that the California Federation of Teachers initiate and lead a statewide public campaign to highlight to the citizenry of California the wide-ranging services and benefits provided by K–12 adult education and community college non-credit programs.

It should be noted that this resolution was passed last year and that lobbying was the main action CFT took to implement it. The third resolve is still worthy of attention.



Faculty development fund

Whereas, alternative health care is recognized as a beneficial, cost-effective patient benefit, and

Whereas, according to the final report of the White House Commission on Complementary and Alternative Medicine Policy (WHCCAMP) submitted to President Bush in March 2002, in Chapter 4, “since the public utilizes both conventional health care and Complementary and Alternative Medicine (CAM), the Commission believes that this reality should be reflected in the education and training of all health practitioners,” and

Whereas, both conventional health care and CAM practitioners should equally be capable to discuss, provide guidance on, and collaborate with each other, and

Whereas, the final report of the WHCCAMP acknowledges that “reaching this goal will require development of CAM faculty, curricula, and programs at both CAM and conventional institutions,” and

Whereas, chiropractic schools, as private institutions, offer quality education to students, and

Whereas, the final report of the WHCCAMP states that “chiropractic has the most extensively developed and implemented national education and training standards of any CAM profession,” and

Whereas, improved CAM education and training could translate into more skilled practitioners, improved CAM services, and greater patient satisfaction and safety, and

Whereas, faculty development is absolutely essential for any educational improvement and is the most important and practical point at which to begin, and

Whereas, due to lower enrollment in all health care institutions across the country resulting in less available funds for costs beyond functional costs of an institution, and

Whereas, the final report of the WHCCAMP states that “access to increased funding and other resources for CAM faculty . . . could result in better CAM education and training,” and that

“ . . . legislation drives funding of CAM education and training,” and

Whereas, it may be necessary to pass new legislation or amend current legislation to support CAM education and training,

Therefore, be it resolved that the California Federation of Teachers seek legislation that provides consistent, ongoing funding to ensure the opportunity for faculty development at chiropractic institutions.



Oppose privatization of Social Security

Whereas, Social Security is a Defined Benefit plan providing a lifetime pension, and

Whereas, a Defined Contribution plan does not provide a pension for a lifetime, and

Whereas, Social Security provides a lifetime spousal benefit that a Defined Contribution does not, and

Whereas, Social Security makes provision for unemployment benefits that a Defined Contribution plan does not, and

Whereas, Social Security provides survivor benefits for minor children that a Defined Contribution plan does not, and

Whereas, the value of a Defined Contribution plan can fluctuate with the stock market leaving a member uncertain as to the value of his investment, and

Whereas, many people lack knowledge and experience in the world of investments, and

Whereas, only Wall Street is guaranteed a profit on Defined Contribution investments, and

Whereas, President Bush's plan for Social Security is not reform, and will not solve the problem of full long term benefits, and

Whereas, 401(k)-type Defined Contribution plans are already available for anyone who wants them and should only be used as a supplement to a basic Defined Benefit plan such as Social Security,

Therefore, be it resolved that California Federation of Teachers is opposed to and will fight all proposals to change part or all of Social Security from a Defined Benefit plan to a Defined Contribution plan, otherwise called "privatization."



Oppose changes in CalSTRS contributions

Whereas, all full-time and most part-time educators are members of the CalSTRS Defined Benefit (DB) pension program and Defined Benefit Supplement (DBS) programs, and

Whereas, the California General Fund currently contributes 2.017 percent and sometimes an additional 0.524 percent of the total teachers' payroll of two fiscal years prior to the current year to the DB program, and

Whereas, members currently contribute 6 percent of their compensation to the DB program and 2 percent of their compensation to the DBS program, and starting in 2011 will contribute 8 percent to only the DB program, and

Whereas, employers currently contribute 8.25 percent of member compensation to the DB program, and

Whereas, the governor in his January budget has proposed eliminating both the 2.017 percent and 0.524 percent contributions from the general fund to the DB program, and

Whereas, the governor has proposed increasing the employer's contribution by 2 percent to a total of 10.25 percent, and

Whereas, the governor has proposed allowing each employer to negotiate with its employees whether to pass on part or all of the 2 percent increase to its employees, and

Whereas, the governor has proposed allowing employees to choose not to have 2 percent credited to DBS through 2010 which would reduce an employee's DBS benefits, and

Whereas, the governor's proposals could reduce total DB funding, and

Whereas, the governor's proposals would increase employer contributions to DB, increase employee contributions to DB, and/or reduce employee DBS benefits, and

Whereas, any increase in employee contributions to DB and reduction in employee DBS benefits would be an impairment of constitutionally protected contract rights, and

Whereas, the governor's proposals will impose major administrative burdens on employers and CalSTRS, and

Whereas, the governor's proposals will complicate, not simplify, the DB and DBS programs and communications about those programs to employees,

Therefore, be it resolved that the California Federation of Teachers oppose the governor's proposals and all legislation and initiatives to eliminate or reduce general fund contributions to the CalSTRS Defined Benefit program, to increase employer contributions to Defined Benefit, to increase employee contributions to Defined Benefit, or to reduce employee Defined Benefit Supplement benefits.



Protect our pensions! No gambling with our future!

Whereas, California’s public educators K–university deserve a secure retirement as currently provided by the CalPERS, CalSTRS, UCRS and other systems, and

Whereas, Assembly Constitutional Amendments 5 and IX (ACA 5 and ACA IX) two legislative proposals introduced by Assemblyman Keith Richman and supported by Gov. Schwarzenegger would

- Force new teachers and classified employees beginning July 2007 into Defined Contribution (DC) systems, thereby making their retirement income dependent on the volatility of the stock financial markets and further reduced by administrative and management fees
- Eliminate new contributions to the CalSTRS, CalPERS, UCRS and other Defined Benefit (DB) plans and thus negatively impact the possibilities for regular COLA increases and purchasing power adjustments for retirees
- Will encourage experienced mid-career California educators to leave the profession in search of more secure retirement in other states and occupations, causing California’s public educational institutions to decline,

Whereas, a Defined Contribution plan does not provide a retiree with a retirement benefit calculated according to a formula and guaranteed for life, and

Whereas, a Defined Contribution plan provides a retirement benefit which represents a lump sum of contributions made to a retiree’s account and all earnings and losses on the retiree’s account, and

Whereas, a Defined Contribution plan places the entire risk of return on investments made in a member’s individual account on the individual member, and

Whereas, a retiree in a Defined Contribution plan could outlive his or her retirement benefit, and

Whereas, a Defined Contribution plan does not provide disability benefits, death benefits, or protection from inflation, and

Therefore, be it resolved that the California Federation of Teachers oppose ACA 5, ACA X1 1 (“The Fair and Fiscally Responsible Employee Retirement Act”) and any similar initiatives, and all legislation to replace the CalPERS, CalSTRS, UCRS and other defined benefit systems with a defined contribution pension plan

Be it further resolved that the California Federation of Teachers undertake intensive training of all officers and staff to prepare them to conduct informational sessions at all campuses where we have

bargaining units to educate our members about the threat posed by these initiatives and how to organize to defeat them, and

Be it finally resolved that the California Federation of Teachers join statewide coalitions focused on defeating these initiatives.



Endorsement of protest in support of injured and disabled workers

Whereas, injured and disabled teachers and other workers are under growing attack in their efforts to receive health care for their injuries and their disabilities, and

Whereas, some workers injured on the job have committed suicide as a result of not receiving medication for their injuries, and

Whereas, the right to a healthy and safe environment and the enforcement of CAL-OSHA regulations is also threatened by the proposed “restructuring” proposals of the state administration, and

Whereas, the right to have health care for injured workers and disabled workers in California is a basic human right of all working people, and

Whereas, the state administration is seeking to undermine the protection of injured and disabled workers by the complete deregulation of workers’ compensation and total subservience to the insurance industry, and

Whereas, the corporate media has ignored and censored the stories of injured and disabled workers who face the loss of their health care and the destruction of their lives and the lives of their families, and

Whereas, the need to unite all injured and disabled workers in California is critical in order to meet the challenge that they face, and

Whereas, the issue of health care is right for all working people union and non-union in California, and

Whereas, the collapse of the privately run health care system and the escalating costs of health care insurance premiums threatens the rights of healthcare to all working people,

Therefore, be it resolved that California Federation of Teachers support the call by the California Injured Workers Coalition, UAPD/AFSCME, the Chelsie Group and other injured workers organizations and health and safety groups as well as the San Francisco Labor Council to support the statewide protest on Workers Memorial Day, April 28, 2005, at the Capitol in Sacramento for the defense of all injured and disabled workers, and

Be it further resolved that this body will support the demand for health care for all working people by the implementation of single-payer health care and,

Be it finally resolved that the CFT will circulate this resolution to all California Labor Councils and Building and Trades Councils and all other affiliated bodies for concurrence and will seek to reach and support all injured and disabled workers so they can join this historic action to protect their rights.

Endorsed and supported by the following groups and organizations: California Injured Workers Coalition, Inc., UAPD/AFSCME, San Francisco Labor Council, The Chelsie Group, Labor Action Coalition, Million Worker March, Labor Video Project, FACE Intel, Dr. June Fisher, Dr. Larry Rose, Victims of UPS/Red Thursday Committee, Pushing Limits, KPFA's radio program.



Petition to reverse the drop in underrepresented minority admissions at UC Berkeley and UCLA

Whereas, the next few months could be a turning point for the University of California, and

Whereas, the level of underrepresented minority student enrollment at the UC flagship campuses of UC Berkeley and UCLA remains abysmal.

Whereas, this year only 2.5 percent and 2.3 percent of UC Berkeley's and UCLA's entering freshman classes were African American, respectively and the number of Latina/o and Native American students have also dropped sharply since the attack on affirmative action, and

Whereas, the movement to remove Ward Connerly from the UC regents has won a tremendous victory with the end of his membership on the board and we must continue this momentum and end the current period of rising resegregation and racism in the UCs.

Therefore, be it resolved that the California Federation of Teachers endorse the following petition: "Reverse the Continuing Drop in Underrepresented Minority Enrollment at UC Berkeley and UCLA"

We the undersigned:

- Deplore the decline in underrepresented minority enrollment at the University of California at Berkeley and UCLA.
- Stand for full integration of UC Berkeley, UCLA and all of American society, and for transcending the age old, racist practice of marginalizing African American, Chicana/o, Latina/o and Native American people—UC Berkeley and UCLA should not be participating in this practice in any way.
- Demand that the UC Berkeley and UCLA administrations employ all means available under the law, taking into account the pro-affirmative action U.S. Supreme Court decision in *Grutter v. Bollinger*, to reverse the drop in underrepresented minority enrollment at UC Berkeley and UCLA, including greatly expanded recruitment, admissions, and retention efforts and the use of meaningful affirmative action policies.



Support for U.S. Labor Against the War

Whereas, our nation is facing unprecedented budget deficits as a result of granting massive tax cuts to the rich while spending billions of dollars on war and reconstruction in Iraq and military operations in Afghanistan, and

Whereas, the huge budget deficits at the local, state and federal levels have led to drastic cuts in health care, education, fire and police protection and other essential human services, and

Whereas, there is general agreement in the United States and throughout the world that Iraq did not have weapons of mass destruction which posed an imminent threat to this country or to Iraq's neighbors, and that the government of Iraq had no ties to those who perpetrated the 9/11 attacks, and

Whereas, the current governing authority in Iraq continues to enforce a Saddam Hussein-era law that prohibits union organizing and collective bargaining in the public enterprises (where the majority of Iraqi workers are employed), and

Whereas, the war in Iraq has caused the deaths of tens of thousands of Iraqi people, the majority of whom were non-combatants, and thousands of U.S. soldiers, and is costing hundreds of billions of dollars at a time when the federal government's tax reserve—as a result of the tax cuts for the rich—represents the lowest percentage of the gross domestic product since 1950, and

Whereas, the interventionist foreign policy of the Bush administration has not made our country safer from terrorist attacks but has created enemies throughout the world and alienated our closest allies, and

Whereas, we cannot provide the social and human services that our people deserve if our nation continues to intervene in the domestic affairs of other sovereign nations and wage unprovoked and undeclared wars on other nations that have not threatened or attacked us, and

Whereas, we cannot maintain a free and democratic society by curtailing or limiting, in the name of national security, through measures like the Patriot Act, the constitutional rights that have been the political and social foundation of our country, and

Whereas, the California Federation of Teachers has repeatedly confirmed its opposition to the war in Iraq, and at the March 2003 and March 2004 conventions joined U.S. Labor Against the War (USLAW), an organization that has been actively engaged in expanding labor's discussions about the opposition to the war in Iraq, as well as the effect of this war on working people in the United States,

Therefore, be it resolved that the California Federation of Teachers supports the principles in the Mission Statement adopted at the National Labor Assembly of October 25, 2003, namely:

- A just foreign policy based on international law and global justice that promotes genuine security and prosperity at home and abroad;

- An end to U.S. occupation of foreign countries;
- The redirecting of the nation's resources from inflated military spending to meeting the needs of working families for health care, education, a clean environment, housing and a decent standard of living;
- Supporting our troops and their families by bringing the troops home now, by not recklessly putting them in harm's way, by providing adequate veterans' benefits and promoting domestic policies that prioritize the needs of working people who make up the bulk of the military;
- Protecting workers rights, civil rights, civil liberties and the rights of immigrants by promoting democracy, not subverting it;
- Solidarity with workers around the world who are struggling for their own labor and human rights and with those in the United States who want U.S. foreign and domestic policies to reflect our nation's highest ideals.

Be it further resolved that the California Federation of Teachers reaffirm its commitment to and affiliation with U.S. Labor Against the War with a contribution of \$1500 in order to support its mission to protect our members, their families, communities and jobs, the lives and livelihood of working people everywhere, and the democratic principles to which this nation aspires, and

Be it further resolved that the California Federation of Teachers encourage its locals and local members to affiliate with USLAW, support its activities, and

Be it further resolved that the CFT publish a call in the *California Teacher* for individual affiliate memberships in USLAW, promote USLAW's website and informational resources in all of its media outlets, and

Be it finally resolved that the CFT actively support and publicly promote U.S. Labor Against the War, its activities, and its positions internally within the CFT, with affiliate organizations including the American Federation of Teachers, the California Labor Federation, and the AFL-CIO.



Against the Iraq war and occupation

Whereas, at the World Congress of Education International (EI) held at Porto Alegre, Brazil, in July 2004, a resolution was passed (with AFT support) that pledged EI's stand “. . . to promote education for peace and intercultural learning as the best antidote to racist and fundamentalist phenomena in order to prevent social conflict and recourse to social violence,” and

Whereas, the principles contained in the declarations of UNESCO, the United Nations and other international organizations represent the foundation of education for peace and understanding amongst peoples, and

Whereas, nearly two years after the start of the Iraq war, and Iraq's subsequent occupation without United Nations support, the United Nations, its own inspectors and American inspectors have confirmed that Iraq did not possess any weapons of mass destruction, and that the invasion and occupation of Iraq has not helped to fight international terrorism,

Therefore, be it resolved that the California Federation of Teachers join with Education International and the millions of education workers it represents by

- stating its defense of the fundamental values of freedom, democracy and equal rights for all people and nations, so that citizens' safety is combined with respect for the civil rights of all people,
- condemning the invasion and occupation of Iraq and the use of terrorist acts as political weapons, whether individually, by a group or by a state, as well as the military attacks perpetrated by countries under the pretext of fighting international terrorism,
- demanding an end to militaristic policies, and supporting the resolution of conflicts by diplomatic and peaceful means, and
- encouraging an international policy based on justice and the respect of human rights, a policy capable of confronting extreme poverty and environmental destruction,

Be it further resolved that the California Federation of Teachers declares its solidarity with the Iraqi people, who must be able to recover their sovereignty by securing democratic and freely adopted institutions under United Nations supervision, and allowing its workers to freely organize into trade unions, and

Be it finally resolved that this resolution be sent to the AFT Executive Council for its adoption as AFT policy.



Ban military recruitment on California's community college campuses

Whereas, U.S. military forces have often been used in support of repressive regimes around the world that employ torture, disappearance, killing and imprisonment to violate the civil and human rights of citizens, e.g. Iran (under the Shah) 1954-1979, South Vietnam, Laos and Cambodia 1961-1975, Indonesia 1965, Congo 1960s, Dominican Republic 1965, Nicaragua, Honduras, El Salvador and Guatemala 1960s through 1992, the Philippines 1960s through 1986, Chile 1970s and 80s, Turkey 1980s and 1990s, Columbia 1980s to present, Uzbekistan presently, Saudi Arabia presently, Haiti presently (partial list), and

Whereas, the U.S. military has participated in the violent overthrow of democratically elected governments in Iran (1954), Guatemala (1954) and Chile (1973), and

Whereas, the present conflicts in Iraq and Afghanistan have resulted in the deaths of over 1,500 Americans and tens of thousands of Iraqis and Afghans, plus many more injured and disabled, the majority of victims being civilians of both sexes and all ages, and

Whereas, it is the policy of most community college districts to allow military recruitment on campus, and

Whereas, we don't want to see our students kill or be killed in an unjust and undeclared war that most people throughout the world oppose, and

Whereas, there have been disturbing reports from our members of false and misleading information given to our students by campus military recruiters, and undue pressure applied to students to sign documents of committal without time to consider the implications or consult with student rights advocates, and

Whereas, the military conflicts in Afghanistan and Iraq have cost U.S. taxpayers over \$200 billion so far, resulting in a financial drain that places a great burden on vital social services and other needs here at home, and

Whereas, the U.S. military forces are used to carry out policies and programs designed to increase American power and control of other peoples and their resources, and

Whereas, the U.S. military discriminates against gay and lesbian people, and

Whereas, the U.S. Court of Appeals in Philadelphia recently ruled that the Solomon amendment is unconstitutional and affirmed that educational institutions have a First Amendment right to keep military recruiters off their campuses to protest the Defense Department policy of keeping gay and

lesbian people from military service, and that these institutions may ban military recruiters without risking denial of federal funds,

Therefore, be it resolved that the California Federation of Teachers oppose military recruitment on community college campuses, and

Be it further resolved that the California Federation of Teachers urge locals to organize their members to lobby their boards of trustees to ban military recruitment on all California community college campuses.



Statewide mobilization in Sacramento against attacks on public workers and public education

Whereas, Gov. Schwarzenegger’s proposal for “merit pay” for teachers is a union-busting attack on the CFT and all teachers’ unions with the intention of dividing and weakening the most important organizations defending public education in California in the country, and

Whereas, “merit pay” attempts to tie teachers’ evaluations and pay to standardized test scores, a biased and distorted measure of student ability and of teachers’ development of students in their classrooms, and

Whereas, the governor has referred to public workers as the “monster,” and

Whereas, the governor has proposed legislation to circumvent Proposition 98, and

Whereas, the governor has proposed to withhold state contributions to our retirement system, and

Whereas, the governor has singled out the UC Labor Centers for elimination, among all the research units of the UC system, and

Whereas, our “special interest” is the children of California, and we believe these attacks will undermine quality public education, and

Whereas, there is a need for a clear public response by school employees, parents, and their allies in the broader community, and

Whereas, by mobilizing our members together with students and parents we can defeat this attack on our members and public education and win the resources that our schools so desperately need;

Therefore, be it resolved that we will demand full funding for education and all necessary social services through the redistribution of corporate wealth, particularly commercial real estate, energy and arms manufacturers’ super-profits, that the allocation of funds be controlled by a coalition of union and community members, and

Be it further resolved that the California Federation of Teachers will endorse the statewide rally in Sacramento against attacks on public workers and public education, and encourage and support other statewide and local actions on this day including job actions. The CFT will work with other unions, civil rights, and community organizations to establish an organizing coalition for the rally and these actions.



Accountability of state administrator in Oakland

Whereas, the Oakland Unified School District was taken over by a state administrator, Dr. Randolph Ward, because of fiscal problems, and

Whereas, the state administrator, Dr. Randolph Ward, is systematically dismantling public education in Oakland by closing schools, attempting to shut down adult education, opening charter schools and remaining completely unaccountable to the community in Oakland, and

Whereas, other districts are in danger of a similar situation happening in the future,

Therefore, be it resolved that the California Federation of Teachers supports local democratic control of school districts and will work to help Oakland regain local control, and

Be it further resolved that CFT will inform the legislature and State Superintendent of Schools Jack O'Connell of our opposition to the takeover and demand a return to local control, and

Be it finally resolved that the CFT will work in coalition with Oakland unions, students, religious organizations, community and civil rights organizations, and all those who are determined to restore democratic control of the public schools to the local community, to remove state administrator Dr. Randolph Ward from Oakland.



Support of SB 840, the California Health Insurance Accountability Act (CHIRA) authored by Sheila Kuehl and co-authors

Whereas, the CFT is already in support of single-payer health insurance;

Therefore, be it resolved that the CFT will write letters of support for SB 840 to Senator Sheila Kuehl, and

Be it further resolved that the CFT publicize the importance of the membership taking an active role in support of SB 840, and

Be it finally resolved that the CFT promote further collaboration and support from other groups from the wider education and labor community.