

Convention 2016

Resolutions Committee Report

Resolutions and constitutional amendments
passed by delegates to CFT Convention held
March 11-13 in San Francisco

California Federation
of Teachers 
AFT, AFL-CIO
A Union of Professionals

CFT Convention 2016

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Amendment 1

Finance: Constitutional per capita change

Article II: Finance, Sections 1, 6 and 7 of the CFT Bylaws are amended to read:

Section 1. Per Capitas

- a. Effective September 1, ~~2015~~ 2016, the per capitass for active members and non-member fee payers of the CFT will be:
 - 1) Regular rate members and regular rate agency fee non-members earning \$26,000 or more: ~~\$481.68~~ \$500.80 (12 monthly payments of ~~\$40.14~~ \$41.73).
 - 2) Non-bargaining agent members and members-at-large: AFT/ CLF per capita tax plus 40% of CFT full-time per capita tax.
 - 3) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in Section 1.
- b. **Classes of Membership**
 - 1) Locals may establish a class of members which shall consist of members who receive less than the lowest range and salary step of full-time teachers paid by their employer or whose salary is less than \$26,000, whichever salary is higher. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate.
 - 2) Each local shall pay on behalf of members and agency fee non-members who receive less than ~~\$14,626~~ \$14,889 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 ~~\$8,880~~ \$9,040 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 percent of CFT per capitass as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capitass. The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.
 - 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
 - 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed from the representation certification date until their first contract is ratified.
- c. Back per capitass will be paid at the per capita rate in effect when the debt is incurred.
- d. Sixty-five cents (\$0.65) or proportional share of each unit member's monthly per capita and sixty-five cents (\$0.65) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency fees are paid on a twelve month basis shall be placed in the CFT Legal Defense Fund. The CFT Legal Defense Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council.
- e. Three dollars and sixty-five cents (\$3.65) or proportional share of each member's monthly per capita on a twelve-month basis shall be placed in the CFT COPE fund. The political fund shall be maintained as a revolving fund under the direction of the CFT COPE Executive Council. This fund shall be used for contributions to candidates for state or local office and/or for ballot propositions. Salaries and benefit costs for the employees of the CFT Political Department and other expenses related to political

activities may also be paid from the CFT COPE fund. In order to increase CFT COPE funding, the state Convention may increase per capita by a flat amount in excess of the percentage amount required to be voted on as a result of the calculation in Section 2.

- f. Twenty cents (\$0.20) or proportional share of each unit member's monthly per capita on a twelve-month basis shall be placed in the CFT Raoul Teilhet Scholarship Fund.
- g. Ten cents (\$0.10) or proportional share of each unit member's monthly per capita and ten cents (\$0.10) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency fees are paid shall be placed in the CFT Militancy Fund. The CFT Militancy Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council. The Militancy Fund shall be used to help and defend persons who have been targeted or retaliation by employers as a result of their CFT union activities and other similar purposes as determined by Executive Council.
- h. Fifteen cents (\$0.15) or proportional share of each unit member's monthly per capita and fifteen cents (\$0.15) or proportional share paid monthly for any persons in the bargaining unit on whose behalf agency fees are paid shall be placed in the CFT Educational Issues Fund. The Educational Issues Fund shall be maintained as a revolving fund under the direction of the CFT Executive Council. As determined by the Executive Council, the Educational Issues Fund shall be used to develop and publicize CFT positions of educational issues.

Section 6. Special Assessments

Special Assessments may be levied by two-thirds vote at the state Convention or by the Executive Council.

All provisions of Article II, Section 1 shall apply to special assessments.

- a. Effective September 1, 2013, and ending August 31, 2016, eighty-six cents (\$0.86) or proportional share of each unit member's monthly per capita on a twelve-month basis shall be separately assessed and directly placed into the CFT general fund.
- b. Effective September 1, 2010, two dollars (\$2.00) or proportional share of each unit member's monthly per capita on a twelve-month basis shall be separately assessed and directly placed into the CFT COPE fund. Proceeds from this assessment shall be designated as the "Fund for California's Future" and shall be maintained as a revolving fund under the direction of the CFT COPE Executive Council. This assessment will continue until rescinded by a two-thirds vote at the Convention or by the Executive Council.
- ~~e. Effective September 1, 2012, and ending August 31, 2015, two dollars and fifty cents (\$2.50) or proportional share of each unit member's monthly per capita on a twelve-month basis shall be separately assessed and directly placed into the CFT COPE fund.~~

Section 7. Staff Funding Program

- a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations, grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.
 - 1) Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capitas, a payment for staff funding assistance from the CFT equal to the following formula:
- b. **Unit size 1000 or fewer:** Locals and councils of locals with a total unit or units of 1000 or fewer shall receive a staff funding program from the CFT equal to seventy percent (70 percent) of \$19.13 of the full-time equivalency (FTE) of per capitas paid to the CFT by the local or council of locals on a monthly basis.

- 2) **Unit size above 1000:** Locals and councils of locals with a total unit or units above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60 percent) of \$19.13 of the FTE of per capita paid to the CFT by the local or council of locals on a monthly basis.
 - 3) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70 percent) of \$19.13 of the FTE of per capita paid for non-certificated employees of the unit.
- c. Effective upon adoption of this provision, the base on the Staff Funding Program shall be automatically adjusted on September 1 of each year by the percentage increase in per capita as set forth in Section 2 of this article unless the base is adjusted by a different amount by a vote of the convention. Convention action to limit the base of the staff funding program cannot be taken in successive years.

Submitted by the Executive Council

Amendment 2

Conventions: Constitutional correction

Article I: Section 12 of the CFT Bylaws is amended to read:

Section 12. Nominations and Election Procedures

- a. **Nominations:** Nominations of CFT officers and delegates to the American Federation of Teachers convention and to the California Labor Federation convention shall be by an “announcement of candidacy form” signed by the candidate for office and presented to the Secretary-Treasurer not later than the time and date specified in the Convention rules for nominations and elections. The names of all announced candidates shall be read to the Convention. Nominations may be made from the floor. All floor nominees must immediately complete the “announcement of candidacy form.” Nominations shall be declared closed by the presiding officer after asking for nominations from the floor three times for each office. An opportunity shall be given for any person nominated to decline.
- b. **Speeches:** Each candidate for president may have ten minutes for his/her campaign speech. Each candidate for Secretary-Treasurer may have five minutes for his/her campaign speech. Each candidate for Vice President or other office may have two minutes for a campaign speech. For the purpose of speeches each candidate shall be recognized in alphabetical order. Each candidate may designate an alternate speaker. ~~Except when the election is by unanimous consent, the election shall be by roll call vote in accordance with the following procedures:~~
- c. **Elections:** Except when the election is by unanimous consent, the election shall be by roll call vote in accordance with the following procedures:
 - 1) Balloting for the election of officers and delegates shall take place under supervision of the Elections Committee. No other official business shall be conducted during balloting. Only delegates who are officially seated may vote in the election.
 - 2) The ballots shall be distributed to the ranking delegate of each delegation under the direction of the chair of the Elections Committee. (These ballots shall be prepared under the supervision of the Elections Committee). The ranking delegate shall equally distribute the votes among delegates representing themselves. No delegate shall have more than one vote more than each of the other delegates.
 - 3) Each delegate voting shall enter on the ballot the number of the local, the delegate’s printed full name, the number of votes to be cast, the actual vote, and shall sign the ballot.
 - 4) Ballots shall be deposited in the ballot boxes not later than one hour following the opening of the polls. Ballots may be deposited by the ranking delegate or delegates may elect to deposit their own ballots.
 - 5) After the polls have closed, the Elections Committee shall supervise the counting of the ballots. The tally sheet shall be certified as accurate and retained by an independent body designated by the Elections Committee. The chair of the Elections Committee shall report the results of the election to the Convention.
 - 6) The independent body shall retain all ballots for two years. At the end of two years the Elections Committee shall destroy the ballots. A local may submit a resolution from the Executive Board to the President requesting a copy of all ballots cast by delegates of the local.

Submitted by the Executive Council

Special Assessment

Finance: CFT Legal Advocacy and Fight Back Fund

Effective September 1, 2016, and ending August 31, 2020, two dollars (\$2.00) or proportional share of each unit member's monthly per capita on a twelve-month basis shall be separately assessed and directly placed into the new CFT Legal Advocacy and Fight Back Fund. This assessment shall be used for proactive and defensive CFT statewide legal actions and shall be maintained as a revolving fund under the direction of the CFT Executive Council. The Secretary Treasurer will provide reports of the CFT Legal Advocacy and Fight Back Fund at each Executive Council and State Council meetings. This may be rescinded by a two-thirds vote at the Convention or by a majority of the Executive Council.

Resolution 1

Support best practices in Local Control Accountability Plans

Whereas, the Local Control Funding Formula (LCFF) was signed into law by Gov. Brown generating a significant increase in funding to school districts throughout California bringing additional resources and new accountability measures; and

Whereas, LCFF Supplemental and Concentration funding is dedicated to improve the learning outcomes of English Language Learners, low socioeconomic status students, and foster youth; and

Whereas, the California State Board of Education approved the Local Control Accountability Plan (LCAP), mandating that districts describe how they intend to meet annual goals for all students by delivering necessary services to our most needy students; and

Whereas, the LCAP must address state and local priorities and should institute opportunities for continuous improvement and feedback from educators, parents, and community members; and

Whereas, districts do have flexibility in determining which services they provide and how they will be implemented while keeping the public informed;

Therefore, be it resolved, that the California Federation of Teachers support locals by providing training and resources, to include an archive of best practices LCAP plans from around California; and

Be it further resolved, that CFT educate locals as to how they and other stakeholders can provide input to their LCAPs and how to leverage resources in order to best meet the needs of their students.

Submitted by the EC/TK-12 Council

Resolution 2

Call for more education about the impact of increased employer contributions to CalSTRS

Whereas, the financial crisis of 2007 caused by unethical lending practices of America's largest financial institutions negatively impacted the health of the California State Teachers' Retirement System (CalSTRS); and

Whereas, in order to rectify a projected \$74 billion unfunded liability with CalSTRS, the California Legislature passed and the governor signed AB 1469 (Bonta, D-Oakland) in June 2014; and

Whereas, AB 1469 attempts to fully fund CalSTRS by the year 2046; and

Whereas, AB 1469 was passed with limited open public debate in June 2014; and

Whereas, AB 1469 is an extreme conservative reaction to a projected financial problem with the fiscal health of CalSTRS; and

Whereas, AB 1469 troubleshoots CalSTRS, a defined benefit program, as if it is a pension plan; and

Whereas, AB 1469 will create conflict during collective bargaining between employers and employees in an era of labor-management collaboration through partnerships; and

Whereas, school districts and Local Education Agencies (LEAs) have already attempted to shift their legislated financial obligation to CalSTRS onto employees; and

Whereas, ultimately, AB 1469 will negatively impact instruction by the reduction of funds for classrooms and programs; and

Whereas, an appropriate solution to the unfunded liability of CalSTRS would be to fund CalSTRS at 80 percent, widely considered the "gold standard" for defined benefit programs similar to CalSTRS, by the year 2046 and/or restructure AB 1469's implementation by moving the end date out further into the future, thus reducing the burden placed upon school districts and LEAs; and

Whereas, although the Legislature has included funding to cover the first two years of AB 1469's implementation, many school districts and LEAs have been less than forthcoming about this reality, and there is no guarantee that the Legislature will continue this practice;

Therefore, be it resolved, that the California Federation of Teachers advocate for continued budgeting of increased CalSTRS contributions for school districts and LEAs; and

Be it further resolved, that the CFT educate locals on the budgeting of increased CalSTRS contributions by the Legislature; and

Be it finally resolved, that the CFT advocate and educate locals on the impact AB 1469's implementation in order to mitigate negative impacts on students, programs, and teachers alike.

Submitted by the EC/TK-12 Council

Resolution 30

Promote and support Classified School Employee Week

Whereas, the California Legislature recognizes the third full week of May as Classified School Employee Week to honor their contributions to student success in institutions of learning from early childhood to higher education; and

Whereas, the CFT and its Council of Classified Employees (CCE) represent countless job classifications that support the educational process on campuses across the state of California; and

Whereas, the intention of Classified School Employee Week is to honor the work of school support personnel and bring public awareness to the significance of the work they perform; and

Whereas, Classified School Employee Week has not gained the public response as has Teacher Appreciation Week and National Teacher Day, or has it received media coverage; and

Whereas, the CFT membership has been inclusive and representative of classified employees for more than 32 years; and

Whereas, the CFT supports and understands the value of classified membership and their contributions and roles in supporting and educating California's students;

Therefore, be it resolved, that the CFT in conjunction with the CCE will push to broaden public awareness of Classified School Employee Week; and

Be it further resolved, that the CFT will provide the necessary resources to publicize Classified School Employee Week by releasing statements to media outlets, holding press conferences, and using social media to promote public awareness; and

Be it finally resolved, that the CFT create a task force to look into a name change for the California Federation of Teachers.

Submitted by the Council of Classified Employees

Resolution 4

Ensure adult education exists in best and fullest capacity

Whereas, education is a human right for people of all ages; and

Whereas, adult education has been serving the people of California from every community, including those with the greatest needs and least resources, for over 150 years; and

Whereas, during the last recession, adult education was the only branch of public education in California which was nearly eliminated through a combination of funding cuts and allowing K-12 districts to take any and all adult school funds for other purposes (categorical flexibility); and

Whereas, as a result of the budget cuts and categorical flexibility, about 15 percent of K-12 adult schools in California were closed, reducing the number from 360 to around 300; in 2012-13 about 80 schools, though not all closed, received no state money from their districts; and all schools were reduced in size and scope; and

Whereas, there was no increase for adult education even though Gov. Brown's budget proposal in January 2016 increases public school funding by \$2.4 billion over the current year and is more than \$24 billion higher than at the depth of the recession, directing \$71.6 billion, the greatest portion of California tax revenue, to education; and

Whereas, the previous adult education funding usually included a yearly COLA and the new block grant funding does not include a COLA to accommodate annual increased costs; and

Whereas, the need for adult education to mitigate rising income inequality has increased; and

Whereas, there are 15.3 million adults in the areas targeted by the state for adult education and the system currently serves about 1 million, leaving 14 million unserved; and

Whereas, adult schools once had a mission to provide a broad education to all adults, state funding has been narrowed to seven programs with a focus on workforce development; and

Whereas, the future of California depends not only on the number of people employed but also on their physical and mental health; civic, community and family engagement; and ability to think critically and prepare for 21st century political, economic, social, and environmental change, it is crucial that adult education be available to all adults and well-funded with a broad mission;

Therefore, be it resolved, that the California Federation of Teachers advocate for:

- Increased funds for adult education sufficient to meet the needs and, especially, more money for high-need areas;
- A broad mission of education in which adult education promotes the skills necessary to meet the challenges of the 21st century and serve the whole person, the whole family, and therefore the community and the society, as an important, equal, and self-sufficient branch of public education;
- The passage of legislation that supports any of these points.

Submitted by the Adult Education Commission

Resolution 5

Calling for rationality in testing

Whereas, the era of standardized testing ushered in by the 2001 passage of the No Child Left Behind Act has had clear, damaging impacts on our educational system, including but not limited to: the co-optation of vital instructional time; the narrowing of curriculum to the detriment of the arts, physical education, science, history and critical thinking; the starving of resources from those students and schools that need them most; and the outrageous practice of using standardized test scores to evaluate educators, a function for which they are neither designed nor valid; and

Whereas, even the staunchest supporters of standardized testing such as former U.S. Secretary of Education Arne Duncan and President Barack Obama have acknowledged the need for a change with regards to the frequency of and stakes associated with standardized testing; and

Whereas, the newly signed Every Student Succeeds Act largely dismantles the federal “test and punish” regime, allowing states a new level of flexibility in terms of how they implement standardized testing, the state of California has already pulled back on several aspects of the testing paradigm, including suspending the Annual Performance Index and the California High School Exit Exam, and, furthermore, the California Department of Education is working to develop more authentic, performance-based assessments for implementation on a statewide level;

Therefore, be it resolved, that the California Federation of Teachers support legislation that proposes use of a sampling method, i.e. testing only some students and classes in California, for Smarter Balanced Assessments rather than testing all students in grades 3-8 and 11; and

Be it further resolved, that CFT will work with the California Department of Education and the State Board of Education to request a waiver for the outdated, now useless California Standards Test for science still being administered in grades 5, 8, and 10; and

Be it further resolved, that CFT support legislation to permanently abolish state-mandated, so-called ‘end of course’ standardized tests; and

Be it finally resolved, that CFT support legislation to create a state fund for the development of local, performance-based assessment to which Local Education Agencies can apply.

Submitted by the Berkeley Federation of Teachers, Local 1078

Resolution 6

Support for the California Education for a Global Economy Initiative

Whereas, a large body of research has demonstrated the cognitive, economic, and long-term benefits of multilingualism and multiliteracy; and

Whereas, research shows that high-quality Dual-Language Immersion Programs meet the academic needs of both English learners and English-proficient students to attain high academic levels of the Common Core Standards in two or more languages; and

Whereas, the California State Seal of Biliteracy became effective in January 2012, which is a program that recognizes high school graduates who have attained a high level of proficiency in speaking, reading, and writing one or more languages in addition to English; and

Whereas, in 2011 the CFT passed the resolution in support of high-level Dual-Immersion and Biliteracy Programs at its Convention on March 18-20; and

Whereas, in 2014 Sen. Ricardo Lara, (D, Bell Gardens) proposed a measure in the California Legislature, Senate Bill 1174, or the “Multilingual Education for the 21st Century Economy Act,” that passed the Legislature and was signed by Gov. Jerry Brown; and

Whereas, the measure is now the “California Education for a Global Economy” initiative (California Ed.G.E.) and is on the November 8, 2016, ballot in California as a legislatively referred state statute to amend the California Constitution in reference to the 1998 Proposition 227, the “English in Public Schools” ballot measure; and

Whereas, the proposed measure, upon voter approval, would repeal most of Proposition 227. It would also repeal the waiver provisions, thus effectively facilitating student access to multiliteracy instruction;

Therefore, be it resolved, that the California Federation of Teachers issues a statement of support for the California Ed.G.E. initiative; and

Be it further resolved, that the CFT publicize its position through its website, publications, and the media; and

Be it finally resolved, that the CFT communicate its support for the California Ed.G.E. initiative and participate in advocacy efforts and getting the vote out of its members and the public for the passage of this act.

Submitted by the English Language Learners Committee

Resolution 7

Sponsor education technology implementation study

Whereas, the educational community as a whole recognizes and welcomes the importance of modern technology within our communities and classrooms; and

Whereas, the need for long-term planning in a regularly changing environment, as well as strategic ongoing plans for replacing and upgrading of technology equipment and support structures belongs in an educational institution's master planning; and

Whereas, identifying and agreeing upon best practices to emphasize user input, support input, and maintain equipment over the long term will allow for the best use of our resources and time; and

Whereas, in order to remain on the cutting edge of technology all stakeholders, including representative unions, have a duty and right to share in decision-making technology policies at the worksite and district levels; and

Whereas, the use or non-use of technology should not drive the teaching environment and faculty should be free to determine the appropriate use of technology; and

Whereas, the support staff is essential and crucial to success of the integration and implementation of technologies and network security; and

Whereas, new and ongoing training about technologies and educational technology pedagogies necessitates and requires input from faculty, staff, and students; and

Whereas, faculty and staff are not always provided with accommodating technologies, services, and training as required by federal and state accessibility regulations; and

Whereas, additional compensation for added responsibilities for all faculty (full-time and contingent) and staff (classified and paraprofessionals) is not always provided; and

Whereas, the cost of continued and sustained staff, maintenance, and training is not regularly incorporated in budgets;

Therefore, be it resolved, that the California Federation of Teachers sponsor a study bill to analyze and investigate the ongoing implementation and use of technology in educational institutions including, but not limited to, issues identified above.

Submitted by the Educational Technology Committee

Resolution 8

Create a School Climate and Student Engagement Advisory Committee

Whereas, state, local, and district decision-makers need to be better informed as to the unique needs of the students, families, and communities we serve; and

Whereas, the health and mental health needs of our students, families, and communities are widely varied and intervention practices and priorities are currently evolving, including programs, funding, and personnel; and

Whereas, an increasing number of students are presenting moderate to complex social emotional issues at school, sometimes resulting in acts of violence against other students and school personnel; and

Whereas, the political emphasis on academics and testing marginalized attention and funding to address these and other mental health needs, including students supported by special education; and

Whereas, class and school personnel are not given equal voice on specific use of Local Control Funding Formula (LCFF) funds for School Climate and Student Engagement, including (but not limited to addressing the needs of foster and homeless youth); and

Whereas, science has proven social emotional learning is a curricular area with skills and vocabulary that must be explicitly taught; and

Whereas, some programs that address the above needs are purchased by districts and schools and then are implemented with little or no planning or input from those who actually provide the services; and

Whereas, some programs are not proven to be effective interventions; and

Whereas, many for-profit vendors are now soliciting districts to provide curriculum, materials, and training that has not been proven to be effective intervention for social emotional needs; and

Whereas, districts divert funds from possible salary use due to lack of strategic planning and spending on ineffective programs, personnel, curriculum, etc., and pressure to comply with timelines; and

Whereas, the use of such programs can be implemented inconsistently; and

Whereas, current adoptions of academic curriculum have adoption and vetting processes; and

Whereas, there are no current processes for adopting effective materials, curriculum, and interventions for social-emotional learning, thereby reducing the likelihood of choosing effective interventions; and

Whereas, proven systemic processes for coordinating all aspects exist and are not being utilized; and

Whereas, utilizing a systemic process is vital to ensure that all interventions and actions of a school and district work in concert to meet the unique needs of students;

Therefore, be it resolved, that California Federation of Teachers creates an Advisory Committee for School Climate and Student Engagement, comprising representative stakeholders, including but not limited to EC/TK-12 teachers, classified, support personnel, all various and integrated special education environment service providers, parents, community members, community crisis, health, and mental health providers, etc., and who would report to the CFT Executive Council; and

Be it further resolved, that this Advisory Committee will inform the implementation of LCFF funding by districts and Local Education Agencies to ensure that all student social-emotional learning needs can be addressed by appropriate effective interventions, materials, curriculum; qualified professional service providers; and support of classrooms and schools, and

Be it finally resolved, the advisory committee would provide recommendations including but not limited to researched and validated systems, practices, implementation, components of effective programs and training, appropriate time allotment for training, and ongoing coaching of implementations.

Submitted by the Safe and Non-Violent Schools Committee and the Special Education Committee

Resolution 10

Create working group on teacher induction

Whereas, California is once again faced with large amounts of new teachers being hired to fill vacancies as veteran teachers and health and human services personnel retire; and

Whereas, the quality of teacher induction programs across the state vary from district to district; and

Whereas, teacher induction programs can be said to be a key factor in the ability of a new teacher or health and human services personnel to make it through their probationary period and enjoy a successful career;

Therefore, be it resolved, that the California Federation of Teachers empanel a working group to devise Standards for a Quality Teacher Induction Program that will help the new educator to learn their craft in a manner that both meets their needs and ensures that their students get a quality education; and

Be it further resolved, that those Standards for a Quality Teacher Induction Program include basic provisions to protect new educators from capricious or unfair treatment from both the induction expert assigned to them and their school site administrator; and

Be it further resolved, that said standards include potential contract language covering members who are currently in induction programs and their master teachers; and

Be it further resolved, that the CFT working group comprise members of the Educational Issues Committee, the Special Education Committee, the Early Education Committee, the English Language Learners Committee, and any other bodies deemed by the CFT President to be key to the success of the working group; and

Be it further resolved, that the members of the working group shall be appointed by the CFT President no later than one month following the passage of this resolution; and

Be it finally resolved, that the working group present the product of its work to the EC/TK-12 Council for its input and approval in time for the Standards for a Quality Teacher Induction Program to be presented for approval to the CFT Convention in 2017.

Submitted by the Educational Issues Committee and UC-AFT

Resolution 11

Restore the promise of free, quality public higher education for all

Whereas, the promise and premise of the California Master Plan for Higher Education is one of the most humane and revolutionary educational plans in history and is recognized and respected throughout the world; and

Whereas, the promise of higher education in California — a promise of quality, free education in the CSU, UC, and community college systems — has been undermined by the trend to privatize and corporatize public education, with exponential increases in tuition, including \$46 a unit in community colleges (which were free until 1983); and

Whereas, student debt has skyrocketed in recent years, saddling recipients of four-year degrees with on average \$30,000 in student loans — and some more than \$90,000 — and the cumulative student loan debt, which is more than \$1 trillion and exempted from bankruptcy proceedings, is greater than the nation's credit card debt; and

Whereas, nationally, attempts to address student debt have some states touting “free community college,” President Obama unveiling a proposal for free community college, and at least two presidential candidates discussing making college “free for all” (Bernie Sanders) or “debt-free” (Hillary Clinton), but many of these plans in fact do not expand access broadly, potentially failing to provide educational opportunity to those students — of all ages — who would most benefit; and

Whereas, the denial of educational opportunity diminishes economic democracy, social mobility, public health, and racial justice, instead strengthening the school-to-prison pipeline and the “economic draft” into the military; and

Whereas, the CFT has strongly supported the California Master Plan for Higher Education, especially the goal of providing free public higher education to all, and continues to strongly oppose the privatization of education, recognizing that advocates of privatizing education also support the increasingly unequal distribution of wealth in our country;

Therefore, be it resolved, that the California Federation of Teachers reaffirm its longstanding commitment to fully resourced, tuition-free higher education in California; and

Be it further resolved, that the CFT take active steps to analyze current proposals, nationally and locally, that seek to restore the promise of higher education, formulate its own concrete legislative proposals; and inform the membership about them so that CFT and its membership is better able to win the ongoing fight to provide the mission-rich, accessible, high-quality public education that Californians — that all Americans — deserve; and

Be it finally resolved, that the CFT forward this resolution to the AFT.

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

Resolution 12

Support the contract demands of the California Faculty Association in the CSU system

Whereas, the California State University system is a vital part of the system of higher education in the state of California; and

Whereas, the CSU system admits students directly from the state's TK-12 system, many of whom are the students that we teach, and transfer students from the community colleges; and

Whereas, many of the public servants who serve the state of California have directly benefited from the services of the educators in the CSU system; and

Whereas, more than 50 percent of the CSU faculty make less than \$38,000 per year, average faculty pay is \$44,000, average lecturer pay is \$27,000, average CSU President's pay is \$304,650, and CSU Chancellor Timothy P. White's pay is \$422,300; and

Whereas, a CSU faculty survey in 2015 found that 34 percent have student debt, 60 percent cannot afford housing in their campus community, 72 percent take on additional work and 79 percent would not recommend their jobs to students or colleagues; and

Whereas, between 2004 and 2014 the number of students has increased by 20 percent, the number of managers went up 19 percent, the number of tenure track faculty fell 3 percent and the number of lecturers increased 46 percent; and

Whereas, the poor compensation, increase in workload and resulting decrease in morale amongst the faculty make it difficult to recruit and retain quality educators; and

Whereas, the California Faculty Association is demanding a 5 percent general salary increase and a 2.65 percent service salary increase (equivalent to a step increase) for eligible faculty; and

Whereas, the CSU faculty has voted by 94.4 percent to authorize a strike in the event that the administration does not meet their demands;

Therefore, be it resolved, that the California Federation of Teachers support the educators of the CSU system represented by the California Faculty Association and assist them in their efforts to achieve a satisfactory contract agreement.

Submitted by the United Educators of San Francisco, Local 61

Resolution 13

Faculty load preservation in the community colleges

Whereas, the California Community College Chancellor's Office and the state of California, through legislation of AB 86 and AB 104, demand multiple educational pathways to increase success of English as a Second Language (ESL), Basic Skills, and Career Technical Education (CTE) learners transitioning into credit programs; and

Whereas, these pathways include access to completing certificates, degrees, or preparing for transfer via existing coursework offered at California community colleges; and

Whereas, many California community college administrators are unilaterally changing or trying to change credit classes in ESL, Basic Skills, and CTE into noncredit classes thereby increasing the teacher workloads for many of these programs from 15 hours to 25 hours for the same pay these teachers were getting when they worked 15 hours; and

Whereas, in 2015 the law changed the state reimbursement rate for enhanced noncredit classes to be the same as the reimbursement rate for credit classes;

Therefore, be it resolved that the California Federation of Teachers work with the Chancellor's Office, faculty groups, and legislators to ensure that the process of aligning and creating curriculum does not result in eliminating credit ESL, Basic Skills, and CTE programs and supplanting them with noncredit ESL, Basic Skills, and CTE programs, without also preserving the teacher workload, typically 15 hours.

Submitted by the Adult Education Commission

Resolution 14

Educate student teachers about education unionism

Whereas, public school teaching is one of the most highly unionized occupations in the United States, but the teacher education curriculum contains nothing explicit about unions, labor history, and specifically the history of education unionism; and

Whereas, student teachers should understand the historical struggles for workplace and professional rights such as “tenure,” academic freedom, seniority, and collective bargaining, as well as broader struggles for worker rights, for their own protection, the protection of these collective rights, and the protection of their students’ access to quality education; and

Whereas, student teachers should understand the relationship of such struggles to contemporary battles over so-called “education reform” in the courts, legislatures and public opinion; and

Whereas, the *Friedrichs v. California Teachers Association* lawsuit, which seeks to ban agency fees and undermine the work of public sector unions, underscores the need for student teachers to understand their workplace rights, the relevance of labor history, and the principles of unionism before they enter the workforce; and

Whereas, without any prior knowledge about these important elements of their occupational history and their workplace, student teachers, once employed, will be less able to stand up for themselves and their students; and

Whereas, every student teacher eventually hired into the public schools enters a workplace represented by either the CFT or the California Teachers Association (CTA); and

Whereas, the vast majority of student teachers in California graduate from programs in the California State University system, where faculty are represented by the California Faculty Association (CFA), or from programs in the University of California system, where lecturers and supervisors of teacher education are represented by the CFT;

Therefore, be it resolved, that the California Federation of Teachers will propose to CTA and CFA that these three organizations work together to develop a plan including curricula, teaching and learning materials, training, and policy initiatives that inform student teachers about education unionism.

Submitted by the Labor in the Schools Committee

Resolution 16

Close the opportunity gap for black males

Whereas, many Americans, especially men and boys of color, aren't getting the economic and educational opportunities they deserve. These Americans are counting on us — labor unions, community organizations and policymakers — to join together and fight for fairness and justice; and

Whereas, in 38 states and the District of Columbia, black male students have the lowest graduation rate among all black, white, and Latino students, which makes getting a good job harder and makes poverty more likely. According to the most recent data by the Department of Labor, unemployment among black males is 10 percent — more than double the unemployment among white males; and

Whereas, in 2011-12, 20 percent of black males received out-of-school suspensions, as compared with just 6 percent of their white counterparts. Black students — boys and girls — were also more likely to have their school discipline issues referred to law enforcement, and through racial profiling and the high rate of incarceration, we as a society are irreparably harming the fiber of the African-American community and our nation that can lead to even more inequality, violence, and community degradation;

Therefore, be it resolved, that “In Honor of the 60th Anniversary of the *Brown v. Board of Education* U.S. Supreme Court ruling,” that the California Federation of Teachers form a task force to further develop and implement the proposals outlined in the AFT task force report *Reclaiming the Promise of Racial Equity*; and

Be it finally resolved, that the CFT commit to address the issues of inequality, the persistent gaps in opportunities for boys and young men of color that hold back young black men from being able to reach their full potential by proclaiming 2016 as CFT's Year of Racial Equity.

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

Resolution 17

Condemning violence, bigotry, and hateful rhetoric towards Muslims in the United States

Whereas, the victims of anti-Muslim hate crimes and rhetoric have faced physical, verbal, and emotional abuse because they were Muslim or believed to be Muslim; and

Whereas, the constitutional right to freedom of religious practice is a cherished U.S. value, and violence or hate speech towards any U.S. community based on faith is in contravention of the nation's founding principles; and

Whereas, there are millions of Muslims in the United States, a community made up of many diverse beliefs and cultures, and both immigrants and native-born citizens; and

Whereas, this Muslim community is recognized as having made innumerable contributions to the cultural and economic fabric and well-being of U.S. society; and

Whereas, hateful and intolerant acts against Muslims are contrary to the U.S. values of acceptance, welcoming, and fellowship with those of all faiths, beliefs, and cultures; and

Whereas, these acts affect not only the individual victims but also their families, communities, and the entire group whose faith or beliefs were the motivation for the act; and

Whereas, Muslim women who wear hijabs, headscarves, or other religious articles of clothing have been disproportionately targeted because of their religious clothing, articles, or observances; and

Whereas, the rise of hateful and anti-Muslim speech, violence, and cultural ignorance plays into the false narrative spread by terrorist groups of Western hatred of Islam, and can encourage certain individuals to react in extreme and violent ways;

Therefore, be it resolved, that the California Federation of Teachers steadfastly confirms its dedication to the rights and dignity of all its citizens of all faiths, beliefs, and cultures; and denounces in the strongest terms the increase of hate speech, intimidation, violence, vandalism, arson, and other hate crimes targeted against mosques, Muslims, or those perceived to be Muslim; and

Be it further resolved, that the CFT declares that the civil rights and civil liberties of all U.S. citizens, including Muslims in the United States, should be protected and preserved; urges local and federal law enforcement authorities to work to prevent hate crimes and to prosecute to the fullest extent of the law those perpetrators of hate crimes; and reaffirms the inalienable right of every citizen to live without fear and intimidation, and to practice their freedom of faith; and

Be it finally resolved, that the CFT send a letter to each congressional representative stating that it opposes any policy that specifically prevents Muslims from legally immigrating to the United States.

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

Resolution 18

Support the rights of the people of Flint, Michigan, to safe and clean water

Whereas, it has taken almost two years of dangerous lead water contamination in Flint, Michigan, when the city water supply was switched to the local Flint River before President Obama declared a state of emergency for the city on January 16, 2016; and

Whereas, there were complaints right away: The water smelled, tasted and looked funny. Soon, some Flint residents developed rashes, hair loss, and other health ailments, while officials consistently assured residents that the water was safe to drink. Evidence of a problem kept building, including the discovery of contaminants like *E. coli*, a leaked Environmental Protection Agency memo, independent studies that found high levels of lead in the water, and research by a pediatrician showing that the percentage of the city's children with elevated lead levels had doubled since water sources were switched; and

Whereas, lead poisoning can produce lifelong health effects, and developing children who are exposed to lead even at low levels are at risk of brain damage, behavioral problems, and learning disabilities; and

Whereas, 41 percent of the 100,000 residents, who live at or below the poverty line and are largely black and working class, had complained that their water was contaminated, but complaints were ignored by Gov. Snyder's administration, prompting accusations of environmental racism. Now several children have been sickened and are facing lifelong neurological damage from absorbing lead into their systems; and

Whereas, Michigan's Department of Environmental Quality (DEQ) collected insufficient data and ignored the warning signs visible in what it did collect. In the process, it allowed the residents of Flint to be poisoned; and

Whereas, against federal guidelines, Michigan's DEQ chose not to require the Flint water plant to use optimized corrosion control, despite telling the EPA it was doing so in an email on February 27, 2015; and

Whereas, Michigan's DEQ took too few samples and sampled from the wrong places. They used a protocol known to miss important sources of lead, which some say didn't comply with a 25-year-old law meant to prevent lead exposure in residential water; and

Whereas, Michigan's DEQ threw out two samples whose inclusion would have put more than 10 percent of the tests above what's known as the "actionable level" of lead, 15 parts per billion. Had the DEQ not done so, the city would have been required to warn residents that there was a problem with lead in the water back in the summer of 2015, or possibly earlier; and

Whereas, the EPA has determined that the State of Michigan and the City of Flint's responses to the drinking water crisis in Flint have been inadequate to protect public health; and the EPA determined there were "serious, ongoing" concerns with delays, lack of adequate transparency, and the capacity to safely manage the drinking water system in Flint, resulting in the resignation of EPA Region 5 administrator Susan Hedman; and

Whereas, recently released emails show that Gov. Rick Snyder was informed of water quality issues in the city of Flint's supply as early as February 2015 and dismissed the pleas of Flint's then mayor Dayne Walling for state assistance, saying that the mayor had "seized on public panic ... to ask the state for loan forgiveness and more money for infrastructure improvement;"

Therefore, be it resolved, that the California Federation of Teachers write letters to President Obama and Michigan Gov. Rick Snyder demanding that the people of Flint no longer be billed for use of the city's water, that charges on water be retroactively rebated to April 2014 when the water supply was switched to the corrosive Flint River, that the children of Flint receive free healthcare and monitoring due to toxic lead exposure, that the residents of Flint have the corroded plumbing that continues to leach lead in their homes replaced free of charge, and that Gov. Rick Snyder resign from office.

Therefore, be it further resolved that CFT advocate that federal criminal charges be brought against those responsible for this offense.

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

Resolution 20

More support to address the issue of homelessness

Whereas, homelessness has been declared a state of emergency in cities like Los Angeles, which pledged to allocate emergency funds of up to \$100 million to deal with the homeless issues there; and

Whereas, ordinances in the city of Salinas have been put in place to criminalize homelessness and the federal district courts have stopped these ordinances from being enacted because of the pressure by the Salinas Homeless Coalition; and

Whereas, the homeless of Salinas have created the Homeless Union because they are homeless but not helpless, and organizing for their civil rights; and

Whereas, poverty in California has been surmounted by the rising cost of rents which equate to an urgent response to a desperate situation; and

Whereas, many are suffering from gentrification in major cities throughout California; and

Whereas, the homeless population needs mental health services, shelter, restrooms, jobs, clothing; and

Therefore, be it resolved, that the California Federation of Teachers will lobby the California Legislature and elected officials to allocate funds to mental health services that specifically serve the homeless population in California; and

Be it further resolved, that the CFT will lobby the Legislature and elected officials to create legislation that will stop the criminalization of homelessness by creating civil rights protections of property, life, and an end to harassment by law enforcement, city councils, and county supervisors' ordinances; and

Be it further resolved, that the CFT will lobby the Legislature and elected officials to create sleeping centers, transitional, and permanent housing throughout this state to address this state of emergency; and

Be it further resolved, that the CFT will lobby the Legislature and elected officials to create family reunification shelter centers to keep homeless families together and shelter centers for families with adults with disabilities to stay together, and a special unit for LGBTQI homeless; and

Be it further resolved, that the CFT will lobby the Legislature and elected officials to create a special committee to address homeless issues from a state perspective to get to the root issues of this crisis and allocate state funds to address these social justice issues; and

Be it finally resolved, that the CFT will write a letter of support to the Salinas Homeless Union or any other local union whose efforts would benefit from a letter from CFT in solidarity with the struggle to fight the civil rights battle to protect those in poverty and without shelter.

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

Resolution 21

Solidarity with the farmworkers in San Quintín, Mexico, and Skagit County, Washington

Whereas, as many as 70,000 farmworkers (day laborers called *jornaleros*) in the Valley of San Quintín, Baja California, Mexico, have been waging intermittent strikes and organizing road blockades and mass mobilizations since mid-March 2015 to demand an increase in their daily wage from 100 pesos to 200 pesos per day (equivalent to a raise from \$7.50 per day to \$15), an eight-hour workday, healthcare, overtime pay and vacation days, an end to the widespread sexual abuse, and, most importantly, the legal recognition of their independent union — the *Alianza de Organizaciones Nacional, Estatal y Municipal por la Justicia Social del Valle de San Quintín* (translated in English as the Alliance National, State and Municipal Organizations for Social Justice in the Valley of San Quintín) or *Alianza* — as the bargaining agent for these 70,000 workers; and

Whereas, these farmworkers (many of them indigenous workers from Oaxaca) pick strawberries, tomatoes, and other fruit primarily for export to the United States under the label of Driscoll's, through its Mexican subsidiary BerryMex; and

Whereas, the farmworkers are currently “covered” by “protection contracts” signed between the growers and the *Confederación de Trabajadores de México* (CTM), the *Confederación Regional Obrera Mexicana* (CROM) and the *Confederación Revolucionaria de Obreros y Campesinos* (CROC) — which are essentially government-run unions — and the contracts signed are nothing more than sweetheart deals favoring the growers; and

Whereas, articles in the mainstream media about the conditions of farmworkers in San Quintín describe rat-infested camps, some without functioning toilets, with workers routinely having their wages illegally withheld, and many facing debt after being gouged by the overpricing of necessities sold at company stores, and with pay so low that it amounts to less than one-tenth of what U.S.-based farmworkers earn; and

Whereas, during the weekend of May 9-10, 2015, the Baja California government, instead of opening negotiations with the farmworkers, as promised, sent in police to quash the farmworkers' protest, many with rubber bullets shot at close range, severely wounding 70 workers and leaving some in critical condition; and

Whereas, the repression against the farmworkers of San Quintín made front-page news and created a huge backlash across Mexico, forcing the government to 1) meet with representatives of the *Alianza* and promise to legally recognize the workers' independent union (promising a *registro* to the *Alianza*), and 2) promise to implement many of the demands raised by the workers that pertain to Mexican labor law; and

Whereas, the growers are refusing to abide by the agreement between the Mexican government and the *Alianza*, arguing that they have more than 60 signed contracts with the CTM, the CROM, and the CROC, and that they will therefore not recognize or open negotiations with the *Alianza*; and

Whereas, the leadership of the *Alianza*, soon after the strike began, issued a call to the U.S. labor and community movements to organize a boycott across the United States of Driscoll's, extending the boycott of Driscoll's that was launched one year earlier by the *Familias Unidas por la Justicia*; and

Whereas, upon learning of the strike of the farmworkers in San Quintín, unionists and community activists in cities throughout California and other U.S. states launched a campaign incorporating the struggle of the San Quintín workers into the Driscoll's boycott; and

Whereas, many of the San Quintín farmworkers have either worked in the farms owned by Sakuma Brothers in the state of Washington, or have family who work for Sakuma Brothers, where the workers have been subjected to a wide range of abuse for years, such as inadequate piece rates, wage theft, racist

and sexist abuse by supervisors, substandard housing, and continuous retaliation for their efforts to improve their conditions; and

Whereas, Miles Joseph Reiter is the chairman of the board of Driscoll's, Inc. and is also a member of the California State Board of Food and Agriculture and this board has not provided any leadership in mediating the living and working conditions of the striking farmworkers and their families in San Quintín;

Therefore, be it resolved, that the California Federation of Teachers, goes on record in support of the struggle of the 70,000 farmworkers in San Quintín, Mexico, and the 468 farmworkers in Skagit County, Washington, for better wages, working conditions, and the recognition of their fighting unions —

Familias Unidas por la Justicia and the *Alianza de Organizaciones Nacional, Estatal y Municipal por la Justicia Social del Valle de San Quintín* — as the legitimate bargaining agents for these workers; and

Be it further resolved, that the CFT opposes the protection contracts signed between the growers and the company unions, and urges the Mexican government to formally give the *registro* to the Alianza, as promised, that it meet the Alianza's demands pertaining to Mexico's labor laws — and that the government use all its powers to compel the growers to rescind the protection contracts with the company unions, negotiate directly with the Alianza, and agree to increase worker wages to 200 pesos a day, while resolving the other demands raised by the workers; and

Be it further resolved, that the CFT write a letter to the California State Board of Food and Agriculture demanding that Miles Joseph Reitero resign from the board; and

Be it finally resolved, that the CFT calls upon the California Federation of Labor and the entire trade union movement in the United States to add Driscoll's to their "Do Not Patronize" list and to actively promote a boycott of Driscoll's.

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

Resolution 23

In support of the Detroit Federation of Teachers

Whereas, in Detroit, Michigan, the Detroit Federation of Teachers (DFT) is waging a historic battle for the future of their schools and for their entire city. On Wednesday, January 20, 2016, at least 85 schools were shut down due to teacher sickouts over Republican Gov. Rick Snyder's attacks on Detroit school employees, students, and schools. The "Snyder Flu" has infected the Detroit teachers over the past two months, with dozens of schools repeatedly closing since the beginning of December; and

Whereas, the DFT is demanding an end to the state takeover and the series of emergency managers overseeing schools and the city. They are fighting to restore democratic control to Detroit's majority black population; and

Whereas, the DFT also opposes Gov. Snyder's plan to convert virtually the entire Detroit Public School system into charter schools. The DFT has mobilized rallies, marches, and coordinated sickouts to draw attention to the crisis that has inspired unionists across the nation with their courageous stand for respect, dignity, and democracy;

Therefore, be it resolved that the California Federation of Teachers stands in solidarity with the labor actions of the DFT; and

Be it further resolved that the CFT calls for the restoration of full democratic rights to the people of Detroit now, and demand an end to the Gov. Rick Snyder's takeover of the Detroit Public Schools and the Detroit city government; and

Be it further resolved that the CFT call on Gov. Snyder to provide additional funds to renovate and modernize Detroit's schools.

Be it finally resolved that the CFT calls for the removal of current state Emergency Manager Darnell Earley and the abolition of all undemocratic, emergency manager regimes.

Submitted by the Berkeley Federation of Teachers, Local 1078

Resolution 24

Stop the raids and deportations

Whereas, the CFT has as proud history of supporting the rights of immigrant students and communities who are a vital to California's rich and diverse population; and

Whereas, over the past two years, tens of thousands of unaccompanied children crossed the southern border into the United States, coming from various Central American countries — El Salvador, Guatemala, Honduras, Nicaragua — seeking to escape the gang violence, death squads, and poverty that threaten the lives of so many of America's closest neighbors. Thousands have also come accompanied by their mothers or fathers who were fleeing the same conditions. In reaction to this humanitarian crisis, President Obama in January 2016 initiated a wave of raids and deportations on those Central American children and families who have come here seeking refuge and asylum. In the first half of January, Immigration and Customs Enforcement (ICE) rounded up hundreds of Central American immigrants through unprecedented home raids; and

Whereas, it is necessary to confront this threat now and to demand that America live up to its professed ideals of freedom and equality for the many immigrants who have come to seek refuge from tyranny and mortal danger. Organizing a campaign of mass resistance can stop these raids and deportations before they escalate; and

Whereas, the ongoing waves of refugees flow from America's foreign policy decisions that have ravaged the economies south of the border. The American political elite has sought to transform Latin America into a giant market for cheap labor and for the sale of American products, enacting policies that have driven millions to flee their homes, directly causing the undocumented immigrant population in the United States to triple in size within the past 20 years; and

Whereas, for America to realize its promise of a free nation, a nation "conceived in liberty and dedicated to the proposition that all men are created equal," it is necessary to stand up for the dignity and basic rights of all immigrants now;

Therefore, be it resolved, that the California Federation of Teachers resoundingly condemns the practice of rounding up and deporting Central American children and their families; and

Be it further resolved, that the CFT will contact the Obama Administration and ICE to demand that they halt the raids and deportations immediately; and

Be it finally resolved, that the CFT will encourage our members to organize and participate in protest actions that defend the refugee children and families and support organized resistance to stop the raids and deportations from taking place.

Submitted by the Berkeley Federation of Teachers, Local 1078

Resolution 25

Justice for Mario Woods and other victims of police violence

Whereas, Mario Woods, a 26-year-old African-American, was killed by at least five San Francisco police officers in San Francisco's Bayview neighborhood on December 2, 2015; and

Whereas, the police and San Francisco Police Chief Greg Suhr claimed the five police officers fired in self defense even though videos taken at the scene clearly show a young man staggering after being hit with a bean bag gun, nevertheless he was shot many times at close range; and

Whereas, Mario Woods was just one of more than 1,200 people killed by police in the United States in 2015, and at least 30 percent of whom were totally unarmed; and

Whereas, the people killed by police across the country and the state of California, including in San Francisco, have been disproportionately African-American/African, Latino and Native American young men and women; and

Whereas, Police Chief Suhr has consistently and publicly justified police killings even in circumstances — as in the case of Mario Woods, Alex Nieto, Kenneth Harding, and Amilcar Perez Lopez — where there was no justification; and

Whereas, despite the outpouring of protests against police killings over the past few years in San Francisco and across the country, killing by police continues and goes unpunished; and

Whereas, any genuine affirmation that Black Lives Matter must denounce and organize to stop the most brutal expression of institutionalized white supremacy, the epidemic of killing people of color by authorities of the state;

Therefore, be it resolved, that the California Federation of Teachers join in the demand by the Justice for Mario Wood Coalition that Chief Suhr be fired, that the police who killed Mario Woods be indicted for murder and brought to trial, and that there be a truly independent investigation of the killing of Mario Woods; and

Be it further resolved, that CFT encourage its members to ally with and actively support those who are resisting the wave of police brutality and killing in their communities; and

Be it finally resolved, that CFT encourage its members to not only speak out against and teach about the issues surrounding police violence against African-American/African, Latinos, Native Americans and others, but also to encourage teachers and students to join in and support, whenever possible, actions in schools and in the streets demanding an end to these practices of police violence.

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

Resolution 27

Support maquiladora workers protests in Ciudad Juarez

Whereas, the current minimum wage in Mexico is around \$4.22 per day and dropping as the peso is further devalued; and

Whereas, workers at four maquiladoras, “golden factories,” that assemble or manufacture products for export, in Ciudad Juarez, across the border from El Paso, Texas, have been staging various actions to protest poor wages, unsafe working conditions, sexual harassment and discrimination; and

Whereas, the plants include Lexmark, which assembles printing cartridges; Foxconn Las Torres, which assembles boxes for prepaid TV and computer monitors; Eaton Industry and Eaton Busman, which assemble electric fuses for cars; and Comscope, previously ADC, which makes fiber optic cable and other telecommunication equipment; and

Whereas, workers at the four plants have filed petitions for union recognition with the state Secretary of Labor. Currently, between 120 and 130 workers have been fired by Foxconn for union activities; 100 workers have been fired at Lexmark; and 12 workers fired at Eaton; and

Whereas, the Secretary of Labor for Chihuahua contributed to the firing of workers at Lexmark by revealing the names of those who petitioned for a union and not taking action to protect them from retaliation, and has sided with Lexmark by promoting promises of company bonuses to workers who are not absent from work; and

Whereas, around 76 workers at Lexmark, 20 workers at Eaton Industry, and workers at Foxconn are participating in *plantóns*, an around-the-clock encampment outside of the company entrance gates; and

Whereas, workers at the Lexmark *plantón* described being paid 480 to 534 pesos a week after taxes, about \$29.40 to \$32.60 in U.S. dollars; and

Whereas, working conditions are deteriorating. A few years ago, workers had production bonuses, transportation, a cafeteria and other supports. Now, these extras are being cut; and

Whereas, worker rights advocates in Juarez connect the push to lure in transnational corporations without required conditions to the push to pass the Trans-Pacific Partnership, the free trade agreement secretly negotiated between the United States and a dozen Pacific Rim nations that is currently awaiting a vote in the U.S. and Mexican Congresses;

Therefore, be it resolved, that the California Federation of Teachers support solidarity actions in the United States, including pickets at the Mexican Consulate, and calls on the U.S. government, as well as the State of California and the City and County of San Francisco, to review any government purchases from these suppliers that may be using U.S. taxpayer dollars to subsidize violations of labor rights; and

Be it further resolved, that the CFT send a letter to the President of Mexico, the Governor of Chihuahua, the Municipal President of Ciudad Juarez, and the Chihuahua Secretary of Labor calling on them to protect workers’ rights to organize and demonstrate, to demand reinstatement of fired workers and to recognize their union; and

Be it further resolved, that the CFT send a letter to the corporate headquarters of Lexmark calling on them to recognize the union, to reinstate fired workers and to sit down and negotiate with workers; and

Be it finally resolved, that the CFT send a letter to House Speaker Nancy Pelosi and Congresswoman Jackie Speier raising this issue as a demonstration of the failure of NAFTA to improve conditions for Mexican workers and as an example of the danger of the Trans-Pacific Partnership further depressing wages and working conditions, and calling on them to oppose the Trans-Pacific Partnership.

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

Resolution 28

Supporting immigrant rights and opposing deportations

Whereas, since the 1800s this country has dominated the political and economic life of Mexico and Central America to the detriment of those countries; and

Whereas, the United States has repeatedly acted in this region to subvert efforts to create governments that had a measure of independence from U.S. economic and political domination; and

Whereas, the United States has propped up brutal death squad dictatorships in order to suppress the democratic aspirations of the people; and

Whereas, the United States has used its leverage to pass “free trade agreements” NAFTA and CAFTA, which have had widespread negative consequences for the economies and ecology of Mexico and Central America; and

Whereas, the cumulative result of this history is that countries such as Honduras, El Salvador, Guatemala, and Mexico have social conditions that are horrific and murderous; and

Whereas, because of this millions have fled north to the United States, including thousand of mothers and children recently to protect the lives of the children; and

Whereas, this country refuses to accept its responsibility for the conditions that have driven millions of immigrants from their home countries seeking a way to survive in the United States; and

Whereas, because many of these immigrants are fleeing immediate life-threatening conditions they are entitled under international law to protection as refugees; and

Whereas, at the same time, this country deprives millions of immigrants of legal documentation in order to make them more vulnerable to low-wage exploitation; and

Whereas, in the fields and cities much of economy literally rests on the shoulders of such immigrant workers and refugees; and

Whereas, laws like the Illegal Immigration Reform and Immigrant Responsibility Act in the 1990s have criminalized immigrants for crossing the border and have lead to deportation and detention of hundreds of thousands every year; and

Whereas, laws such as “Secure Communities” in more recent years has made immigrants fear that any contact with police could lead to deportation; and

Whereas, throughout much of recent history, demagogues and racists have slandered immigrants in an effort to demonize them and build hostility towards them, especially in times of economic stress; and

Whereas, Donald Trump, a recent incarnation of racist demagogue, has received widespread media coverage of remarks that denigrate and demonize immigrants; and

Whereas, the Obama Administration deported more immigrants than any administration in history and is launching a new effort to deport many of the women and children who fled north in the past several years out of fear for their lives; and

Whereas, justice and morality demand that human beings are entitled to live in a safe place and have their rights protected;

Therefore, be it resolved, that the California Federation of Teachers calls for an end to all deportations, detentions, and all forms of persecution of immigrants who have come to this country to escape hunger and violence; and

Be it further resolved, that CFT will call on all its members in schools across the state to take a similar stand; and

Be it further resolved, that CFT will publish in its publications this resolution and calls for action to end this intolerable abuse of immigrants; and

Be it finally resolved, that the CFT will work to make this the policy of the AFT and other unions to demand an end to deportations and detentions of immigrants simply based on the fact that they are immigrants without documents.

Submitted by the San Mateo Adult School Federation of Teachers, Local 4681

Resolution 29

Committing CFT to a climate justice agenda

Whereas, we are facing a historic environmental crisis that threatens our present and future survival; and
Whereas, the science on climate change is irrefutable in regard to the dire consequences of continuing on the same course of reckless fossil fuel consumption and domination of the economy by corporations committed to non-renewable energy sources for profit; and

Whereas, a short list of the many catastrophic effects of unchecked climate change includes severe drought, increased disease, threatened food systems due to dust bowl-like conditions, ocean acidification, increased global conflict over resources, economic collapse, and mass extinction; and

Whereas, environmental pollution, the water crisis, and climate change all negatively impact workers' lives and health and the most damaging effects of the climate crisis will disproportionately impact disenfranchised communities with the least resources; and

Whereas, as a historical force for progressive change and social justice, the labor movement can and must play a powerful role in calling for swift action to address the climate crisis, and in producing tangible solutions that will ensure we strengthen, not weaken, working-class and middle-class communities as we transition to a more sustainable economy; and

Whereas, we know from experience that the labor movement must be at the table to shape the conversation if we are to effect positive change for working people; and

Whereas, historically, we have been sold the myth that we must choose between good jobs and a clean environment. This is a false choice and has been perpetuated by a multi-billion dollar corporate network that dominates the political and public sphere. Thus the challenge is big and the answer is to change the game,

Therefore be it resolved, that the California Federation of Teachers is committed to promoting smart growth, green jobs, and real partnerships between the labor movement and environmental community in order to work toward environmental and economic justice; and

Be it further resolved, that the CFT will:

- Engage our members and the community about labor's role in advocating for tangible solutions to the climate crisis that simultaneously strengthen our middle class,
- Let our members know that good green jobs don't kill construction projects, but rather can actually increase economic opportunity,
- Work to ensure a just transition for working people by insisting that those who might be displaced should be retrained for the new economy and that the green economy must create union career opportunities,
- Build and sustain real partnerships with the local environmental movement and community groups committed to economic and environmental justice,
- Push for bold new political and policy initiatives that effectively address economic inequality and climate change,
- Ensure that candidates' positions on climate justice are part of CFT's evaluation for endorsement in political races,
- Insist that we work towards ending all of our retirement systems' investments in fossil fuels and other commercial enterprises that are contributing to catastrophic climate change.
- Promote legislation that moves us toward sustainability and climate justice.
- Promote and support the formation of a climate justice task force within the CFT.

Submitted by the Labor in the Schools Committee