

# Debate

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## Amendment 1

# Per Capita and Staff Funding Program

Submitted by 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, ~~2021~~ 2023, the per capitas for active members and non-member fee payers of the CFT will be ~~\$545.41~~ 558.60 (12 monthly payments of ~~\$45.45~~ 46.55) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
- 2) Effective September 1, ~~2022~~ 2024, the per capitas for active members and non-member fee payers of the CFT will be ~~\$545.41~~ 573.60 (12 monthly payments of ~~\$45.45~~ 47.80) for regular rate members and regular rate agency fee non-members earning ~~\$50,000~~ 53,375 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~~ 53,375. 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~~ 17,388 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~~ 10,557 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 capitas as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capitas.  
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.

- 35           6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed  
36           from the representation certification date until their first contract is ratified.
- 37       c. Back per capitass will be paid at the per capita rate in effect when the debt is incurred.
- 38       d. Sixty-five cents (\$0.65) or proportional share of each unit member’s monthly per capita and sixty-  
39       five cents (\$0.65) or proportional share paid monthly for any persons in the bargaining unit on  
40       whose behalf agency fees are paid on a twelve month basis shall be placed in the CFT Legal  
41       Defense Fund. The CFT Legal Defense Fund shall be maintained as a revolving fund under the  
42       direction of the CFT Executive Council.
- 43       e. Three dollars and sixty-five cents (\$3.65) or proportional share of each member’s monthly per  
44       capita on a twelve-month basis shall be placed in the CFT COPE fund. Effective September 1,  
45       2023, three dollars and eighty-five cents (\$3.85) or proportional share of each member’s monthly  
46       per capita on a twelve-month basis shall be placed in the CFT COPE fund. Effective September 1,  
47       2024, four Dollars (\$4.00) or proportional share of each member’s monthly per capita on a twelve-  
48       month basis shall be placed in the CFT COPE fund. The political fund shall be maintained as a  
49       revolving fund under the direction of the CFT COPE Executive Council. This fund shall be used for  
50       contributions to candidates for state or local office and/or for ballot propositions. Salaries and  
51       benefit costs for the employees of the CFT Political Department and other expenses related to  
52       political activities may also be paid from the CFT COPE fund. In order to increase CFT COPE  
53       funding, the state Convention may increase per capitass by a flat amount in excess of the percentage  
54       amount required to be voted on as a result of the calculation in Section 2.
- 55       f. Twenty cents (\$0.20) or proportional share of each unit member’s monthly per capita on a twelve-  
56       month basis shall be placed in the CFT Raoul Teilhet Scholarship Fund.
- 57       g. Ten cents (\$0.10) or proportional share of each unit member’s monthly per capita and ten cents  
58       (\$0.10) or proportional share paid monthly for any persons in the bargaining unit on whose behalf  
59       agency fees are paid shall be placed in the CFT Militancy Fund. The CFT Militancy Fund shall be  
60       maintained as a revolving fund under the direction of the CFT Executive Council. The Militancy  
61       Fund shall be used to help and defend persons who have been targeted or retaliated against by  
62       employers as a result of their CFT union activities and other similar purposes as determined by the  
63       Executive Council.
- 64       h. Fifteen cents (\$0.15) or proportional share of each unit member’s monthly per capita and fifteen  
65       cents (\$0.15) or proportional share paid monthly for any persons in the bargaining unit on whose  
66       behalf agency fees are paid shall be placed in the CFT Educational Issues Fund. The Educational  
67       Issues Fund shall be maintained as a revolving fund under the direction of the CFT Executive  
68       Council. As determined by the Executive Council, the Educational Issues Fund shall be used to  
69       develop and publicize CFT positions of educational issues.
- 70       i. Effective September 1, 2023, forty cents (\$0.40) or proportional share of each unit member’s  
71       monthly per capita shall be placed into the Strategic Organizing Fund. Effective September 1,  
72       2024, forty cents (\$0.80) or proportional share of each unit member’s monthly per capita shall be  
73       placed into the Strategic Organizing Fund. The Strategic Organizing Fund shall be used for internal  
74       and external organizing and shall be maintained as a revolving fund under the direction of the CFT  
75       Executive Council.

76       **Section 7. Staff Funding Program**

- 77       a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for  
78       professional staff in order to minimize the use of CFT field representatives for negotiations,  
79       grievances, or other locally specific services. All other general CFT services such as training,

- 80 publications, member database management, research, communications assistance, legal  
81 defense grants, governmental relations, etc. are available to all CFT locals.
- 82 b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for  
83 which the staff funding program is to commence, any local or council of locals that directly  
84 employs and compensates or pays out of local funds for reassigned time for one or more  
85 professional staff persons shall receive, after payment of monthly per capita, a payment for staff  
86 funding assistance from the CFT equal to the following formula:
- 87 1) **Staff Funding Base**
- 88 a. Effective September ~~2021~~ 2023, the Staff Funding Base shall be ~~\$20.42~~ 20.91.
- 89 b. Effective September ~~2022~~ 2024, the Staff Funding Base shall be ~~\$20.42~~ 21.48.
- 90 2) **Category 1:** Locals and councils of locals with full-time equivalency (FTE) of per capita paid  
91 to the CFT of 1000 or fewer shall receive on a monthly basis a staff funding program from the  
92 CFT equal to seventy percent (70%) of Staff Funding Base of per capita paid to the CFT by  
93 the local or council of locals.
- 94 3) **Category 2:** Locals and councils of locals with FTE of per capita paid to the CFT above 1000  
95 shall receive a staff funding program on a monthly basis from the CFT equal to the higher  
96 amount of the following:
- 97 a. Category 1 for 1000 FTE or
- 98 b. Sixty percent (60%) of Staff Funding Base of the FTE of per capita paid to the CFT by  
99 the local or council of locals.
- 100 4) All locals and councils of locals that have non-certificated employees in their unit or are a unit  
101 of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff  
102 funding from the CFT equal to seventy percent (70%) of Staff Funding Base of the FTE of per  
103 capita paid for non-certificated employees of the unit.

## Amendment 2

### Elected Officers

Submitted by the Executive Council

#### Constitution

Article IV: Officers, Sections 1 - 3 of the CFT Constitution are amended to read:

1 **Section 1. Elected Officers**

- 2 a. Officers shall be elected in odd-numbered years by the biennial convention for a term of two  
3 years. Nominations shall be made from the floor of the convention. Voters may cast votes in  
4 support of as many candidates for an office as they wish, and a majority of the votes cast shall be  
5 required for election to office. If more than one candidate receives a majority of the votes cast for  
6 an office, the candidate with the most votes is elected.
- 7 b. The term of office for officers elected at a convention shall commence fourteen (14) days before  
8 the next regularly scheduled State Council or Executive Council, whichever is sooner, that occurs  
9 immediately following the convention but no later than sixty (60) days immediately following the  
10 convention.
- 11 c. The elected officers of the CFT shall be a president, a secretary-treasurer, executive vice-  
12 president and twenty-four five vice-presidents.
- 13 d. ~~The twenty-four vice-presidents shall elect a Senior Vice President from their body at an~~  
14 ~~Executive Council meeting following the convention. The tenure of the Senior Vice President~~  
15 ~~shall be co-terminus with the office of the President.~~
- 16 e. The delegates to the conventions of the California Labor Federation, AFL-CIO and the American  
17 Federation of Teachers must be elected at the CFT Convention.

18 **Section 2. Duties of Officers**

- 19 a. President: The President shall be the chief executive officer of the CFT. It shall be the President's  
20 duty to administer all the affairs of the Federation and to implement policies of the Federation as  
21 determined by the convention and the State Council. The President shall have the power to  
22 appoint the chairpersons of all committees and shall have the power to remove committee  
23 chairpersons subject to the approval of the Executive Council.
- 24 b. ~~Senior Executive~~ Vice President: It shall be the specific responsibility of the ~~Senior Executive~~  
25 Vice President to take the place of the President in case of incapacitation or if the office of the  
26 President is vacated. At the beginning of the term of office, Other duties and responsibilities  
27 ~~may shall~~ be assigned by the President or the Executive Council.
- 28 c. Vice Presidents: It shall be the specific responsibility of the Vice Presidents to further the  
29 organization of AFT locals in the state and to remain in contact with a specific number of locals  
30 on a regular basis. Other responsibilities may be assigned by the President or the Executive  
31 Council.
- 32 d. Secretary-Treasurer: The Secretary-Treasurer shall be responsible for administering the financial  
33 policies of the Federation as determined by the State Council and Convention. Other  
34 responsibilities may be assigned by the President or the Executive Council. The Secretary-  
35 Treasurer shall work under the direction of the President.
- 36

37 **Section 3. Elections**

38 a. Vacancies

- 39 1) **President:** If the President resigns office, becomes incapacitated or cannot complete the  
40 term of office, the ~~Senior~~ Executive Vice-President shall serve as President until the next  
41 regularly scheduled convention. At this convention an election shall be conducted to fill the  
42 vacancy for the unexpired term of office.
- 43 2) If the ~~Senior~~ Executive Vice President cannot or will not serve as President, the Executive  
44 Council shall elect a President who shall serve until the next regularly scheduled  
45 convention.
- 46 3) If the ~~Senior~~ Executive Vice President becomes President, the Executive Council shall elect  
47 a new ~~Senior~~ Executive Vice President for the unexpired term of office.
- 48 4) Secretary-Treasurer: In the event this office is vacated the Executive Council shall appoint  
49 a Secretary-Treasurer for the unexpired term of office until the next regularly scheduled  
50 convention.
- 51 5) Vice President: In the event that an office is vacated the Executive Council shall appoint a  
52 Vice President for the unexpired term of office.

53 b. Recall of Officers

- 54 1) When at least two-thirds of the members of the State Council within a period of sixty (60)  
55 calendar days ask for a recall of an elected officer, they shall do so by submitting a request  
56 in writing to either the President or Secretary-Treasurer, or whichever of the two is not  
57 subject to recall. Any elected officer of the Federation may be recalled by a three-fourths  
58 vote at any regular or special meeting of the State Council, providing each member of the  
59 Council has been notified of the proposed recall vote at least one week prior to the meeting.  
60 The notification will include a complete statement of charges and a reply by the officer  
61 subject to recall. Any officer recalled may appeal the decision of the State Council to the  
62 member locals by referendum, upon filing a request for same either with the President or  
63 the Secretary-Treasurer or whichever of the two is not subject to recall. If the President and  
64 the Secretary-Treasurer are both subject to recall, the ~~Senior~~ Executive Vice President of  
65 the Executive Council shall be the petitioned officer. In all such cases, the petitioned  
66 officer shall poll the locals. A majority of all votes cast shall be necessary for reinstatement  
67 of an officer.
- 68 2) When at least one-third of the member locals within a period of sixty (60) calendar days  
69 ask for a recall of an elected officer, they shall do so by submitting a request in writing to  
70 either the President or the Secretary-Treasurer, or whichever of the two is not subject to  
71 recall. The petitioned officer shall poll the locals within thirty (30) days from the receipt of  
72 the petition. It shall be the duty of the officers of the member locals to submit the question  
73 to be voted on, with the summary discussion to all of their respective local members, and to  
74 supply all members with official ballots. The ballot shall be secret. The officers of the  
75 member locals shall have the responsibility for the integrity of the ballot. The individual  
76 ballots cast shall be tabulated by the locals, and all ballots, together with tabulations, shall  
77 be delivered to the polling officer. Only ballots mailed or received by the polling officer  
78 within six weeks of the date sent out shall be counted. A two-thirds majority of all votes  
79 cast shall be necessary to recall.
- 80 3) Only ballots of locals in good standing on the closing date of the recall referendum shall be  
81 counted. The votes of said locals shall not exceed in number the members for which per

- 82                   capita were last paid by the respective locals. Should the number of ballots cast by a local  
 83                   exceed the number to which the local is entitled, the ayes and noes shall be reduced  
 84                   proportionately to come within the required number of votes.
- 85           4)       The polling officer shall tabulate the votes sent in by the locals and within one week of the  
 86                   closing date for receiving such ballots from the locals, shall announce by mail the results of  
 87                   the referendum. The tabulations by the polling officer shall be verified at the next meeting  
 88                   of the Executive Council.
- 89           5)       The State Council shall have the power to adopt such further rules and regulations  
 90                   governing referenda, as it shall deem necessary.

91

92   *Article VI: Executive Council, Section 1 of the CFT Constitution is amended to read:*

93

94   **Section 1. Membership**

95

96   The voting members of the Executive Council shall be the President, the Secretary-Treasurer, Executive  
 97   Vice President, twenty-~~four~~five Vice Presidents, and the Presidents of the Councils as listed in Article V,  
 Section 2g.

98

a.       The Executive Council shall implement the policies of the Convention and the State Council.

99

b.       The Executive Council shall have the authority to conduct all the affairs of the CFT (including the  
 100       authority to borrow money from commercial and private institutions) during the periods between  
 101       meetings of the State Council and the Convention.

102

c.       The Executive Council shall prepare the annual budget subject to the approval of the State  
 103       Council. The proposed budget shall be distributed to all local presidents 14 days prior to its  
 104       approval by the State Council.

105

d.       It shall be the responsibility of the Executive Council to have the financial records of the CFT  
 106       audited every even numbered year and to submit the audits to the State Council and to the AFT.

107

e.       The Executive Council shall have the authority to assign duties and define areas of responsibility  
 108       for each Vice President, the Executive Vice President, and the Secretary-Treasurer as stated in  
 109       Article IV, Section 2b, 2c and 2d. ~~The Executive Council shall select one of its Vice President~~  
 110       ~~members as the Senior Vice President.~~

111

f.       The Executive Council shall receive, review and approve all requests for defense funds and report  
 112       to the State Council regarding the expenditure of funds.

113

g.       The Executive Council shall hire employees, as it shall deem necessary. Administrative  
 114       employees shall be employed by individual or union contract with provision for orderly dismissal  
 115       with the right of hearing and counsel available to the employee. Other employees may be  
 116       employed by union contract and procedures shall be established in all contracts for orderly  
 117       dismissal with the right of hearing and counsel unless otherwise provided in a union contract. The  
 118       provisions of this sub-section shall not apply to the elected officers of the CFT.



## Amendment 3

### Term of Office

*Submitted by the Executive Council*

#### **Constitution**

*Article IV: Officers, Sections 1 of the CFT Constitution are amended to read:*

- 1     **Section 1. Elected Officers**
- 2     a.     Officers shall be elected in odd-numbered years by the biennial convention for a term of two
- 3             years. Nominations shall be made from the floor of the convention. Voters may cast votes in
- 4             support of as many candidates for an office as they wish, and a majority of the votes cast shall be
- 5             required for election to office. If more than one candidate receives a majority of the votes cast for
- 6             an office, the candidate with the most votes is elected.
- 7     b.     The term of office for officers elected at a convention shall commence ~~fourteen (14) days before~~
- 8             ~~the next regularly scheduled State Council or Executive Council, whichever is sooner, that occurs~~
- 9             ~~immediately following the convention but no later than sixty (60) days immediately following the~~
- 10            ~~adjournment of the convention.~~
- 11     c.     The elected officers of the CFT shall be a president, a secretary-treasurer, and twenty-four vice-
- 12             presidents.
- 13     d.     The twenty-four vice-presidents shall elect a Senior Vice President from their body at an
- 14             Executive Council meeting following the convention. The tenure of the Senior Vice President
- 15             shall be co-terminus with the office of the President.
- 16     e.     The delegates to the conventions of the California Labor Federation, AFL-CIO and the American
- 17             Federation of Teachers must be elected at the CFT Convention.



## Amendment 4

# State Council Resolutions

*Submitted by the Executive Council*

### **Constitution**

*Article V: State Council, Sections 6 of the CFT Constitution is amended to read:*

1 **Section 1. Purpose**

2 It shall be the purpose of the State Council to conduct the business of the Federation and to conduct all the  
3 affairs of the Federation in the periods between conventions.

4 **Section 2. Duties and Responsibilities**

- 5 a. The State Council shall implement the policies set by the delegates of conventions.  
6 b. The State Council shall conduct the affairs of the Federation in the periods between conventions.  
7 c. The State Council shall approve the annual budget of the Federation and may revise it as deemed  
8 necessary.  
9 d. The State Council shall provide policies and direction for the officers of the Federation.  
10 e. The State Council shall establish committees, as it deems necessary, not inconsistent with this  
11 Constitution and the By-Laws.  
12 f. The State Council shall have the power to interpret and enforce this Constitution and to make  
13 rules not in conflict with this Constitution and shall report such rules to the succeeding  
14 convention for approval or rejection. Any interpretation of the Constitution by the State Council  
15 may be appealed at any subsequent convention.  
16 g. The State Council shall establish the following Councils: Community College Council (CCC),  
17 Council of Classified Employees (CCE), Universities Council (UC), and Early Childhood  
18 Transitional Kindergarten through 12th Grade Council (EC/TK-12), and the Council of Retired  
19 Members (CRM).

20 **Section 3. Membership**

21 The State Council shall comprise the President, the Secretary-Treasurer, the Vice Presidents, the Council  
22 Presidents, and designated delegate or alternate of each member local and/or council of locals.

23 **Section 4. Meetings**

- 24 a. The State Council shall meet twice during a calendar year when there is no CFT Convention and  
25 once during a calendar year when there is a CFT Convention. The exact date, place, and other  
26 details shall be determined by the Executive Council. Special meetings of the State Council may  
27 be called by the President or by two-thirds of the members of the State Council, provided that a  
28 written notice stating the purpose of such meeting is sent by registered mail to all members of the  
29 State Council at least two weeks prior to the date set for the meeting.  
30 b. A quorum for transaction of business shall comprise twenty-five percent (25%) of the locals or of  
31 locals representing one-third (1/3) of the members of the CFT.

32 **Section 5. Special Operating Rules**

- 33 a. The voting strength of each local at each State Council meeting shall be specified by the  
34 Secretary-Treasurer according to the voting strength of the local as per the most recently  
35 tabulated per capita payment submitted by the local.

- 36 1) The delegates from a local or council of locals shall have the number of votes to which the  
37 local or council is entitled under the terms of the By-Laws, Article I, Section 2, 7 and 8.  
38 2) Locals combined into a council shall be considered as one local in apportioning votes in  
39 accordance with the By-Laws, Article I, Section 2.  
40 3) Each elected officer of the Federation and other voting members of the Executive Council  
41 shall be entitled to one vote unless that person is representing a local.  
42 4) Any national AFT Vice President from a CFT local shall have one vote unless that person  
43 is representing a local.

44 **Section 6. State Council Resolutions**

- 45 a. Resolutions for the State Council may be introduced by locals, by the Executive Council, by CFT  
46 standing committees, or by councils. Resolutions must be submitted to the Secretary Treasurer no  
47 later than two weeks prior to the State Council.  
48 b. Any resolution passed by the State Council requesting a donation of money by CFT to other  
49 organizations or causes shall only serve as a recommendation to the Executive Council. The  
50 Executive Council will review the available funds and determine the exact amount to be donated.  
51 c. A late resolution is one submitted less than two weeks before State Council and will only be  
52 considered if it addresses an issue that could not have been dealt with within the above timeline.  
53 The chair of the State Council shall make the determination if a late resolution will be considered  
54 following Roberts Rules.

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

## Amendment 5

# Per Capita Fund Programs

Submitted by the Executive Council

### Constitution

Article II: Finance, Section 1 d - h of the CFT Bylaws is amended to read:

#### Section 1. Per Capitas

- 1
- 2 d. Sixty-five cents (\$0.65) or proportional share of each unit member's monthly per capita and sixty-
- 3 five cents (\$0.65) or proportional share paid monthly for any persons in the bargaining unit on
- 4 whose behalf agency fees are paid on a twelve month basis shall be placed in the CFT Legal
- 5 Defense Fund. Effective April 1, 2023, seventy-five cents (\$0.75) or proportional share of each unit
- 6 member's monthly per capita shall be placed in the conjoined CFT Legal Defense and Militancy
- 7 Fund. The CFT Legal Defense and Militancy Fund shall be used to help and defend members as per
- 8 the legal defense policy or who have been targeted or retaliated against by employers as a result of
- 9 their CFT union activities and other similar purposes. This fund shall be maintained as a revolving
- 10 fund under the direction of the CFT Executive Council.
- 11 e. Three dollars and sixty-five cents (\$3.65) or proportional share of each member's monthly per
- 12 capita on a twelve-month basis shall be placed in the CFT COPE fund. The political fund shall be
- 13 maintained as a revolving fund under the direction of the CFT COPE Executive Council. This fund
- 14 shall be used for contributions to candidates for state or local office and/or for ballot propositions.
- 15 Salaries and benefit costs for the employees of the CFT Political Department and other expenses
- 16 related to political activities may also be paid from the CFT COPE fund. In order to increase CFT
- 17 COPE funding, the state Convention may increase per capitas by a flat amount in excess of the
- 18 percentage amount required to be voted on as a result of the calculation in Section 2.
- 19 f. Twenty cents (\$0.20) or proportional share of each unit member's monthly per capita on a twelve-
- 20 month basis shall be placed in the CFT Raoul Teilhet Scholarship Fund.
- 21 g. ~~Ten cents (\$0.10) or proportional share of each unit member's monthly per capita and ten cents~~
- 22 ~~(\$0.10) or proportional share paid monthly for any persons in the bargaining unit on whose behalf~~
- 23 ~~agency fees are paid shall be placed in the CFT Militancy Fund. The CFT Militancy Fund shall be~~
- 24 ~~maintained as a revolving fund under the direction of the CFT Executive Council. The Militancy~~
- 25 ~~Fund shall be used to help and defend persons who have been targeted or retaliated against by~~
- 26 ~~employers as a result of their CFT union activities and other similar purposes as determined by the~~
- 27 ~~Executive Council.~~
- 28 h. Fifteen cents (\$0.15) or proportional share of each unit member's monthly per capita ~~and fifteen~~
- 29 ~~cents (\$0.15) or proportional share paid monthly for any persons in the bargaining unit on whose~~
- 30 ~~behalf agency fees are paid shall be placed in the CFT Educational Issues Fund. The Educational~~
- 31 ~~Issues Fund shall be maintained as a revolving fund under the direction of the CFT Executive~~
- 32 ~~Council. As determined by the Executive Council, the Educational Issues Fund shall be used to~~
- 33 ~~develop and publicize CFT positions of educational issues.~~

## Amendment 6

# Annual Convention

Submitted by San Mateo Community College Federation of Teachers, AFT Local 1493

### **Constitution**

*Article IV: Officers, Section 1 of the CFT Constitution is amended to read:*

1     **Section 1. Elected Officers**

- 2     a.     Officers shall be elected in odd-numbered years by the ~~biennial~~ annual convention for a term of  
3           two years. Nominations shall be made from the floor of the convention. Voters may cast votes in  
4           support of as many candidates for an office as they wish, and a majority of the votes cast shall be  
5           required for election to office. If more than one candidate receives a majority of the votes cast for  
6           an office, the candidate with the most votes is elected.

7  
8     *Article V: State Council, Section 4 of the CFT Constitution is amended to read:*

9  
10    **Section 4. Meetings**

- 11    a.     The State Council shall meet twice ~~during a calendar year when there is no CFT Convention and~~  
12           ~~once during a calendar year when there is a CFT Convention.~~ The exact date, place, and other  
13           details shall be determined by the Executive Council. Special meetings of the State Council may  
14           be called by the President or by two-thirds of the members of the State Council, provided that a  
15           written notice stating the purpose of such meeting is sent by registered mail to all members of the  
16           State Council at least two weeks prior to the date set for the meeting.
- 17    b.     A quorum for transaction of business shall comprise twenty-five percent (25%) of the locals or of  
18           locals representing one-third (1/3) of the members of the CFT.

1

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

## Amendment 7

# Annual Convention

Submitted by San Mateo Community College Federation of Teachers, AFT Local 1493

### **Constitution**

*Article I: Conventions, Sections 1, 7, 9, and 14 of the CFT Bylaws are amended to read:*

1 **Section 1. ~~Biennial~~ Annual Meetings**

2 A state convention shall be held each ~~odd-numbered~~ calendar year at a time and place to be designated by  
3 the Executive Council. A convention call must be issued to all locals at least sixty (60) days prior to the  
4 date of the convention, specifying the program of the convention, the time of preliminary committee  
5 meetings, and the time the delegates are expected to arrive. In case the President fails to call said meeting  
6 within the time specified, the State Council shall have the power to call the Convention.

7 **Section 7. Delegate Allocation**

8 a. One delegate to the ~~biennial~~ annual convention may be elected by each local or council of locals  
9 as stated in Section 2 having a membership of twenty-five or fewer. For each additional twenty-  
10 five members, or fraction thereof, one additional delegate may be elected. The delegate strength  
11 to any state convention shall be based on average membership pursuant to Section 8 of this  
12 article.

13 **Section 9. Roll Call Voting Strength**

14 On all roll call votes in the ~~biennial~~ annual convention, each local represented shall be entitled to a  
15 number of votes equal to the average membership as defined in Section 8 of this Article.

16 **Section 14. Quorum**

17 Delegates representing a majority of all votes eligible to a ~~biennial~~ an annual convention shall constitute a  
18 quorum.

19  
20 *Article II: Finance, Sections 2 and 7 of the CFT Bylaws are amended to read:*

21  
22 **Section 2. Per Capita Calculations**

23 The per capitas for active members of the California Federation of Teachers will be adjusted each ~~odd-~~  
24 ~~numbered~~ year with the approval of the state convention ~~or in even-numbered years with the approval of~~  
25 ~~the State Council~~ by a percentage amount not to exceed the statewide percentage change in average  
26 salaries of all bargaining units. The annual percentage change in the per capitas will be calculated as  
27 follows:

- 28 1) First, the lowest salary step for full-time beginning employees will be added to the highest  
29 salary step for full-time employees, the highest step being one without a doctorate and  
30 without anniversary increments.  
31 2) Second, the sum of these two salaries will then be divided by two, providing the average salary.  
32 These averages will be calculated for all districts having exclusive representatives affiliated with  
33 CFT. The salary schedules used will be those effective on December 1 of the current year.

- 34 3) The percentage change in average salary from December 1 of a current school year to  
35 December 1 of the next year will be calculated and applied to the regular rates above.  
36 4) The Executive Council of the CFT will certify each year that the appropriate procedures have  
37 been used to calculate the CFT per capita to be effective September 1 of that calendar year and  
38 make a recommendation to the state Convention ~~or State Council~~.

39 **Section 7. Staff Funding Program**

- 40 c. Effective upon adoption of this provision, the base on the Staff Funding Program shall  
41 be automatically adjusted on September 1 of each year by the percentage increase in per capita  
42 as set forth in Section 2 of this article unless the base is adjusted by a different amount by a vote  
43 of the convention. ~~or State Council. Convention~~ Action to limit the base of the staff funding  
44 program cannot be taken in successive years.

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

## Resolution 1

# School Administrator Communication and Responsibility Regarding Student Behavioral Intervention

*Submitted by PreK-12 Education Issues Committee*

**Professional Issues: EC/TK-12**

- 1 **Whereas**, in 2013, the California Legislature passed AB 420, which prohibited pupil willful defiance  
2 suspensions statewide for grades K-3 until July 2018, and furthermore the ban on K-3 suspensions was  
3 made permanent in a 2018-19 budget trailer bill; and
- 4 **Whereas**, in 2019, SB 419 extended the existing ban on pupil willful defiance suspensions to grades 4  
5 and 5 statewide, with the prohibition on such suspensions for grades 6 through 8, sunseting in June 2025;  
6 and
- 7 **Whereas**, school staff may also refer a pupil, for any of the acts enumerated in California Education  
8 Code Section 48900, to the principal or the designee of the principal for consideration of a suspension  
9 from the school; and
- 10 **Whereas**, the California Legislature has mandated that alternatives to suspension shall be assigned to  
11 students for willful defiance and disruption resulting in numerous behavioral intervention policies and  
12 programs throughout California's public-school districts; and
- 13 **Whereas**, school staff, school administrators, and parents/guardians/education decision makers are  
14 partners in supporting positive student behavioral improvement and must communicate systemically, in a  
15 timely manner, and clearly in order to maintain safe and appropriate learning environments on school  
16 campuses; and
- 17 **Whereas**, it has been clinically proven with numerous studies that student behavioral interventions are  
18 only effective when they are appropriate and closely tied in time to inappropriate behaviors; and
- 19 **Whereas**, no legislative mandate has been made regarding clear, timely, and systemic communication  
20 between school staff, school administrators, and parents/guardians/education decision makers resulting in  
21 some districts and school campuses disjointedly failing to implement positive behavioral interventions;
- 22 **Therefore, be it resolved**, that the CFT advocate for and sponsor and/or support legislation that requires  
23 California's public-school administrators to communicate in writing with school staff who refer students  
24 for behavioral intervention regarding what intervention(s) were applied and the rationale for the applied  
25 intervention(s) to referred pupils within three (3) instructional days, and, where appropriate,  
26 administrators communicate with parents/guardians/education decision makers within one (1) to three (3)  
27 instructional days that a referral for behavior intervention has been made by school staff.

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



## Resolution 2

# Critical Race Theory for all educators and educational institutions: Pre-K to higher education

*Submitted by Civil, Human, and Women's Rights Committee*

**Professional Issues: EC/TK-12**

- 1     **Whereas**, Critical Race Theory grapples with the history of white supremacy and how race and racism is  
2     hardwired into the social system of our history that continues to inequitably impact our society; and  
3     **Whereas**, Critical Race Theory questions the historical centrality and complicity of law and society in  
4     upholding white supremacy (hierarchies of gender, class, and sexual orientation); and  
5     **Whereas**, the CFT is committed to racial and social justice work to eradicate structural and institutional  
6     racism and will make copious efforts to disseminate modified/revised and up-to-date curriculum:  
7     pamphlets, books, booklists, videos utilizing various streams of media to their institutions;  
8     **Therefore, be it resolved**, that the CFT will provide information to their locals who will advocate about  
9     CFT's stance on Critical Race Theory and why it is important as a curriculum.

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

## Resolution 3

# Supporting Health Education Equity in the Implementation of AB 928 (Berman, 2021)

*Submitted by the CFT Higher Education Issues Committee*

### **Professional Issues: Higher Education**

- 1     **Whereas**, AB 928 (Berman, 2021) seeks to streamline transfers for community college students through  
2     the creation of one primary transfer pattern, the California General Education Transfer Curriculum  
3     (CalGETC); and  
4     **Whereas**, California community colleges (CCCs) serve a specific and important role in the California  
5     Educational Master Plan, serving millions of students throughout California as the most accessible  
6     institutions of higher learning; and  
7     **Whereas**, CCCs and discipline experts were not properly consulted in the development of AB 928; nor  
8     were Lifelong Learning and Self-Development (LLSD) discipline experts included in the subsequent  
9     development of CalGETC; and  
10    **Whereas**, according to AB 1725 (Vasconcellos, 1988), faculty – rather than administrators or parties  
11    external to higher education – provide recommendations over CCC curriculum (California Code of  
12    Regulations - Title 5 § 53200); and  
13    **Whereas**, the courses offered in LLSD support the Vision for Success and Guided Pathways initiatives  
14    and are essential components of higher education to support equity; and  
15    **Whereas**, elimination of such programs simply to create one “primary transfer pattern” would be  
16    detrimental to students and would have a disproportionately negative impact on hundreds of thousands of  
17    students of color and socioeconomically disadvantaged students annually; and  
18    **Whereas**, “[h]ealth disparities are preventable differences in the burden of disease, injury, violence, or  
19    opportunities to achieve optimal health that are experienced by socially disadvantaged populations,” and  
20    result from multiple factors, including poverty, inadequate access to healthcare, individual and behavioral  
21    factors, and educational inequalities;<sup>1</sup> and  
22    **Whereas**, “[h]ealth equity is achieved when every person has the opportunity to ‘attain his or her full  
23    health potential and no one is disadvantaged from achieving this potential because of ... socially  
24    determined circumstances,’”<sup>2</sup>; and  
25    **Whereas**, LLSD classes equip students with skills for academic and career success and personal health  
26    and wellness, and provide essential life-changing education on a variety of topics needed early on in  
27    college, including physical and mental health, reproductive options, avoiding addiction and drug and  
28    alcohol abuse, success strategies, human behavior, critical thinking, stress management, information  
29    literacy, social relationships, relationship to environment, self, and others including sexuality, nutrition,  
30    and exercise. Requirements in this area motivate students to complete classes in these highly important

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<sup>1</sup> CDC- Adolescent and School Health-Health Disparities. (24 November 2020).

<https://www.cdc.gov/healthyyouth/disparities/index.htm>.

<sup>2</sup> CDC- National Center for Chronic Disease Prevention and Health Promotion-Health Equity. (3 March 2022).

<https://www.cdc.gov/chronicdisease/healthequity/index.htm>.

31 topics, help to ensure growth in all learning domains, and contribute breadth to higher education in many  
32 essential topics which are not addressed in any other area of higher education requirements; and  
33 **Whereas**, delaying access to LLSD education and limiting access in this area to universities would have  
34 profoundly negative consequences on students' lives due to the time-sensitive nature of the topics  
35 covered. Furthermore, since many students may never have the privilege or opportunity to matriculate to  
36 a university, removing this requirement from the community colleges would effectively cut millions of  
37 people in California off from access to essential education about health and physical activity. By design  
38 of the California Master Plan of Higher Education, State Universities (CSU) and Universities of  
39 California (UC) institutions are less accessible due to entrance requirements,<sup>3</sup> less affordable than  
40 community colleges,<sup>4</sup> CSUs and UCs (combined) serve fewer students than community colleges,<sup>5</sup> and  
41 many students and community members who would benefit from LLSD education at California  
42 community colleges (CCC) will never have the opportunity to attend a CSU or UC institution; and  
43 **Whereas**, kinesiology and dance classes are often the only courses in a student's education that address  
44 the psychomotor learning domain, and through requirements, students deserve access and exposure to a  
45 broad range of classes that create opportunities for students of various learning styles and types of  
46 intelligence to excel in (i.e., including spatial and kinesthetic intelligence); and  
47 **Whereas**, research demonstrates the broad benefits of physical activity on brain function, physical and  
48 mental health, and that participation in physical activity provides benefits to many factors necessary to  
49 academic and career success including cognition, reduced anxiety and depression, improved quality of  
50 life, and improved sleep outcomes,<sup>6</sup> and safe and effective participation in many physical activities,  
51 forms of exercise, and sports requires skills, knowledge, and appropriate instruction and supervision; and  
52 **Whereas**, CCCs have diverse student bodies, and, in both absolute and relative terms, when compared to  
53 California State University and University of California institutions, serve more individuals from racial,  
54 ethnic, and socio-economic groups that suffer disproportionately high levels of health disparities,<sup>7</sup> and  
55 serve more first generation college students,<sup>8</sup> removing the Lifelong Learning and Self-Development  
56 (LLSD) requirement and thereby reducing exposure and access to education in health, physical activity,  
57 and other LLSD classes at the CCCs would be immoral and unethical. Based on the populations served

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<sup>3</sup> UC vs CSU minimum freshman admission requirements (2022 August).  
<https://admission.universityofcalifornia.edu/counselors/files/documents/csu-uc-a-g-comparison-matrix.pdf>.

<sup>4</sup> Community College Fee Example: the fees for LAMC can be found here: <https://lamission.edu/Business-Office/Student-Fees.aspx>.

<sup>5</sup> Resources Pertaining to CSU, CCC, and UC Enrollment and Demographic Data: California Community College students' demographic data (2020-2021): <https://www.calpassplus.org/LaunchBoard/Student-Success-Metrics.aspx>.

<sup>6</sup> Ehrman, J. K., Liguori, G., Magal, M., & Riebe, D. (2018). *ACSM guidelines for exercise testing and prescription (Tenth edition)*. pp. 6-21. Wolters Kluwer. [https://www.acsm.org/docs/default-source/publications-files/acsm-guidelines-download-10th-cdabf32a97415a400e9b3be594a6cd7fbf.pdf?sfvrsn=aaa6d2b2\\_0](https://www.acsm.org/docs/default-source/publications-files/acsm-guidelines-download-10th-cdabf32a97415a400e9b3be594a6cd7fbf.pdf?sfvrsn=aaa6d2b2_0); *Physical Activity Guidelines for Americans, 2nd Edition*. (2019). [https://health.gov/sites/default/files/2019-09/Physical\\_Activity\\_Guidelines\\_2nd\\_edition.pdf](https://health.gov/sites/default/files/2019-09/Physical_Activity_Guidelines_2nd_edition.pdf).

<sup>7</sup> Bahls, C. (2011 October 6). Health policy brief: Achieving equity in health. *Health Affairs*, 1-6.  
[http://healthaffairs.org/healthpolicybriefs/brief\\_pdfs/healthpolicybrief\\_53.pdf](http://healthaffairs.org/healthpolicybriefs/brief_pdfs/healthpolicybrief_53.pdf).

<sup>8</sup> Resources Pertaining to CSU, CCC, and UC Enrollment and Demographic Data: California Community College students' demographic data (most recent data is from 2020-2021):  
<https://www.calpassplus.org/LaunchBoard/Student-Success-Metrics.aspx>.

58 and the health disparities of many of those populations, and the factors contributing to health inequity,  
59 including lack of access to education, removing this requirement and access would also constitute a form  
60 of structural and institutional racism<sup>9</sup>; and  
61 **Whereas**, Lifelong Learning, Self-Development and Kinesiology classes are not barriers to health or  
62 success, but rather are access points to health and academic and career success. These classes are often  
63 the first classes students take in college, as they learn to adjust to college life, develop healthy habits to  
64 support lifelong wellness and success, develop social skills, and connect to the college. In these classes  
65 students learn essential knowledge and skills to empower them to support their own health and well-  
66 being as well as that of their families, skills and knowledge that help support academic and career  
67 success, gain exposure to a broad range of career options, most of which are not included in any other  
68 requirements; and  
69 **Whereas**, data from Los Angeles Mission College demonstrates that classes in health and kinesiology  
70 activity as are a part of LLSD, have higher than average retention, and success rates and student surveys  
71 reveal that after completing these courses, the large majority of students say they value these courses  
72 highly as part of their education and would recommend them to others; and  
73 **Whereas**, CCCs already have broad infrastructure, bond-funded facilities, curriculum, and thousands of  
74 faculty and staff in place to widely deliver LLSD classes, and removing LLSD requirements and the  
75 opportunity for students to fulfill LLSD units at CCCs would reduce community college student  
76 educational access, impair equity, and be wasteful of public resources;  
77 **Therefore, be it resolved**, that the CFT recognize Lifelong Learning and Self-Development as an  
78 essential component of early college education supporting health equity and educational equity for  
79 students; and  
80 **Be it further resolved**, that the CFT will support every effort to advance health equity and educational  
81 equity for students, communities, and society through the support of lifelong learning requirements, and  
82 to ensure that health and physical education classes are broadly accessible in a wide variety of options at  
83 all California community colleges to support students, equity, and public health; and  
84 **Be it finally resolved**, that the CFT will take all necessary actions to support and protect faculty and staff  
85 from negative impacts in and from the implementation of AB 9.

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<sup>9</sup> Gee, G.C., Ford, C.L. (2011 April). Structural racism and health inequities: Old issues, new directions. *De Bois Review*. pp. 115-132. <https://pubmed.ncbi.nlm.nih.gov/25632292/>; CSU data center website with enrollment dashboard demographics: <https://www.calstate.edu/data-center/institutional-research-analyses/Pages/enrollment.aspx>; UC disaggregated data: <https://www.universityofcalifornia.edu/about-us/information-center/disaggregated-data>; Resources pertaining to entrance requirements and cost to attend: Admission requirements for CA Community Colleges: <https://home.cccapply.org/en/colleges/requirements>; Community College Fee Example: the fees for LAMC can be found here: <https://lamission.edu/Business-Office/Student-Fees.aspx>.

## Resolution 4

# Wealth Tax to Fund California Schools and Social Services

*Submitted by the Labor and Climate Justice Education Committee*

### **Education Finance**

1 **Whereas**, California’s public schools, colleges, and social services have historically been severely  
2 underfunded, resulting in inadequate educational opportunities and resources for the state’s students; and  
3 **Whereas**, the quality of education has been further impacted by the effects of the COVID-19 pandemic,  
4 which has driven certificated and classified employees alike out of employment due to hazardous  
5 working conditions, low pay, and political pressures that seek to blame workers and schools for the  
6 society’s lack of preparedness in the face of the pandemic; and  
7 **Whereas**, staffing issues have reached crisis proportions in district after district, with positions going  
8 unfilled and greater responsibilities piling onto the remaining employees; and  
9 **Whereas**, the Governor is proposing cuts to the state budget due to falling revenues; and  
10 **Whereas**, since the beginning of the pandemic California’s wealthiest residents, including one quarter of  
11 the country’s billionaires, have reaped enormous windfall levels of income, collectively increasing their  
12 wealth by fifty per cent since March 2020; and  
13 **Whereas**, the combined wealth of the richest one percent in California is two trillion dollars,  
14 approximately 30% of all the state’s wealth; and  
15 **Whereas**, a modest wealth tax including 1% on individual wealth over \$50 million, and 1.5% on  
16 individual wealth over \$1 billion, would bring California over \$20 billion dollars a year, nearly enough to  
17 close the projected state budget gap; and  
18 **Whereas**, we know from past successful progressive tax ballot measure campaigns, like Prop. 30 in  
19 2012, that passage requires a strong preliminary effort at internal member education, opinion research,  
20 campaign development, and coalition building; and  
21 **Whereas**, a legislative bill for a progressive tax preceded the 2012 Prop. 30 ballot measure campaign,  
22 testing the waters and providing important information about the balance of political forces, but  
23 ultimately failed; and  
24 **Whereas**, last year Assemblymember Alex Lee’s AB 2289, proposing a wealth tax, despite a 70%  
25 approval rating in public opinion research, failed to get out of committee;  
26 **Therefore, be it resolved**, that the CFT will begin a comprehensive effort now in preparation for the  
27 2024 election, including a robust member education program, opinion research, support for a legislative  
28 campaign (while recognizing its probable outcome), outreach to potential coalition partners, and  
29 education of the electorate, to promote the idea of such a wealth tax; and  
30 **Be it further resolved**, that the CFT leadership report back to the membership by the beginning of the  
31 2023 fall semester on progress of the comprehensive effort; and  
32 **Be it finally resolved**, that should the outlook for a wealth tax prove untenable by the fall, that the CFT  
33 will explore with its coalition partners all reasonable progressive tax alternatives in order to fund the  
34 education our students deserve and the compensation and working conditions that school employees  
35 deserve.

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

## Resolution 5

### Arts Education

*Submitted by United Teachers Los Angeles, Local 1021*

#### **Education Finance**

1     **Whereas**, the California Education Code sections 51210 and 51220 provide that California schools must  
2     provide a course of study for students in grades 1 through 12 with courses or instruction in visual and  
3     performing arts, including dance, music, theater, and visual arts, aimed at the development of aesthetic  
4     appreciation and the skills of creative expression; and  
5     **Whereas**, the *California Arts Standards for Public Schools, Prekindergarten Through Grade Twelve*,  
6     was adopted by the State Board of Education on January 9, 2019, to foster students’ artistic  
7     competencies; cultivate their appreciation and understanding of the arts in ways that are enjoyable,  
8     fulfilling, and transferable to personal, academic, and professional endeavors; and support them to fully  
9     engage in lifelong arts learning; and  
10    **Whereas**, the *California Arts Education Framework for Public Schools, Transitional Kindergarten*  
11    *Through Grade Twelve (Arts Framework)* was adopted by the State Board of Education on July 8, 2020,  
12    to provide guidance for educational programs on how to implement standards-based arts education; and  
13    **Whereas**, the CFT has adopted at least three resolutions committed to strengthening arts education by  
14    supporting legislation and other statewide initiatives and actions to ensure equitable access to high  
15    quality, standards-based, comprehensive, sequential, culturally relevant, and developmentally appropriate  
16    arts education taught by well-prepared and fully certificated arts educators across all five arts disciplines  
17    to all PK-12 public school students. CFT’s arts-focused resolutions have included the 2011 resolution  
18    entitled “Fully implement Visual and Performing Arts Content Standards,” the 2013 resolution calling for  
19    “Equity for Dance and Theatre as Arts Education,” and the 2014 resolution to “Require Comprehensive  
20    Data Collection in the Visual and Performing Arts”; and  
21    **Whereas**, in November 2022, the CFT supported, and a majority of the voters in the state of California  
22    adopted, Prop. 28, the “Arts and Music in Schools Funding Guarantee and Accountability Act.”  
23    Beginning with the 2023-2024 school year, Proposition 28 requires the state of California to provide  
24    additional funding to increase arts instruction and/or arts programs in public schools; and  
25    **Whereas**, the amount of funding required by Proposition 28 each year will equal 1% of the  
26    constitutionally required state and local funding that public schools received the year before. This  
27    funding is intended to significantly increase equity and access in arts education for all public school  
28    students across the state by allocating a greater proportion of the additional funds to schools serving more  
29    economically disadvantaged students. Schools with 500 or more students must spend at least 80% of the  
30    funding to employ teachers and the remainder on training, supplies, and education partnerships; and  
31    **Whereas**, while generous in funding, Proposition 28 lacks specific language and oversight to ensure  
32    appropriate implementation of a comprehensive, sequential, and well-balanced course of study of arts  
33    education instruction and courses in all five arts disciplines (Dance, Media Arts, Music, Theatre, and  
34    Visual Arts) taught by well-prepared and fully certificated arts educators during the instructional school  
35    day in order to benefit all students at all public schools; and



36 **Whereas**, Proposition 28 requires the principal of a school site (or the program director of a preschool) to  
37 develop a plan for spending the funding they receive. However, there is no requirement that the principal  
38 or program director must consult with all stakeholders, including certificated arts educators assigned to  
39 each school, to determine how to expand a site’s arts instruction and/or programs; and

40 **Whereas**, Proposition 28 provides a waiver process whereby the California Department of Education  
41 (CDE) may approve requests from schools “for good cause shown” to spend less than the 80% required  
42 by the proposition on certificated staff, thus creating the potential for the *supplanting* of unionized  
43 positions and increased privatization of arts education programs in public schools. Private arts  
44 organizations should be fundraising on their own in order to *supplement* the arts instruction provided by  
45 certificated arts educators;

46 **Therefore, be it resolved**, that the CFT shall take appropriate steps to ensure that the waiver process  
47 outlined in Proposition 28 will not result in supplanting of union jobs and positions for certificated arts  
48 educators by private arts organizations and non-certificated teaching artists; and

49 **Be it further resolved**, that the steps taken by the CFT shall also include the following:

- 50 1. Advocating that any waivers submitted to the California Department of Education to request that  
51 the 80% be used on anything other than to hire certificated arts educators must only be approved  
52 by the CDE if the principal first consults with all stakeholders, including certificated arts educators  
53 assigned to the school.
- 54 2. Advocating that the remaining 20% of funds must first be allocated to purchase adequate and  
55 appropriate supplies and materials required for arts teaching and learning occurring during the  
56 instructional school day prior to allocating any funds to “arts partnership programs.”
- 57 3. Ensuring that the arts programs provided at each school are aligned to the *California Arts Content*  
58 *Standards for Public Schools* and the *California Arts Education Framework for Public Schools*.
- 59 4. Given the current shortage of arts educators statewide, the CFT shall support the training and  
60 certification of pre-service arts educators in California colleges and universities; the establishment  
61 of additional subject matter preparation programs for single subject credentials in dance and  
62 theatre required by the implementation of SB 916 (Allen, 2016), the *Theatre and Dance Act*  
63 (TADA!); and the development of a subject matter authorization in Media Arts; and

64 **Be it finally resolved**, that the CFT will recommit its lobbying effort, support, and encouragement of its  
65 locals to work with local educational agencies and their school districts for the full implementation of the  
66 *California Arts Content Standards for Public Schools* by following the *California Arts Education*  
67 *Framework for Public Schools* and offering a comprehensive, sequential, and balanced course of study in  
68 all discrete arts disciplines (Dance, Media Arts, Music, Theatre, and Visual Arts) as an essential part of  
69 the core curriculum for all students, in all California public schools, as required by the California State  
70 Education Code (Section 51210 and 51220).



## Resolution 6

# Advocating for mental health services for all educators

*Submitted by the Civil, Human, and Women's Rights Committee*

### **Health Care, Retirement and Benefits**

- 1     **Whereas**, the new RAND survey reported teachers and classified staff are experiencing job-related stress  
2     at a rate about twice that of the general population of working adults; and  
3     **Whereas**, the recent RAND report found that well-being is especially poor among Latinx teachers, mid-  
4     career teachers, and female teachers; and  
5     **Whereas**, poor mental and health well-being and adverse working conditions were linked with  
6     educators' intentions to leave their jobs; and  
7     **Whereas**, to create more supportive environments for educators, district and school administrators  
8     should avoid superficial, one-off wellness programs and take a systemwide, comprehensive approach;  
9     **Therefore, be it resolved**, that the CFT advocate for enhanced trainings for mental health practitioners in  
10    schools, along with providing information and resources to members about accessing support for mental  
11    health needs in digital communication; and  
12    **Be it further resolved**, that the CFT seek out legislation to spend more on mental health resources for  
13    educators and classified staff at the state level.

## Resolution 7

# Classified School Employees Rally at the Capitol 2024

*Submitted by Council of Classified Employees*

### **Health Care, Retirement and Benefits**

1     **Whereas**, California [Senate Bill 1552 \(Campbell, 1986\)](#) established Classified School Employee Week  
2     in to recognize the vital contributions of classified employees; and  
3     **Whereas**, Classified School Employee Week is celebrated in the third full week in May of each year,  
4     from Sunday to Saturday; and  
5     **Whereas**, classified school employees represent workers from early childhood through higher education  
6     in public and private education; and  
7     **Whereas**, over a quarter million classified workers in the education workforce fill countless  
8     classifications that make a critical contribution in educating California’s students; and  
9     **Whereas**, classified school employees are essential to student success. We are the first face students see  
10    and the last at the end of their day; and  
11    **Whereas**, classified school employees are on school and college campuses; and  
12    **Whereas**, classified school employees are in classrooms, offices, kitchens, maintenance yards, sports  
13    fields, school buses, and boiler-rooms: working shifts anytime of the day, twelve months a year; and  
14    **Whereas**, classified school employees provide clerical, technical, supervision, nutritional, accounting,  
15    educational, sanitation, financial aid, childcare, security, registrar, toileting, healthcare, library services,  
16    reception, Human Resources, and “*other duties as assigned*” in their districts; and  
17    **Whereas**, classified school employees are also mentors, good listeners, eyes on campus, advocates,  
18    counselors, and mediators; and  
19    **Whereas**, classified school employees are the last hired and first fired; and have their district’s budgets  
20    balanced on their backs; and  
21    **Whereas**, Classified School Employees provided essential services during the COVID-19 pandemic by  
22    preparing meals for students and their families, IT services to ensure online/hybrid learning as well as  
23    sanitation services to curb the spread of the virus and worked on campuses when Zoom options were not  
24    available; and  
25    **Whereas**, the CFT has demonstrated its support for its classified members, by rebranding to CFT: A  
26    Union of Educators and Classified Professionals, sponsoring legislation to improve their quality of life,  
27    and ensuring that they have a seat at the table, however the public seems to be unaware of classified  
28    school employees and the impact they have on student success;  
29    **Therefore, be it resolved**, that the CFT will commit resources, finances and other support for the  
30    Classified Council to host a rally at the State Capitol during Classified School Employees appreciation  
31    week, Sunday, May 19 through Saturday, May 25, 2024; and  
32    **Be it further resolved**, that the CFT publicize the event in all CFT publications and social media, and  
33    press releases; and  
34    **Be it further resolved**, that the CFT will work with other unions that represent classified affiliates to join  
35    the event; and

36 **Be it further resolved,** that the CFT will encourage all members to support and attend the event to  
37 demonstrate their support of classified employees in our schools, colleges, and workplaces; and  
38 **Be it finally resolved,** that the CFT will accept, support, and approve this day of action.

## Resolution 8

# Stop the Privatization of Traditional Medicare – Abolish ACO REACH

*Submitted by the Council of Retired Members*

### **Health Care, Retirement and Benefits**

1     **Whereas**, for 57 years Medicare has been by a vital part of the social safety net of this country, providing  
2     government paid healthcare for millions of seniors, and people with disabilities, who might otherwise be  
3     reduced to poverty by medical bills; and  
4     **Whereas**, unlike private insurers, Medicare allows patients to see any doctor they want and is able to  
5     keep its administrative costs to a minimum by paying providers, directly; and  
6     **Whereas**, according to the California Department of Health Care Services, “Profile of the California  
7     Medicare Population,” released in February of 2022, California’s Medicare population grew 11.3% from  
8     5.8 million in 2016 to 6.5 million beneficiaries in 2021; and  
9     **Whereas**, California is experiencing a historic demographic shift; according to the Master Plan for  
10    Aging, nearly one-quarter of the state’s population will be older adults and seniors by 2030, many of  
11    whom will require affordable and accessible health care services provided by Medicare; and  
12    **Whereas**, instead of filling the gaps in Medicare’s coverage, the federal government has increasingly  
13    used Medicare funds to subsidize private insurance companies, significantly increasing its administrative  
14    costs, burdening doctors with extra paperwork, and providing new opportunities for fraudulent billing by  
15    private insurers; and  
16    **Whereas**, in 2020 private insurers like Humana and United Health charged Medicare over \$12 billion,  
17    paying for diagnoses that were not actually treated; and  
18    **Whereas**, the ongoing privatization has created a \$350 billion market that Wall Street and private equity  
19    firms are rushing to exploit, undermining Medicare’s solvency, and putting crucial decisions about  
20    patient care in the hands of actuaries, rather than doctors; and  
21    **Whereas**, during the final months of the Trump administration, a program was launched enrolling  
22    millions of Medicare recipients in private direct contracting entities (DCEs) without their consent, or  
23    even knowledge; and  
24    **Whereas**, the DCE program was launched without Congressional approval, oversight, or even  
25    discussion; and  
26    **Whereas**, thus far the Biden administration has responded to public protests of DCE by not ending it but  
27    by making essentially cosmetic changes and re-branding it ACO REACH; and  
28    **Whereas**, The REACH program’s payment model creates dangerous incentives to restrict care.  
29    Traditional Medicare pays doctors and hospitals directly for care, the REACH program pays Accountable  
30    Care Organizations (ACOs) a monthly payment to cover a defined portion of each senior’s medical  
31    expenses. ACO participants are then allowed to keep as profit and overhead what they don’t pay for in  
32    health services, a powerful financial incentive to ration seniors’ care; and  
33    **Whereas**, The REACH payment model not only threatens seniors’ care; it would drain Medicare of  
34    billions of dollars of needed revenue each year. Traditional Medicare spends 98% of its budget on patient

35 care, but ACOs could spend as little as 60% of Medicare payments on care — keeping up to 40% of  
36 revenues for their own profit and overhead; and  
37 **Whereas**, it is within the power of the Biden administration to end the program with a stroke of a pen;  
38 **Therefore, be it resolved**, that the CFT calls on the Biden administration to end the ACO REACH  
39 program immediately; and  
40 **Therefore, be it further resolved**, that the CFT transmit copies of this resolution to the President of the  
41 United States, the Secretary of the U.S. Department of Health and Human Services, the administrator of  
42 the Centers for Medicare and Medicaid Services, the Speaker of the House of Representatives, the  
43 Majority Leader of the Senate, and each senator and representative from California in the Congress of the  
44 United States; and  
45 **Therefore, be it finally resolved**, that the CFT opposes the ongoing efforts by the insurance industry and  
46 others to privatize Social Security and Medicare.

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

## Resolution 9

# Enhancing Retirement Education and Sick-Leave Advocacy for Part-time Faculty

*Submitted by the Retirement Policy Committee and the San Francisco Community College District Federation of Teachers, Retiree Chapter, Local 2121-R*

### **Health Care, Retirement, and Benefits**

- 1     **Whereas**, historically, temporary or part-time community college faculty face more challenges to a stable  
2 retirement and benefits due to the inequities in salary, as well as re-assignment rights; and  
3     **Whereas**, California PreK-14 school districts are required to offer the CalSTRS Defined Benefit (DB)  
4 pension as an option for all educators, including part-time community college faculty; and  
5     **Whereas**, starting contributions to a CalSTRS DB system early in one’s career greatly increases service  
6 credit, and therefore retirement income, as well as the enhanced value of sick leave; and  
7     **Whereas**, California community college school districts offer alternative retirement plans, such as Apple,  
8 CalSTRS Cash Balance, Social Security, and/or some alternative plans to part-time educators, in which  
9 case, unused sick time has no value for part-time faculty; and  
10    **Whereas**, newly hired part-time faculty often do not receive sufficient information on employer  
11 contribution rates or the complexities of these different retirement systems; and  
12    **Whereas**, there is an inherent conflict of interest because the district contribution rates to these  
13 alternative plans are significantly lower than the contribution rate to the CalSTRS DB plan; and  
14    **Whereas**, many districts enroll newly hired part-time educators in these alternative plans, often without  
15 explanations of the ramifications of their retirement options; and  
16    **Whereas**, many CFT members have had their retirement income reduced, often by hundreds of  
17 thousands of dollars, because they were not informed of their options and defaulted into a less expensive  
18 alternative; and  
19    **Whereas**, part-time faculty employees often are not informed of their sick pay leave accruals and the  
20 potential service credit of these days for CalSTRS DB plan; and  
21    **Whereas**, part-time faculty employees on alternative plans have sick days with no value upon retirement,  
22 with potential losses of thousands of dollars;  
23    **Therefore, be it resolved**, that the CFT supports the creation of a training program on retirement options  
24 for part-time faculty union members and their connection to sick leave; and  
25    **Be it further resolved**, that as part of the onboarding process for newly hired employees, human  
26 resources departments be required to provide new hires a chart with their retirement system options, as  
27 well as the opportunity to meet with their union representatives before enrollment in retirement plans;  
28 and  
29    **Be it further resolved**, that the CFT and locals compel all districts to provide complete information  
30 concerning retirement system options to all newly hired employees and require employee signatures  
31 within 30 days of hire and also inform them that they can change their selection from Apple, Social  
32 Security, CalSTRS Cash Balance and other programs into CalSTRS DB but once DB has been chosen,  
33 no change is possible; and

34 **Be it further resolved,** that the CFT will demand all education districts conduct an audit of part-time  
35 employee signatures on their retirement options forms; and  
36 **Be it further resolved,** that the CFT conduct a survey of current retirement options in each district for  
37 part-time faculty; and  
38 **Be it finally resolved,** that the CFT advocates for a cash payout for unused sick days for part-time  
39 faculty who are enrolled in retirement plans other than CalSTRS DB.

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



## Resolution 10

# Ease the Separation-from-Service Requirement for Retired Educators and Classified Professionals

*Submitted by the Retirement Policy Committee and the San Francisco Community College District Federation of Teachers, Retiree Chapter, Local 2121-R*

### **Health Care, Retirement and Benefits**

- 1     **Whereas**, the largest impediment to retired California educational professionals returning to the  
2     classroom is the 180-day separation-from-service requirement; and
- 3     **Whereas**, while there is a process in place to allow a district to waive the 180-day rule to allow a recent  
4     retiree to return as a substitute teacher or part-time instructor, that waiver process is difficult; and
- 5     **Whereas**, Governor Newsom issued an executive order to ease and streamline the waiver process during  
6     the COVID-19 public health emergency; and
- 7     **Whereas**, the essential core of American democracy is a well-educated populous, knowledgeable about  
8     current economic and political legislation and conditions that directly impact the daily lives of its  
9     citizens; and
- 10    **Whereas**, public education has as its primary responsibility the thorough education of American citizens  
11    so they fully understand the fundamental principles of each academic discipline and their relevant  
12    application to decisions that control America’s economic and political life; and
- 13    **Whereas**, to carry out effectively their responsibilities, institutions of public education at every academic  
14    level must be well-staffed with knowledgeable, effective instructors; and
- 15    **Whereas**, while education’s current staffing shortages and excessive workloads have always been serious  
16    problems that undermine the efficacy of public education, the COVID-19 pandemic has caused even  
17    more severe staffing shortages that promise to become even worse as indicated by a recent NEA report  
18    that more than half (55%) of members plan to leave education sooner than planned because of the  
19    pandemic, a significant increase from 37% in August. This is even higher among Black (62%) and  
20    Hispanic/Latino (59%) educators, who are already underrepresented in the teaching profession. This is  
21    true for educators regardless of age or years teaching. 56% of educators under 50 years old and 54% of  
22    educators 50 and older, and 50% of educators with 10 or fewer years in the profession, 58% of educators  
23    with 11-20 years, and 57% of educators with 21 years or more say they are likely to leave before they had  
24    planned. 86% of members say they have seen more educators leaving the profession or retiring early  
25    since the start of the pandemic; and
- 26    **Whereas**, bringing highly qualified retirees back into active work at school sites would significantly  
27    combat the teacher and school staff shortages which address the alarming findings of the AFT Task Force  
28    Report on School Staff Shortages, *Here Today, Gone to Tomorrow?*: “Even before the COVID-19  
29    pandemic, nearly 300,000 teachers were leaving the profession every year. Per a June 2022 Rand Corp.  
30    survey, about one-third of teachers and principals reported that they were likely to leave their current job  
31    by the end of the 2021-22 school year, up from about one- quarter of teachers and 15 percent of  
32    principals in January 2021; and
- 33    **Whereas**, since the beginning of the pandemic, school staff employment has fallen across positions,  
34    leaving schools without the necessary staff in almost every position; and

35 **Whereas**, bringing highly qualified retirees back into active work at school sites additionally would  
36 complement the Biden administration’s three-pronged approach of working with recruitment firms to  
37 find new potential applicants, subsidizing other prospective teacher’s training, and paying them more so  
38 they’ll stay once they undertake full-time service; and  
39 **Whereas**, in *Here Today, Gone to Tomorrow?* AFT thoroughly discussed ways to attract and retain  
40 school workers, it doesn’t address the role fully qualified retirees can play in resolving school staffing  
41 shortages. Nor does it address a serious additional concern caused by the Windfall Elimination Provision  
42 and the Government Pension Offset (WEP/GPO), both of which discourage those considering leaving  
43 their current career to enter teaching;  
44 **Therefore, be it resolved**, that the CFT supports mandating districts to inform retiring education  
45 professionals of the process that allows waiving the 180-day separation of service requirement; and  
46 **Be it further resolved**, that the CFT supports extending for three years the streamlined waiver of the  
47 180-day separation from service requirement that simplifies allowing qualified retired educational  
48 professionals to return to service; and  
49 **Be it further resolved**, that the present restriction, “The member would not be working in the same job  
50 title from which the member retired,” be clarified by stating that, “while the returning member would not  
51 be working in the same job title from which the member retired, there would be no restriction on the  
52 returning member working in the same academic discipline or service area in which the returning  
53 member was previously employed;” and  
54 **Be it finally resolved**, that the AFT be encouraged to expand its Task Force report with an addendum  
55 that thoroughly discusses the school staffing shortage problems caused by the WEP/GPO because of the  
56 profound financial penalties they imposed on retirees.

## Resolution 11

# Establishing a Baseline Funding Commitment for Organizing

Submitted by the Peralta Federation of Teachers (PFT), AFT Local 1603

### **Health Care, Retirement and Benefits**

- 1     **Whereas**, the ultimate source of a labor union’s power comes from the capacity of its members to engage  
2     in collective action, up to and including withholding their labor; and  
3     **Whereas**, popular support for labor unions in 2023 in the U.S. is at its highest point since 1965,  
4     indicating a favorable climate for organizing new labor unions<sup>1</sup>; and  
5     **Whereas**, mainstream media coverage of labor union organizing and strikes in the last decade, while still  
6     imperfect, has been more favorable than any other time in the U.S. since the 1960s, and has given  
7     workers new support for their organizing; and  
8     **Whereas**, the percentage of U.S. workers who are represented by labor unions reached 10.1% in 2022, its  
9     lowest point on record, demonstrating an urgent need to organize more workers into labor unions<sup>2</sup>; and  
10    **Whereas**, forty percent of EC/TK-12 instructors in California polled in 2022 considered leaving the  
11    teaching profession, and twenty percent indicated that they will probably or definitely leave in the next  
12    three years, highlighting a need to organize for transformative change of our EC/TK-12 system<sup>3</sup>; and  
13    **Whereas**, government divestment from public colleges and universities, and the corporate  
14    mismanagement of both public and private higher education, has increased faculty and staff interest in  
15    joining labor unions in California; and  
16    **Whereas**, the U.S. Supreme Court’s decision in *Janus v. AFSCME* (2018) eliminated the ability of labor  
17    unions to rely on fee-payers to meet their legal obligation to provide a duty of fair representation, making  
18    it essential for them to organize internally to engage and sustain their membership, especially by  
19    bargaining for the common good<sup>4</sup>; and  
20    **Whereas**, the CFT lost 13,745 fee payers following the Supreme Court decision in *Janus v AFSCME* in  
21    2018<sup>5</sup> indicating a need to invest more money in internal organizing to increase membership in its union  
22    locals; and  
23    **Whereas**, the CFT has the resources to significantly increase its investment in organizing; and

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<sup>1</sup> Justin McCarthy, “U.S. Approval of Labor Unions at Highest Point since 1965,” Gallup.com, August 30, 2022, <https://news.gallup.com/poll/398303/approval-labor-unions-highest-point-1965.aspx>.

<sup>2</sup> Bureau of Labor Statistics, U.S. Department of Labor, “News Release: UNION MEMBERS-2022,” January 19, 2023, <https://www.bls.gov/news.release/pdf/union2.pdf>.

<sup>3</sup> Hart Research Associates and Kai Matthews, “Voices from the Classroom: Developing a Strategy for Teacher Retention and Recruitment” (UCLA Center for the Transformation of Schools, September 15, 2022), <https://transformschoools.ucla.edu/research/voices-from-the-classroom/>.

<sup>4</sup> Rebecca Kolins Givan and Amy Schrager Lang, *Strike for the Common Good: Fighting for the Future of Public Education* (University of Michigan Press, 2020).

<sup>5</sup> FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT, File 512-967, 2017, Schedule 13, p. 26. Office of Labor Management Standards (OLMS) Online Public Disclosure Room (OPDR), <https://olmsapps.dol.gov/olpdr/>. Accessed October 8, 2022.

24 **Whereas**, the affiliation of the American Federation of Teachers (AFT) with the American Association  
25 of University Professors (AAUP) in 2022 established AFT and its affiliates, including CFT, as the  
26 preeminent organization for representing academic labor; and  
27 **Whereas**, nearly ten years of internal organizing by the Peralta Federation of Teachers, AFT Local 1603  
28 enabled it win 100 percent salary parity for community college instructors in 2020, an historic victory  
29 that can inspire similar organizing at every community college in California and across the U.S.; and  
30 **Whereas**, CFT organizers played an essential role in helping the University Council-American  
31 Federation of Teachers (UC-AFT), AFT Local 1474 win the best job security protections for non-tenure  
32 track instructors in the U.S. in 2021; and  
33 **Whereas**, the CFT organizing was instrumental in the securing of \$200M in funding and agreements for  
34 six CFT locals for PT healthcare; and  
35 **Whereas**, CFT organizers have successfully helped workers form new labor unions in the last 5 years at  
36 a number of private EC/TK-12 and higher education institutions in California, indicating a substantial  
37 demand for union representation in that sector of the economy; and  
38 **Whereas**, further investments in organizing are likely to further support workers in EC/TK-12 and higher  
39 education institutions to engage in collective action in California and inspire workers across the U.S.;

40 **Therefore, be it resolved**, that in the next adopted budget, the CFT will commit to an increase in the  
41 budget allocation for internal organizing (increasing membership, recruiting and developing leaders, and  
42 supporting collective action) in its union locals, and external organizing to form new union locals.

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

## Resolution 12

# CFT Demands Stronger Gun Control for the Safety of All

*Submitted by the CFT Executive Council*

### **Socio-Political**

1 **Whereas**, the US confronts an epidemic of violence that no other nation experiences, resulting from and  
2 exacerbated by weak gun control laws; and  
3 **Whereas**, the murder of children and teachers in U.S. schools by guns is a daily threat to every parent,  
4 child, educator, educational professional, and school community; and  
5 **Whereas**, individuals armed with guns killed over 3,000 people in the U.S. just during the month of  
6 January, 2023 alone; and  
7 **Whereas**, our schools should be safe havens where students feel secure and ready to learn; where parents  
8 can send their children in the morning knowing they will safely return at the end of the day; where  
9 teachers and school employees can feel confident that their workplace is not a place where they are in  
10 danger; and  
11 **Whereas**, the prevalence of mass shootings threatens to turn our sacred spaces, our joyful places, our  
12 leisure, and our workplaces, into places of horror and senseless violence; and  
13 **Whereas**, calling out weak gun control laws requires responses and solutions that treat gun violence as  
14 the public health crisis it is; and,  
15 **Whereas**, the CFT has adopted resolutions and taken actions repeatedly over the past decade to condemn  
16 gun violence and to demand safety measures and stronger gun control in our communities; and  
17 **Whereas**, the vast majority of Americans favor background checks, bans on assault weapons, and stricter  
18 gun regulations yet there is no political will to enact national legislation that would make our nation  
19 safer;  
20 **Therefore, be it resolved**, that the CFT will continue to advocate for universal background checks,  
21 stricter gun regulations that include such things as mandatory and standardized training and licensing for  
22 gun ownership in all U.S. states and territories, and the reinstatement of the national ban on assault  
23 weapons; and  
24 **Be it further resolved**, that the CFT takes this action in solidarity with communities that are targeted  
25 most; and  
26 **Be it further resolved**, that the CFT will vehemently oppose wrong-headed and counterproductive  
27 policy ideas like arming faculty and staff; and  
28 **Be it further resolved**, that the CFT demands a safe and protected environment for students and  
29 educators in schools and supports efforts calling for more funding for mental health services, school  
30 psychologists, social workers, school counselors, and other school support personnel so that trained  
31 professionals have a better chance of identifying students in crisis, which in turn allow for intervening  
32 measures to be placed before tragedy strikes; and  
33 **Be it further resolved**, that the CFT expresses the union's sorrow and dismay to and for the  
34 communities victimized by mass shootings, and simultaneously stands in solidarity and commitment with  
35 these communities to rise from the ashes fighting against future occurrences of such injustice; and  
36 **Be it finally resolved**, that the CFT unequivocally condemns racism or any violent ideology behind such  
37 acts of cowardice terror.

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

## Resolution 13

# CFT Condemns Police Violence and Calls for Reform

*Submitted by the CFT Executive Council*

### **Socio-Political**

- 1     **Whereas**, we are outraged and sickened by the relentless acts of violence, brutality, and murder by  
2     police; and
- 3     **Whereas**, no one should be murdered at the hands of the officers sworn to protect and serve our  
4     communities; and
- 5     **Whereas**, fatal police shootings of unarmed Black people in the U.S. are more than three times as high as  
6     of white people; and
- 7     **Whereas**, the total numbers of Black, Indigenous, and people of color (BIPOC) killed in police shootings  
8     have not declined over the past five years, prompting researchers to describe the figures as a “public  
9     health emergency”; and
- 10    **Whereas**, many CFT members are Black and brown parents, siblings, and children who deserve to live  
11    without fear of police violence toward us, nor our loved ones; and
- 12    **Whereas**, CFT educators and classified professionals are on the front lines of our schools, colleges, and  
13    universities ensuring safe spaces for our students who deserve to feel protected in their communities and  
14    who deserve to live their full lives; and
- 15    **Whereas**, in 2016 the CFT recognized the intense and overwhelmingly toxic effects of systemic racism  
16    at that time, partly as a result of the killing of a Black, male youth, Trayvon Martin, in 2012, adopting a  
17    resolution establishing its Racial Equity Task Force to educate itself and its members about America’s  
18    systemic racism against people of color, specifically Black men, its history of racial oppression, and to  
19    acknowledge, give space to, and confront the difficult topic of racial bias; and
- 20    **Whereas**, in 2020, the CFT adopted a resolution to express emphatically that ALL Black Lives Matter —  
21    men, women, all those along the gender spectrum, trans, queer, disabled, undocumented, lives with  
22    record; and to reaffirm its commitment and duty to eviscerate systemic racism, which has been long  
23    known to erect barriers between the advancement and freedoms of Black lives, specifically our Black  
24    educators and classified professionals, while simultaneously intensifying our efforts to seek out, listen to,  
25    and amplify the voices of our Black members and all who support them; and
- 26    **Whereas**, the CFT is appalled to have to acknowledge – again – that police continue to kill, and very  
27    little has changed with regard to America’s progress toward ensuring the protection of the rights,  
28    liberties, and overall value of Black lives;
- 29    **Therefore, be it resolved**, that the CFT recommit to advocate for efforts to radically reform police  
30    policy, even when it means challenging the power structure and the institution of law enforcement that  
31    are rooted in white supremacy and taking uncomfortable or unpopular positions, which may include but  
32    are not limited to the following:
- 33        • Removing armed police, unmarked cars, and undercover officers from traffic stops;
- 34        • Ending the use of pretextual traffic stops;
- 35        • Eliminating all uniformed police officers from school and college campuses;

- 36       • Redirecting school policing funds toward social services, mental health services, health care, and  
37       other school and community building programs;
- 38       • Defunding the militarization of the police force at the federal level in order to end the  
39       dissemination of military equipment and tactics to state and local police departments;
- 40       • Implementing mandatory training on de-escalation and implicit race bias;
- 41       • Creating civilian review boards with power to implement real accountability measures for law  
42       enforcement officers and departments that violate their oath to protect and serve;
- 43       • Creating a national, transparent, law enforcement database to record and track behavioral  
44       misconduct;
- 45       • Joining in discussions regarding bail and drug law reforms; and
- 46       **Be it further resolved,** that the CFT strive to lift up and work in solidarity with those individuals,  
47       groups, and organizations working to dismantle racist institutions and the violent oppression of Black and  
48       brown people; and
- 49       **Be it finally resolved,** that the CFT encourages its members to follow the lead of those who are most  
50       affected as they ally with them to stop police brutality and killing in their communities.

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

## Resolution 14

# Urgent Climate Action

*Submitted by the Labor and Climate Justice Education Committee*

### **Socio-Political**

1     **Whereas**, the climate crisis has already manifested into dangerous, chaotic, and widespread  
2     destabilization of natural systems affecting the lives of billions of people around the world despite global  
3     efforts to minimize the risks; and  
4     **Whereas**, the climate crisis has increased the intensity, duration, and frequency of natural disasters,  
5     including mega-droughts in the Western United States, wildfires, life-threatening heat, and rising sea  
6     levels in California — all of which are compounding into cascading impacts that are increasingly difficult  
7     to mitigate; and  
8     **Whereas**, the February 2022 United Nations Intergovernmental Panel on Climate Change (IPCC) report  
9     found that “any further delay in concerted global action will miss a brief and rapidly closing window to  
10    secure a livable future,” and the assessment also “...clearly shows that tackling the climate crisis involves  
11    everyone — governments, the private sector, civil society — working together to prioritize risk  
12    reduction, as well as equity and justice.”; and  
13    **Whereas**, despite those warnings, the November 2022 UN Climate Change Conference (COP27) of  
14    global leaders failed to generate binding commitments to rapidly and immediately reduce greenhouse gas  
15    emissions, sealing the fate of our planet to likely exceed the 1.5° C global warming threshold within this  
16    decade that will have catastrophic consequences for humanity; and  
17    **Whereas**, action towards mitigating the impacts of the climate crisis cannot be left to the responsibility  
18    of global leaders and policy makers alone — it requires all of us working together to innovate solutions at  
19    all scales; and  
20    **Whereas**, organized labor can and should be a model for climate resiliency innovations and the  
21    implementation of positive change towards mitigating the effects of the climate crisis at the  
22    organizational and individual scales — effects that are sure to have profound impacts on the working  
23    conditions of everyone in California if left unchecked; and  
24    **Whereas**, members of the CFT could come to rely on their statewide union with pride as a source of  
25    guidance and support in mitigating the direct impacts of the climate crisis on their working conditions in  
26    the same way they already look to the CFT for security in protecting other aspects of their working  
27    conditions;  
28    **Therefore, be it resolved**, that the CFT shall encourage all locals to include climate crisis issues as a  
29    standing item on their regular meeting agendas and as a component of bargaining in regards to greening  
30    the workplace; and  
31    **Be it further resolved**, that the CFT shall commit to expanding the scope and frequency of dialogue  
32    about the climate crisis throughout the CFT organization; and  
33    **Be it further resolved**, that the CFT shall encourage locals to develop partnerships with local climate  
34    organizations and promote education and policy with regards to these issues in local labor councils; and



35 **Be it further resolved,** that the CFT shall recognize at state councils and conventions the efforts,  
36 progress, and successes of those CFT locals who have developed significant action on climate justice  
37 issues; and  
38 **Be it further resolved,** that the CFT shall recognize that climate action within the CFT is essential to  
39 maintaining a vibrant and strong organization amidst the ongoing progression of the climate crisis. And  
40 in doing so, the CFT will work towards becoming a model of positive change in adapting to the effects of  
41 the climate crisis that other organizations may be encouraged to emulate; and  
42 **Be it finally resolved,** that the CFT Executive Council shall issue an annual report on climate action  
43 achievements within the CFT organization and CFT locals, including highlights progress, successes, and  
44 focused work for the subsequent year on the climate action items outlined in the resolves above.

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

## Resolution 15

# Free, Publicly Owned Internet to End the Digital Divide

*Submitted by Civil, Human, and Women's Rights Committee*

### **Socio-Political**

1 **Whereas**, the internet is the most powerful and pervasive platform in the history of the planet which now  
2 connects nearly half of the world's population in a globally distributed network; and  
3 **Whereas**, the COVID-19 pandemic highlighted that access to the internet has become a critical part of  
4 our lives that we rely on to bring such information as employment/unemployment, emergency situations,  
5 health issues, local and international news, and participation in education, research, medical  
6 consultations, studying, and working at home, entertainment, and our social life and cultural life; and  
7 **Whereas**, the pandemic showed the extent of the digital divide between those who have access to high-  
8 speed internet and the tens of millions of people in the U.S. in mostly poor, and non-white communities  
9 who, having neither access to nor the ability to afford the monthly fee for internet, are effectively being  
10 locked out of the information-based economy we are moving into. Of the 50 million U.S. students who  
11 remotely learned at home during COVID-19, nine million lacked at-home internet access<sup>1</sup>; and  
12 **Whereas**, Sir Tim Berners-Lee, founder of the worldwide web in 1989, declined to patent the internet to  
13 ensure that it was freely available to everyone, and while in the early days the internet was a government-  
14 run network, the infrastructure of the internet was parceled out to private companies with little regard for  
15 the users. The internet has become totally configured for private profit. Consequently, the number of  
16 internet providers at the local level is determined by market forces and most of the infrastructure globally  
17 is owned by several large corporations, with Google, Microsoft, and Facebook making up 70% of  
18 internet traffic while Amazon runs one third of the internet; and  
19 **Whereas**, in California, in response to the fact that one in five people do not have reliable and affordable  
20 broadband internet, the state government began building the Middle-Mile broadband network on October  
21 3, 2022 to bring affordable high-speed internet to every California home. However, under the program  
22 people will still have to pay a discounted monthly service fee and a copay on the \$100 fee for a device to  
23 access the internet;  
24 **Therefore, be it resolved**, that the CFT advocate that completely free, high-speed internet should be a  
25 public good available to every individual and household in California just as public schools are  
26 universally available. To accomplish this, high-speed internet in California should be owned, managed,  
27 and run at cost by the state government and should include the public in decision making; and  
28 **Be it further resolved**, that our position guide our union activity forward by providing a position paper  
29 to our members within 6 months of adoption of this resolution, and by reaching out to and networking  
30 with all organizations and members of the public who think California should have universal, free, public  
31 internet to build a coalition that will establish appropriate public policy to end the digital divide.

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<sup>1</sup> <https://www.cnet.com/home/internet/the-digital-divide-has-left-millions-of-school-kids-behind/>

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

## Resolution 16

# Opposition to the trading of California's Water Supply on Wall Street

*Submitted by Ethnic Diversity in Leadership Committee and Labor and Climate Justice Committee*

### **Socio-Political**

1     **Whereas**, in 2020 Wall Street began trading water futures, specifically in California, as a commodity.  
2     The country's first water market launched on the Chicago Mercantile Exchange on December 7, 2020,  
3     with \$1.1 billion in contracts tied to water prices in California according to Bloomberg News; and  
4     **Whereas**, the United States is the second biggest consumer of water in the world, with California  
5     accounting for 9% of the nation's daily consumption. The size of California's water market is four times  
6     larger than in any other state; and  
7     **Whereas**, the market allows farmers, hedge funds, and municipalities to hedge bets on the future price of  
8     water and water availability in the American West. The new trading scheme was announced in September  
9     2020, prompted by the region's worsening heat, drought, and wildfires fueled by climate change. We  
10    must also consider the effects of population growth and pollution; and  
11    **Whereas**, the California State Constitution requires that the water be used "reasonably" for a "beneficial  
12    use;" and  
13    **Whereas**, some experts say treating water as a tradable commodity puts a basic human right into the  
14    hands of financial institutions and investors, a dangerous arrangement, as climate change alters  
15    precipitation patterns and increases water scarcity; and  
16    **Whereas**, the CFT has an obligation to address social justice, racial justice, and climate issues that could  
17    put its members as well as the general population in the State of California at risk; and  
18    **Whereas**, water is a life-sustaining natural resource that is necessary for the survival of the human race;  
19    it should not be treated as a common commodity, like that of gold or oil; and  
20    **Whereas**, if the trading of water on Wall Street continues unopposed, we may find that this natural  
21    resource becomes more at risk and less plentiful for poor people, working people, people of color, and  
22    people living in less affluent communities; and  
23    **Whereas**, if the trading of water continues unopposed in the state of California, it may become a trend,  
24    and other drought-affected and agricultural states throughout the United States could begin to do the  
25    same; and  
26    **Whereas**, the world has already seen these types of blatant racial differences in Flint, Michigan, the  
27    Navajo Nation, and most recently, northeastern Oregon. The move to sell water futures in California  
28    stands as a foreboding indicator of the transformation of water from a basic right into a limited access  
29    luxury. It is a frightening expansion of a reality that already exists for poor, Black and brown, and Native  
30    American communities across the country; and  
31    **Whereas**, the CFT represents communities that will be affected by the trading of water futures.  
32    **Therefore, be it resolved**, that the CFT publicly opposes the commodification of water in the state of  
33    California; and  
34    **Be it further resolved**, that the CFT works with legislators and other public figures to address the  
35    concerns of this resolution; and

36 **Be it further resolved**, that the CFT commits to making it members aware of the commodification of  
37 water in the State of California; and  
38 **Be it further resolved**, that the CFT considers running a public campaign against the current trading of  
39 water futures in the State of California; and  
40 **Be it finally resolved**, that the CFT forwards this resolution to AFT for adoption at the 2024 AFT  
41 Convention.

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

## Resolution 17

### Greening the CFT

*Submitted by the Labor and Climate Justice Committee*

#### **Socio-Political**

- 1 **Whereas**, education is an inherently future-focused endeavor; and  
2 **Whereas**, climate change poses an existential threat to the future of the planet and the future for which  
3 we are educating students; and  
4 **Whereas**, the CFT is a leader among unions at passing resolutions and taking positions to combat climate  
5 change and to ensure a sustainable future; and  
6 **Whereas**, the day-to-day actions of the CFT do not always align with the rhetoric of the resolutions;  
7 **Therefore, be it resolved**, that the CFT commit to taking practical actions to make the organization  
8 greener and to reduce the environmental footprint created by large gatherings, such as committee  
9 meetings and conventions; and  
10 **Be it further resolved**, that the organization eliminate the use of all single-use plastics at large  
11 gatherings of the CFT; and  
12 **Be it further resolved**, that reusable utensils, dishware, and glassware be provided at the CFT events  
13 when possible, and, when not possible, only compostable utensils, dishware, and glassware be used; and  
14 **Be it further resolved**, that the CFT eliminate the use of drinks in single-use plastic bottles at the CFT  
15 events and provide water stations to encourage the use of reusable water bottles; and  
16 **Be it further resolved**, that, when safe, the CFT reduce the use of pre-packaged foods that generate  
17 additional waste from mostly non-recyclable packaging; and  
18 **Be it further resolved**, that the CFT provide paperless options at all conventions by putting agendas and  
19 other key documents online or on an app and encourage attendees to choose this option; and  
20 **Be it further resolved**, that the CFT commit to choosing event venues that are within convenient access  
21 of mass transit; and  
22 **Be it further resolved**, that for all future conventions, the CFT commit to only considering venues that  
23 have plans in place for environmental sustainability; and  
24 **Be it further resolved**, that the CFT shall develop transparency in the carbon footprint of the  
25 organization; and  
26 **Be it finally resolved**, that the CFT Executive Council issue an annual report on their progress on the  
27 above and their movement toward carbon neutrality.

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