
Convention 2021

Resolutions Committee Report

Resolutions and constitutional amendments
passed by delegates to CFT Virtual Convention
held March 26-27

CFT Convention 2021

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Amendment 1

Per Capitas and Staff Funding Program

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

Section 1. Per Capitas

a. Per Capita

- 1) Effective September 1, ~~2019~~ 2021, the per capita for active members and non-member fee payers of the CFT will be ~~\$526.14~~ 545.41 (12 monthly payments of ~~\$43.84~~ 45.45) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
- 2) Effective September 1, ~~2020~~ 2022, the per capita for active members and non-member fee payers of the CFT will be ~~\$537.74~~ 545.41 (12 monthly payments of ~~\$44.81~~ 45.45) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
- 3) Non-bargaining agent members and members-at-large will be AFT and CLF per capita tax plus 40% of CFT full-time per capita tax.
- 4) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in this section.

b. Classes of Membership

- 1) Local may establish a class of members which shall consist of members whose salary is less than \$50,000. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate. Effective September 1, 2021, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 2) Each local shall pay on behalf of members and agency fee non-members who receive less than \$15,490 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 3) Each local shall pay on behalf of members and non-member fee payers who receive less than \$9,405 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capita as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capita.

The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.

- 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
- 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed from the representation certification date until their first contract is ratified.

Section 7. Staff Funding Program

- a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations,

grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.

- b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT equal to the following formula:
- 1) **Staff Funding Base**
 - a) Effective September ~~2019~~ 2021, the Staff Funding Base shall be \$ ~~19.70~~ 20.42.
 - b) Effective September ~~2020~~ 2022, the Staff Funding Base shall be \$ ~~20.13~~ 20.42.
 - 2) **Unit size 1000 or fewer:** Locals and councils of locals with a total unit or units of 1000 or fewer shall receive a staff funding program from the CFT equal to seventy percent (70%) of staff funding base of the full-time equivalency (FTE) of per capita paid to the CFT by the local or council of locals on a monthly basis.
 - 3) **Unit size above 1000:** Locals and councils of locals with a total unit or units above 1000 shall receive a staff funding program from the CFT equal to sixty percent (60%) of staff funding base of the FTE of per capita paid to the CFT by the local or council of locals on a monthly basis.
 - 4) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of staff funding base of the FTE of per capita paid for non-certificated employees of the unit.

Submitted by the Executive Council

Amendment 2

Staff Funding adjustment

Article II: Finance

Section 7. Staff Funding Program

- a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations, grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.
- b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT equal to the following formula:
 - 1) Staff Funding Base
 - a) Effective September 2019, the Staff Funding Base shall be \$19.70.
 - b) Effective September 2020, the Staff Funding Base shall be \$20.13.
 - 2) Category 1 Unit size 1000 or fewer: Locals and councils of locals with full-time equivalency (FTE) of per capita paid to the CFT ~~a total unit or units~~ of 1000 or fewer shall receive on a monthly basis a staff funding program from the CFT equal to seventy percent (70%) of Staff Funding Base ~~of the full-time equivalency (FTE)~~ of per capita paid to the CFT by the local or council of locals ~~on a monthly basis~~.
 - 3) Category 2 Unit size above 1000: Locals and councils of locals with FTE of per capita paid to the CFT ~~a total unit or units~~ above 1000 shall receive a staff funding program on a monthly basis from the CFT equal to the higher amount of the following:
 - a. Category 1 for 1000 FTE or
 - b. sixty percent (60%) of Staff Funding Base of the FTE of per capita paid to the CFT by the local or council of locals ~~on a monthly basis~~.
 - 4) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of Staff Funding Base of the FTE of per capita paid for non-certificated employees of the unit.

Submitted by the Executive Council

Resolution 1

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

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

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

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

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

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

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

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

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

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

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

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

Therefore, be it resolved, that we must fight for long-term investment in our public schools, this *Vision for the Future of Public Education* highlights the priority that public education can and should be so that as we recover from the COVID-19 pandemic and build for a stronger future, our public education system

is resourced appropriately and with a strong enough foundation to take on the challenges of the past, the present, and the future; and

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

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

- A path for California to again be a leader in world class education that can only be matched by the funding from the fifth largest economy in the world.

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

Submitted by the Executive Council

Resolution 2

Mental health and social emotional learning for all students

Whereas, California Surgeon General Dr. Nadine Burke-Harris has published on the [acesaware.org](https://www.acesaware.org) website, “A consensus of scientific research demonstrates that cumulative adversity, especially when experienced during critical and sensitive periods of development, is a root cause to some of the most harmful, persistent, and expensive health challenges facing our state and nation;” and

Whereas, generational trauma has been well documented through many studies of Holocaust survivors, Armenian Genocide survivors and their descendants, descendants of enslaved Africans, the experience of indigenous peoples, and tragically so many others; and

Whereas, many victims of personal trauma and abuse, as well as their descendants, cope with many of the same issues found with generational trauma; and

Whereas, teaching the awareness of mental health and social emotional content will provide California’s students tools to help process the impact of trauma for themselves and others moving forward, and

Whereas, mental health is cited in the California State Standards throughout grade levels; and

Whereas, mental health and social emotional learning have not been a focus in our schools due to a lack of resources; and

Therefore, be it resolved, that the CFT advocate for mental health and social emotional learning to be an integral topic of study across all grades TK-6 and within the health education requirements for grades 7-12.

Submitted by the Pre-K-12 Education Issues Committee

Resolution 3

Align school field trips, curricular excursions to CFT values

Whereas, field trips and curricular excursions are part of the approved curriculum and standards within districts in the state of California, and should not cause harm to students; and

Whereas, these trips are taxpayer funded;

Therefore, be it resolved, that CFT call on school districts to reevaluate approved field trip and curricular excursion locations to assure they align with CFT's statements and positions on Black Lives Matter, undocumented immigrants, and other marginalized communities within our schools; and to remove sites that don't align with these values and cause harm to our students.

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

Resolution 4

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

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

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

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

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

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

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

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

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

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

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

Whereas, the ND4HE Campaign addresses tuition costs, institutional funding, and student debt relief, while pursuing reforms related to racial injustice and inequities, labor practices, academic freedom and governance, federal research funding, technical and vocational education, and a host of other challenges that have diminished our national capacity to educate our communities; and

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

Submitted by the Executive Council

Resolution 5

Mandate unified health benefits for part-time community college faculty

Whereas, the success of our students depends on the health of faculty; and

Whereas, part-time community college faculty and their eligible partners and dependents should have continuous access to health insurance benefits; and

Whereas, the conditions for establishing initial eligibility for health insurance and maintaining eligibility vary widely among districts and are based on various collective bargaining agreements; and

Whereas, eligibility is often difficult to attain, and continuing eligibility is uncertain and dependent on consistent assignments; and

Whereas, a California state fund that reimburses districts up to as much as 50% of the district expense for providing eligible adjunct faculty access to health insurance is legislated in the Part-Time Community College Faculty Health Insurance Program (California Education Code, Sections 87860-87868) but is underfunded;

Therefore, be it resolved, that the CFT advocate for a mandate that part-time California community college faculty are provided access to health benefits through their employer; and

Be it finally resolved, that the CFT advocate for the California Community College Chancellor's Office to ensure funding for districts to provide health insurance for all part-time faculty, with a gradual increase in support from the Chancellor's Office so that part-time faculty have ongoing access to healthcare benefits with decreasing cost to individual members.

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

Resolution 6

Support universal distance learning training standard in the community colleges

Whereas, many contingent faculty work at multiple institutions of higher education; and

Whereas, community colleges and universities regularly hire contingent faculty; and

Whereas, contingent faculty are required to hold the same academic qualifications and credentials as their full-time colleagues; and

Whereas, qualified contingent faculty are rehired for years; and

Whereas, contingent faculty have significant familiarity with the academic standards, curriculum, personnel, and culture of the institutions in which they work, thereby aiding in student success initiatives and other institutional goals; and

Whereas, due to the pandemic, all faculty are expected to be proficient in remote instruction delivery; and

Whereas, there are clearly established standards set by the Online Education Initiative; and

Whereas, districts and institutions set their own proficiency standards and may not recognize reciprocity; and

Whereas, contingent faculty teaching at multiple institutions may be expected to undergo different trainings to be certified to teach distance education courses at each institution;

Therefore, be it resolved, that CFT advocate to the Chancellor's Office and the State Academic Senate for districts to establish reciprocity agreements with other institutions to accept training from other institutions; and

Be it further resolved, that CFT advocate to the Chancellor's Office and the State Academic Senate for one universally accepted training for proficiency in remote delivery be adopted statewide; and

Be it finally resolved, that CFT support legislation that would require higher education institutions to appropriately and equitably compensate faculty who participate in remote education training.

Submitted by the Part-Time Faculty Committee

Resolution 7

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

Whereas, many contingent faculty are employed at multiple institutions of higher education and represent the majority of the faculty; and

Whereas, contingent faculty are required to hold the same academic qualifications and credentials as their full-time colleagues; and

Whereas, many qualified contingent faculty continue to be rehired each academic term over many years; and

Whereas, many institutions set their own training programs and may not recognize reciprocity;

Therefore, be it resolved, that the CFT advocate at the state Chancellor's Office to ensure that any training required or recommended by the Chancellor's Office be equitable and transferable between colleges and districts; and

Be it finally resolved, that CFT supports legislation that state or federal mandated training be compensated equitably and transferable between colleges and districts.

Submitted by the Part Time Faculty Committee

Resolution 8

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

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

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

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

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

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

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

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

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

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

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

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

Whereas, CFT is a founding member of the Schools and Communities First campaign, formed to eliminate the commercial property tax loophole and to provide needed funding for our schools and community services; and

Whereas, CFT is a founding member of the Commit to Equity campaign, formed to advocate against budget cuts that hurt our schools, healthcare, and child care when we need them the most and to advocate for taxing the privileged for essential revenue; and

Whereas, CFT last year co-sponsored legislation including a wealth tax (AB 2088, Bonta, D-Oakland) and a millionaires tax (AB 1253, Santiago-D-Los Angeles);

Therefore, be it resolved, that the CFT will continue to be a fierce advocate and a leader in the fight for progressive taxation which includes a wealth tax, capital gains tax, financial transaction tax, or a millionaires income tax, to provide a just and equitable society through funding California's public education system and community services; and

Be it further resolved, that CFT will work with coalition partners — including labor partners, education partners, and community partners — to further this fight of progressive taxation through communication, mobilization, and legislation, and, if necessary, through direct voter advocacy and the ballot initiative process.

Submitted by the Executive Council

Resolution 9

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

Whereas, the COVID-19 crisis and subsequent economic collapse along with the national uprising against police brutality and systemic racism have cast a glaring light on the nature of inequality in the United States within healthcare, criminal justice, the economy, and public education; and

Whereas, as most Americans have struggled economically the wealthy have prospered at their expense; and

Whereas, the Institute for Policy Studies has documented that billionaire wealth has boomed while over 70 million people have filed for unemployment insurance since March of 2020; and

Whereas, the percentage of taxes paid by billionaires has fallen 79% since 1980; and

Whereas, from March 2020 to the present U.S. billionaires' total wealth has increased by a trillion dollars, or 36%, during the largest economic downturn since the Great Depression; and

Whereas, state budgets, including California's, have been forced into a precarious situation due to the lack of significant aid to states and municipalities from the federal government; and

Whereas, California's 165 billionaires' net worth has increased during the pandemic by \$235 billion, more than the entire California state budget; and

Whereas, California's public schools face a precarious future of austerity if long-term revenue streams are not addressed; and

Whereas, social services and the safety net that serve the most needy students will also be in jeopardy unless the state budget is bolstered; and

Whereas, the suffering of millions of Californians during a time of national crisis is not justifiable while the most fortunate among us are enjoying historic gains in wealth; and

Whereas, a billionaire wealth or net worth tax could easily bring in many billions of dollars a year in new tax revenues; and

Whereas, these resources would help underwrite a just recovery for California that could ensure opportunity, educational equity, and good health for all Californians; and

Whereas, the CFT has a long, proud tradition of supporting social justice and progressive taxation to serve that end;

Therefore, be it resolved, that the CFT will advocate with the California Legislature, the governor, and the public for a wealth tax on the richest Californians to fund a just recovery for the state of California.

Submitted by the Labor and Climate Justice Education Committee

Resolution 10

Reform the Social Security Act to eliminate WEP and GPO

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

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

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

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

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

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

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

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

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

Whereas, the Social Security Fairness Act of 2021, H.R. 82, introduced once again by Congressman Rodney Davis, who is seeking to expand the number of cosponsors in this Congress and finally accomplish the elimination of the WEP and the GPO, especially in light of the support for a comparable

goal expressed by now-President Biden; and

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

- CFT
- California Teachers Association
- California Retired Teachers Association (CalRTA)
- CTA/NEA Retired
- San Jose Retired Employees Association
- United Teachers of Los Angeles (and UTLA-Retired)
- California Alliance for Retired Americans

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

- Pete Aguilar
- Julia Brownley
- Anna Eshoo
- John Garamendi
- Josh Harder
- Ro Khanna
- Alan Lowenthal
- Grace Napolitano
- Paul Ruiz
- Mark Takano

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

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

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

Resolution 11

Prioritize assignments so vulnerable teachers can work from home

Whereas, COVID-19 is a serious health threat and has already killed over 40,000 people in California alone, and

Whereas, COVID-19 is an airborne illness making enclosed spaces with multiple people in the room highly risky, and

Whereas, Cal/OSHA guidelines do not have an accountability system that is quickly responsive to school safety, and

Whereas, many health conditions prevent people from being able to receive the COVID-19 vaccine, and;

Whereas, people who are 65 years of age and older and people with certain underlying health conditions are more likely to die if they contract COVID-19;

Therefore, be it resolved, that the CFT support members who are unable to receive a COVID-19 vaccine to receive first priority for assignments that allow them to work from home and/or remotely with the least amount of physical contact with other people; and

Be it finally resolved, that the CFT support members who are 65 and older, and people with certain underlying conditions who are more likely to die if they contract COVID-19, in receiving first priority for assignments that will allow them to work from home and/or remotely with the least amount of physical contact with other people.

Submitted by the Safe and Supportive Schools Committee

Resolution 12

Support for HEPA filtration in offices, schools, and colleges

Whereas, the Environmental Protection Agency has identified that High Efficiency Particulate Air (HEPA) systems can help in the reduction of airborne viruses; and

Whereas, schools, colleges, worksites, and offices usually have Heating, Ventilation and Air Conditioning (HVAC) units and personnel to service these units; and

Whereas, along with source control cleaning and sanitization, HEPA filtration would decrease student and employee risk of exposure;

Therefore, be it resolved, that the CFT supports that each school, college, or site that has students, instructors and/or staff present, have air filtered through an HVAC system with HEPA filters; and

Be it further resolved, that the CFT supports that pre-filters be changed on a weekly schedule and HEPA filters changed at least every two weeks; and

Be it finally resolved, that the CFT support HEPA filter placement in each school, college, or site where students, staff, and instructors are present or may be present.

Submitted by AFT College Staff Guild, Local 1521A

Resolution 13

Maintain contact lists of retirees

Whereas, all retirees who were CFT members in good standing when they retired are AFT members for life, and

Whereas, benefits provided by the state of California and by local school and college districts can change after someone retires and retirees need to be informed of these changes, and

Whereas, retired member activists have had their talents enriched by decades of effective dedicated service and productive labor activism, and

Whereas, retired members are often a readily available, invaluable resource to local unions for their institutional memory, their understanding of issues affecting the working conditions of bargaining unit members, their organizational experience and expertise, and

Whereas, retired members are well situated to assist their parent locals with membership recruitment, bargaining and strike support, other organizing activities and political action, and

Whereas, locals already have the contact information for active members at the time of their retirement, and

Whereas, the development and maintenance of retiree contact lists greatly facilitates the creation and chartering of new retiree chapters which is a goal of both the AFT and CFT, and

Whereas, the interests of local union members, retiree chapters, and their communities are best served when they work together to realize and demonstrate solidarity;

Therefore, be it resolved, that all CFT locals should maintain a list of their retirees, along with their contact information using the AFT Connect database; and

Be it further resolved, that this list should be updated each year as a new group of members retire; and

Be it further resolved, that this list should be forwarded to CFT leadership each July; and

Be it finally resolved, that the locals should contact each retiree at least once each year (probably by email) to keep contact information up to date and to maintain the link between the local and its retirees.

Submitted by the Retirement Policy Committee

Resolution 14

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

Whereas, knowledge is power, and during a pandemic it can mean the difference between life and death of a student, a teacher, a parent, grandparent, or loved one; and

Whereas, numerous studies in the United States and around the world have found that children not only get infected from COVID-19, but also play an important role in spreading it. Asymptomatic infected people of all ages are especially inadvertent spreaders of the virus; and

Whereas, there is nothing new about vaccination requirements for schools, and by enforcing some of the strictest vaccination requirements for students and school employees in the nation, California stopped measles outbreaks and other highly infectious diseases from resurging and debilitating students; and

Whereas, a robust COVID-19 testing system is not enough to eradicate the pandemic, the World Health Organization argues that “a substantial portion of the population” must be vaccinated in order to successfully defeat a pandemic. Figures of 66% to 95% of the population have been cited as the percentage goal; and

Whereas, to date only a small portion of the American population has been vaccinated, and there are many people who are understandably skeptical for a variety of valid reasons. Yet the danger of death by COVID-19, or even serious or long-term illness, is greater than ever;

Therefore, be it resolved, that the CFT call on Governor Newsom to promote legislation recommending frequent COVID-19 testing of all educators, classified professionals, school support staff, and students and the funding to make that possible; and

Be it finally resolved, that the CFT encourage all educators, classified professionals, and school support staff, and students to get vaccinated for COVID-19, and encourage students to get vaccinated as soon as a safe and effective age-appropriate COVID-19 vaccine for all eligible children and students becomes widely available.

Submitted by the Berkeley Federation of Teachers, AFT Local 1078

Resolution 15

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

Whereas, opinion research consistently shows that a majority of American workers would join a union in their workplace if they did not fear getting fired during an organizing campaign; and

Whereas, the National Labor Relations Act, meant to protect workers in collective action and enable them to organize, has been gutted by adverse court decisions and legislative reforms favoring employers over the years; and

Whereas, the ability of the National Labor Relations Board to perform its original mission of protecting the right of workers to organize has been severely compromised, such that most private sector unions have given up serious efforts to organize, and when they do attempt to organize they are subject to extraordinary barriers to success; and

Whereas, private sector union density, once one-third of the working class, is today, after decades of continuous decline, just over 6%, and

Whereas, without strong private sector unions in alliance with public sector unions the entire labor movement is weakened; and

Whereas, over the past 40 years, as overall labor movement density has been cut in half, from 20% to 10%, the consequence has been severe cuts to public education and vital social program funding, and an enormous increase in economic inequality; and

Whereas, H.R. 2474, the Protecting the Right to Organize Act (PRO Act), would provide critical labor law reforms that would allow unions to organize in the private sector once again with a reasonable assurance of success; and

Whereas, the PRO Act has already passed the House of Representatives; and

Whereas, the Senate now has a slim majority of Democrats for the next two years, and provides the opportunity for the first time since 2010 for passage of labor law reform;

Therefore, be it resolved, that the CFT go on record in support of the PRO Act, share information about the PRO Act with its locals and allies within the community, and work with the labor movement to support its passage; and

Be it finally resolved, that this resolution be brought before the California Labor Federation, AFL-CIO, and the American Federation of Teachers, for similar action.

Submitted by the Labor and Climate Justice Education Committee

Resolution 16

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

Whereas, a national movement of teachers, parents, administrators, scholars, and pupils have come together to proclaim an annual week of action, affirmation, and solidarity during the first week in February called Black Lives Matter at School Week of Action; and

Whereas, CFT recognizes February as Black History Month and urges all individuals to join in celebrating the accomplishments of Black and African Americans during Black History Month; and

Whereas, CFT also encourages its members to recognize the many talents of Black and African Americans and the achievements and contributions they make to their communities to create equity and equality for education, economics, and social justice; and

Whereas, the annual Black Lives Matter at School Week of Action coincides with and augments Black History Month, occurs annually during the first week of February, and this year is February 1 to 5, inclusive; and

Whereas, schools should be places for encouraging equity, fostering understanding, and creating pathways to freedom and justice for all people; and

Whereas, the Black Lives Matter at School Week of Action is intended to highlight, uplift, and affirm the rich history and contributions of Black and African Americans and to cultivate in Black and African American pupils a sense of pride, self-worth and self-love; and

Whereas, the Black Lives Matter at School Week of Action is further intended to encourage ongoing critical reflection and courageous conversations concerning systemic racism, social injustice, and racial and ethnic bias, and to affirm the right of Black and African American pupils to be treated with respect and dignity within schools and communities; and

Whereas, the Black Lives Matter at School Week of Action movement started as a day of action in Seattle during the fall of 2016, when thousands of educators in the city came to school on October 19, 2016, wearing shirts that said, “Black Lives Matter: We Stand Together,” and hundreds of families and pupils did too. This action attracted national news, helping it spread to the city of Philadelphia;

Therefore, be it resolved, that the CFT recognizes an annual week of action during the first week of February each year in the state of California called “Black Lives Matter at School Week of Action,” and encourages educators, school staff, community members, and pupils to participate in related educational opportunities, cultural events, and expressions of unity.

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

Resolution 17

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

Whereas, in the wake of California's most recent catastrophic wildfires Governor Newsom issued an executive order that directed the state to develop a Just Transition Roadmap by July 15, 2021; and

Whereas, the California Labor and Workforce Development Agency and the Office of Planning and Research in consultation with the Department of Finance and other state agencies is developing this roadmap consistent with the recommendations in "Putting California on the High Road: A Jobs and Climate Action Plan for 2030 Pursuant to Assembly Bill 398;" and

Whereas, that report establishes the basic principle that the high road to a just transition is not just creating green jobs but also good paying *union* green jobs; and

Whereas, the vast majority of California's thousands of school campuses from TK-12 through higher education have not been adequately updated to make them sufficiently "green" to be a part of a transition to a sustainable future; and

Whereas, all existing California educational institutions should be part of a transition that reduces degradation to the environment, maximizes energy efficiency, radically reduces our collective carbon footprint, and provides a healthy learning and work environment for students, educators, and staff; and

Whereas, transforming existing educational infrastructure and all new construction of public schools and campuses could provide thousands of new climate sustaining, good paying, union jobs in the construction, renovation, and maintenance of these buildings and spaces; and

Whereas, the CFT is already on record in support of a Green New Deal and a robust climate justice agenda including progressive taxation to fund such efforts;

Therefore, be it resolved, that the CFT will publicly advocate with the governor's office, the Legislature, and general public that greening our state's public schools and colleges should be at the heart of a just transition to a sustainable future.

Submitted by the Labor and Climate Justice Education Committee

Resolution 18

Recognizing the Armenian Genocide

Whereas, 1.5 million people were massacred by the Turkish government beginning in 1915; and

Whereas, the U.S. Congress formally passed resolutions recognizing the Armenian Genocide in 2019;

and

Whereas, Turkey has continually denied the genocide;

Therefore, be it resolved, that the CFT will formally recognize the Armenian Genocide; and

Be it finally resolved, that the CFT will publish an article educating members on the Armenian Genocide, including classroom resources.

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

Resolution 20

Dismantling systemic racism

Whereas, CFT strongly believes in combating racism and advocating for social justice and has publicly announced support of the Black Lives Matter national movement; and

Whereas, CFT has an obligation to address structural racism by not only condemning racism and white supremacy, but also by proactively working toward systemic change to end white supremacy, anti-Black racism, and institutional racism in the California education system; and

Whereas, teachers, instructors, professors, administrators, and staff of color (especially Black people) are only a fraction of the total employees on schools and college campuses; and

Whereas, programs for hiring and retention of employees of color should be established and supported; and

Whereas, Black students continue to receive academically inferior education relative to their historical achievements and contributions; and

Whereas, white and other students are affected by culturally biased curriculum; and

Whereas, students of color have a higher suspension, expulsion, and dropout rate; and

Whereas, young Black men continue to be incarcerated at alarming rates compared to their white counterparts and also have the lowest enrollment numbers on high school and college campuses; and

Whereas, CFT leadership, staff, and union officers (statewide through local unions) should be representative of the students and communities we serve;

Therefore, be it resolved, that the CFT continue to work toward passing legislation that would mandate Ethnic Studies requirements for secondary schools and universities; and

Be it further resolved, that the CFT will encourage practices to provide opportunities to develop diverse leaders; and

Be it further resolved, that the CFT will continue its affirmative action hiring program so that the staff reflects the diversity of its membership; and

Be it further resolved, that CFT encourage local leaders to work to increase the hiring of faculty, administrators, and staff of color in school districts throughout California; and

Be it finally resolved, that CFT support legislation to increase ethnic diversity within the ranks of school employees.

Submitted by the Ethnic Diversity in Leadership Committee

Special Order of Business (Resolution)

Resolution on Anti-Asian Violence

Whereas, eight people were murdered in Georgia on March 16, 2021, including six Asian American women; and

Whereas, there has been a rise in vicious attacks on Asian Americans throughout the country, including on the elderly; and

Whereas, attacks on Asian American women have a long and sordid history, perpetuated by negative media images and misogyny; and

Whereas, anti-Asian violence is not a new phenomenon, but has deep roots in white supremacy and racism within U.S. society; and

Whereas, since 1882, with the passage of the Chinese Exclusion Act, anti-Asian immigration laws and policies were upheld by the U.S. legal system for more than 80 years until the Civil Rights movement of the 1960s successfully challenged them; and

Whereas, the former Trump Administration falsely blamed China and Asian people for the COVID-19 pandemic, referring to it the “China Virus” and “Kung Flu;” and

Whereas, the former Trump administration has emboldened racist vigilantes and bigoted hate groups and encouraged the violent white supremacist insurrection at the U.S. Capitol on January 6, 2021; and

Whereas, the rise in anti-Asian violence is directly related to the police killing of unarmed black women and men, the shameful anti-immigration policies that have led to caging of children along the U.S.-Mexico border, and the long legacy of slavery, mass incarceration, and Jim Crow policies that the United States as a nation has never honestly and openly addressed; and

Whereas, U.S. unions historically have been complicit in policies of white supremacy and segregation, including advocating for the Chinese Exclusion Act and exclusion of people of color from labor unions in generations past; and

Whereas, the CFT is committed to advance multi-racial unity, and to challenge discriminatory policies and practices throughout U.S. society; and

Whereas, the CFT has a special role to play in educating the future generation within our state, and to promote racial justice and racial healing;

Therefore, be it resolved, that the CFT condemns the heinous murder of eight people in Atlanta, Georgia, on March 16, 2021, including six Asian Americans; and

Be it further resolved, that the CFT deplores the rise in anti-Asian violence that has been encouraged by racist rhetoric and policies advanced by the Trump administration; and

Be it further resolved, that the CFT will advocate for anti-racist curriculum in the schools of California, and support expansion of Ethnic Studies, including Asian American, African American, Latina/o, and Native American Studies; and

Be it finally resolved, that the CFT pledges to promote racial justice and racial healing, and to challenge racially motivated hatred and violence within our society.

Submitted by the Executive Council